



Chartered Certified Accountants
Registered Auditors and Tax Advisors

PAR014/JAM/ CH
05/04/2024

Companies House
Crown Way
Cardiff
CF14 3UZ
DX 33050 Cardiff

Dear Sir/ Madam,

Parayhouse School - 04270330

Please find enclosed Annual Report and Financial Statement for the above-mentioned client for the year ended 31st August 2023.

Please acknowledge safe receipt.

Yours faithfully,

H Hambi FCCA

ACCA

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Alpha Accountants (London) Limited. Registered in England. No. 05515116
Registered as auditors in the United Kingdom by the Association of Chartered Certified Accountants.

Company registered number: 04270330
Charity registered number: 1090757

PARAYHOUSE SCHOOL

(A company limited by guarantee)

Annual Report and Financial Statements

For the year ended 31 August 2023

PARAYHOUSE SCHOOL

REPORT AND FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 AUGUST 2023

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PARAYHOUSE SCHOOL

LEGAL AND ADMINISTRATIVE INFORMATION

FOR THE YEAR ENDED 31 AUGUST 2023

Chair of Trustee Governors	Ms D Schwartz
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Vice Chair of Trustee Governors	Ms H Elansari
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Board of Trustee Governors: A full list is provided on page 14 of this report

Co-Headteachers	Ms H Bristow Ms V Carnevale
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Charity number	1090757
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Company number	04270330
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Registered office	Hammersmith & Fulham College Gliddon Road London W14 9BL
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Auditor	Alpha Accountants (London) Limited 585a Fulham Road Fulham London SW6 5UA
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Bankers	HSBC Bank UK plc 315 Fulham Road Chelsea London SE10 9QJ
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Solicitors	Veale Wasbrough Vizards 86 Fetter Lane London EC4A 1AD
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PARAYHOUSE SCHOOL

INTRODUCTORY OVERVIEW

FOR THE YEAR ENDED 31 AUGUST 2023

Parayhouse School is a non-maintained special school for students with significant speech, language and communication needs, moderate/severe learning difficulties and associated social, emotional, behavioural and medical difficulties. The school caters for students from 7-16 years of age.

Parayhouse School is committed to ensuring that each and every student reaches his or her full potential. The school delivers its mission in three essential ways:

- (1) It provides a safe and nurturing environment where students feel secure and are confident and eager to learn;
- (2) It creates a highly specialised and individualised curriculum, with speech and language at its heart, empowering students to learn; and
- (3) It establishes close working relationships between parents, carers, students and staff to support learning and behaviour at home as well as at school.

The school is governed by a registered charity, which takes the school's name, and is run by a Board of Trustee Governors. Senior leadership of the school and its staff are ultimately accountable to this Board and work closely together to actively manage the risks the school faces and help to deliver the co-Headteachers' vision and development of the school.



"We place the education and prospects of our students front and centre in all that we do, and we are fully committed to their wellbeing and that of every member of staff.

Having emerged from the COVID-19 pandemic, and with new challenges, such as the cost-of-living crisis, lying ahead, we are proud that we remain well equipped to provide a safe and nurturing environment for our students and to guide them towards a fulfilling future."

Daniela Schwartz

Looking back to the last twelve months we are very pleased with the following milestones we have achieved:

We have completed – as also outlined in our co-Headteachers' statement - the school's leadership structure, introducing a Middle Management Team and an Assistant Headteacher role. The new roles help to consistently monitor our practice in and out of the classroom and free up capacity of our co-Headteachers for strategic activities.

As part of our determination to maintain our level of excellence in offering tailored teaching to our students, we are delighted with the progress and success of specific learning programmes such as the ASDAN programme, SoSafe! and Real P.E, which we implemented last year. These programmes also help foster an ongoing dialogue with our parents, enabling them to copy the teaching at home.

In the summer, we also sat down with our co-Headteachers to discuss where the school already operates in a sustainable manner (based on ESG considerations) and where we should do more. Our soon-to-be-appointed sustainability lead within the school and our newly elected Sustainability Trustee Governor will jointly develop a sustainability programme for our school, including strategies on how sustainability will be incorporated in lessons and through other activities, how we can reduce the school's carbon emissions, and how we can report in detail on each angle of ESG to provide full transparency to all our stakeholders.

Despite the dramatic price inflation we have all faced over the past year – and continue to face - we are proud to report again that the school continues to be in a healthy financial situation, allowing us to carry out all school improvements in the last school year as planned, and within budget. School improvements – apart from further investments in ICT - have included: installing a new fence and gate along the main playground; upgrading the kitchen area in the Creative Hub to be used for students' cooking lessons; installing new play equipment in the school playground and creating a new outdoor space around the Creative Hub.

Addressing our mid- and long-term development, we have also continued to explore the potential to expand the school, both in potentially providing a sixth class within our current pre-16 provision and potentially the creation of a post-16 provision. This would require additional space (both internally and externally), so we have started exploring the potential to develop our footprint within our current setting as part of the Hammersmith & Fulham College campus, but also to assess the potential to move to a larger site elsewhere.

PARAYHOUSE SCHOOL

CHAIR OF TRUSTEE GOVERNORS' STATEMENT

FOR THE YEAR ENDED 31 AUGUST 2023

Looking back at all those achievements and, most importantly, having seen how our students are progressing with their speech and language, their life skills, and their academic learning, fills us with pride, and quite simply with joy. On behalf of all Trustee Governors, I would like to express yet again our heartfelt thanks to all our staff who work so hard and diligently, and with great passion to create a uniquely warm and inclusive environment where our students feel safe, supported and valued, and are confident and eager to learn. We are very fortunate to work with such a magnificent team of teachers, learning assistants, therapists, senior and middle managers, and administrative staff

Daniela Schwartz
Chair of Trustee Governors

PARAYHOUSE SCHOOL

MESSAGE FROM THE CO-HEADTEACHERS

FOR THE YEAR ENDED 31 AUGUST 2023



Holly Bristow



Verity Carnevale

PARAYHOUSE SCHOOL

MESSAGE FROM THE CO-HEADTEACHERS

FOR THE YEAR ENDED 31 AUGUST 2023

The academic year 2022-23 was a productive and positive one for our school community.

Despite having a key member of staff away on maternity leave we are pleased with the continuity and sustained commitment we have seen our staff maintain in terms of curriculum development, collaborative practice and professional development.

We have focused on continuing to embed our Middle Management Team who are now well-established, respected and have made a positive impact on the division of workload and ensuring the wider staff body are actively involved in all areas of school life. Teachers have now taken on individual roles as subject leads ensuring a breadth of knowledge and increased focus on curriculum areas. We are excited to be working with them more closely next year to enhance their mentoring skills and confidence in managing their teams.

We have continued to see real progress across the ASDAN programme we implemented last year and the response to the introduction of new So Safe! and Real P.E schemes has been encouraging. We look forward to seeing ongoing impact on outcomes for our students as the schemes progress.

Outside of the classroom, students have been able to take their learning out into the community more consistently this past year. Going forward we will be working on our trips' strategy in line with the School Improvement Plan to ensure that we use these valuable opportunities to support learning and to expose the students to a variety of people, places and experiences.

We have also been able to make improvements to our premises particularly aimed at minimising environmental impact, including a bike rack for staff and sensor taps for our students. Sustainability is an area we are committed to continue to develop in 2023-24 with the appointment of a sustainability lead within

PARAYHOUSE SCHOOL

MESSAGE FROM THE CO-HEADTEACHERS

FOR THE YEAR ENDED 31 AUGUST 2023

the school staff and a dedicated Trustee Governor who will work to develop an action plan and ensure sustainability is embedded in all our school practices.

In other areas of school business, we were delighted to welcome back a previous school bursar who has been working closely with our School Business Manager to implement new financial software to aid in ensuring security and continuity of our procedures.

We also said goodbye to a long-standing member of our school community in July when our Family Support Manager retired. Her role has been filled by an existing member of staff who has an excellent rapport with parents and works closely with the co-Headteachers and Safeguarding Team to ensure we are offering wrap-around support to our families and students. Alongside this we have also been pleased with our continued programme of parental outreach, including how-to-videos, parent workshops and coffee mornings, all intended to bridge the gap in our widely distributed parent community.

Going into 2023-24 we will be focusing heavily on furthering our development of the tools we used to measure progress, particularly for our most complex learners. We are also reviewing our whole school communication strategies' toolkit to ensure that we maintain our level of excellence in this unique area of our school model. We will also be working closely with our Governing Body to review opportunities for future development and the prospect of securing new premises which support this.

Holly Bristow & Verity Carnevale
Co-Headteachers

Trustee Governors' Report

The Trustee Governors (who are also directors of the charity for the purposes of the Companies Act 2006) present their report and accounts for the year ended 31 August 2023.

The accounts have been prepared in accordance with the accounting policies set out in note 1 to the accounts and comply with the charity's Memorandum and Articles of Association, the Companies Act 2006 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)" (as amended for accounting periods commencing from 1 January 2019).

Objectives and activities

Charitable Objects

The object for which the charity is established is to advance education by carrying on in Great Britain a school or schools for the public benefit at which infants, children and students may obtain education and instruction in academic, sporting, musical, cultural, scientific, technical, religious, vocational, social and commercial subjects, activities and crafts of every description. The charity provides a specialist education for students with speech, language and communication needs, moderate and severe learning difficulties and behavioural, emotional & social difficulties.

Aims of the charity

The school's primary aim is to provide a first-class education by high quality tuition and by developing sporting, artistic and social/ life skills in all its students. The school intends to provide an environment where each student can develop and fulfil his or her potential, to help build self-confidence, independence and social awareness.

The school focuses its work on preparing students with special needs for the challenges they will meet when leaving school. The school recognises that it is the development of social, language and thinking skills that enable students to express themselves, to understand and to function optimally in the world.

We also believe in the power of collaborative practice. Together, we face challenges, celebrate achievement and aspire to do our very best.

We deliver our mission in three essential ways:

- (1) We provide a safe and nurturing environment where students feel secure and are confident and eager to learn;
- (2) We create a highly specialised and individualised curriculum, with speech and language at its heart, empowering students to learn; and
- (3) We establish close working relationships between parents, carers, students and staff to support learning and behaviour.

Strategies for achieving aims and objectives

- (1) We continue to develop our current premises, making improvements to our "Creative Hub" for art and music therapy, and to our main premises leased from the College. Our aim is to provide a safe, secure and nurturing learning environment for students and a welcoming and comfortable working environment for staff;
- (2) We continue to develop our leadership structure, with a key focus on providing support to the co-Headteachers from Trustee Governors and an experienced external advisor, to ensure the efficient and effective management of the school. In addition, we are focused on developing leadership opportunities further down the school, to help manage succession planning and to offer staff a route to professional development, which includes the development of a "middle management" function;

PARAYHOUSE SCHOOL

TRUSTEE GOVERNORS' REPORT

FOR THE YEAR ENDED 31 AUGUST 2023

- (3) We continue to develop personalised learning and assessment as a key strategy to maximise the learning opportunities and growth of all students;
- (4) We look to increase the impact of speech and language therapy across the school, with a view to achieving high standards in students' communication skills; and
- (5) We aim to build upon the current high level of Trustee Governor and parent/ carer involvement, to ensure that the co-Headteachers and staff are effectively challenged, and that parents remain key to school development.

Compliance with Charity Commission guidance

The Trustee Governors have paid due regard to guidance issued by the Charity Commission in deciding what activities the charity should undertake.

Staff involvement

One of the keys to the school's success is the aim to foster an engaged and highly motivated staff. By consulting staff, including more regular use of staff surveys, we endeavour to get feedback on a regular basis, not only in ways we can improve the learning experience for our students, but also to improve the well-being of staff. The senior leadership team aims to be pro-active in making sure staff are kept informed of the school's progress. We seek to achieve a common awareness on the part of all employees of the financial and economic factors affecting the school's performance.

Employment of disabled persons

Applications for employment by disabled persons are always fully considered, bearing in mind the aptitudes of the applicant concerned. In the event of members of staff becoming disabled, every effort is made to ensure that their employment within the charity continues and that the appropriate training is arranged. It is the policy of the charity that the training, career development and promotion of disabled persons should, as far as possible, be identical to that of other staff.

Grant making policies

The school does not currently have a grant making policy.

Use of volunteers

A number of parents and carers of children attending the school volunteer to provide support for many fundraising activities during the year including raffles, quiz nights and sponsored events for the school. The Trustee Governors would like to take this opportunity to say how much we appreciate their continuing and valuable support for our work.

A regular number of students from within higher education are offered unpaid, temporary work experience placements.

Fundraising

Historically, aside from a short, intensive fundraising project in early 2017 to fit out a sensory room, the school has not had an organised fundraising function. In general, we have been able to maintain strong unrestricted reserves that allow us to fund specific projects and activities as they arise, as well as using restricted grants to fund specific projects. Nevertheless, as we continue to review the adequacy of our premises and put in place a detailed 3yr ICT investment plan, we have ring-fenced some of these unrestricted reserves for these "designated" purposes and, as such, will look to have establish a more coherent fundraising strategy sometime in the near future. We will look to build on previous external advice from a number of experts and establish broad short- and long-term objectives. In the short-term these are likely to be focused on applying for various grants to match-fund specific projects and activities.

Achievements and performance

Main Achievements

- Embedded a series of new learning programmes and progress-tracking, and related staff training, which provide a more tailored learning experience for our students ("individual development pathways");
- Continued to operate without any serious safeguarding issues, which is testament to the procedures and policies in place, as well as comprehensive staff and trustee governor training;
- Student numbers remained strong at 52 secured placements;
- Bedding-in of assistant headteacher role, as well as progress of middle managers and the re-appointment of a previous bursar;
- Establishment of teachers as subject leads, forming strong base from which we aim to develop their mentoring skills and confidence in managing their teams (LSAs);
- Bedding-in of interactive whiteboards and laptops/ iPads across the school has improved student engagement, staff productivity and offers a wider range of online learning opportunities to students;
- Re-establishment of school trips and continuation of residential trips, which offer students the opportunities to support learning and work on life skills;
- Progress in succession planning, with seamless hand-over from retiring staff;

Criteria used to measure success

- The school has been able to maintain strong student numbers (at or near capacity), as well as continuing to attract high numbers of referrals and applications for places from prospective students. This continues to reflect positively on the quality of teaching, therapy and support provided, which is helping students progress and strive to reach their full potential;
- Aside from strong initial results from applying the SOLAR assessment tool, we are encouraged by the ability of student leavers to find good post-16 provision in other schools;
- Positive staff and student survey results;
- Despite some staff turnover through the challenging Covid-19 pandemic period (in particular foreign staff returning home), we generally have been able to maintain a core stable and contented staff base and are encouraged by our ability to attract quality new staff, especially in-demand therapists, which is testament to the school's welcoming atmosphere and opportunity for staff advancement (e.g. creation of assistant head and middle management roles);
- We also place great importance on periodic OFSTED inspections, which provide an invaluable independent assessment of the school's progress;
- The charity retains a significant surplus of unrestricted funds, which provides reserves to cover unforeseen losses or required expenditures, as well as allowing the school to run budgeted short-term deficits in more volatile periods (e.g. when inflation rising rapidly and costs (wages) increasing quicker than we are able to increase fees from local authorities).

Plans for the future

In the short- to medium-term the school's leaders are focused on further improvements to the curriculum and further developing our student assessment framework to provide more timely and useful feedback to students, their parents and carers, and to trustee governors. We continue to update and improve our ICT provision across all parts of the school (for both teaching and support functions) and recruit additional staff and improve career advancement.

In the long-term, we continue to explore the potential to expand the school, both in potentially providing a sixth class within our current pre-16 provision and potentially the creation of a post-16 provision. This would require additional space (both internally and externally), so we are exploring the potential to develop our footprint within our current setting as part of the Hammersmith & Fulham College campus, but also to assess the potential to move to a larger site elsewhere. This analysis is at an early stage and will require close cooperation and dialogue with local authorities, staff and parents.

PARAYHOUSE SCHOOL

TRUSTEE GOVERNORS' REPORT

FOR THE YEAR ENDED 31 AUGUST 2023

Financial Review

Review of financial position

The charity reported a small surplus of £11,150 for the current year. This compares with an exceptional surplus of £23,023 as reported for the previous year where it was noted the primary reason for the surplus was the impact of COVID.

While lower on a year-on-year basis, it is important to note that it is still a healthy total on a historical basis and that the previous year's total was particularly distorted by the Covid crisis (much reduced operating costs as the school was closed for a large part of that year).

The overall operating surplus (of £11,150) bolstered net assets of the charity to £1,600,026 (from £1,589,621 at 31 August 2022), which is split between unrestricted reserves of £1,433,236 (2022: £1,465,923) and restricted reserves of £167,535 (2022: £123,698).

The total of unrestricted reserves is held in our bank current account and in our account on the CAF Flagstone platform. This allows us to allocate these savings across a wide number of individual bank savings accounts in a much more efficient manner.

On the face of it, unrestricted reserves are now well in excess of the minimum reserves policy set by Trustee Governors (see below), although we are carving out a proportion into new "designated" reserves, specifically for large potential capital expenditure on premises in the medium- to long-term and on ICT. Even so, remaining unrestricted reserves will remain above our minimum and provide a solid buffer against any unforeseen expenditure requirements. Also, these liquid assets are more than sufficient to cover the charity's current liabilities (£1,455,599).

Restricted reserves fell in the year. Generally, we look to spend specific grants within the financial year.

Another way of thinking about total **net** assets of £1,600,771 is to consider the charity's balance sheet, and specifically the difference between its total assets of £1,992,558, split between: -

- Tangible assets of £144,172 (incl. leasehold improvements of £105,511); plus
- Cash balances of £1,818,839 (retained annual net surpluses); plus
- Debtors – accounts receivable and accrued income of £10,548; plus
- Current assets of £19,744;

And its total liabilities of £392,532 (all due within one year): -

Income generation

During the year under review unrestricted income totalled £1,627,066 (2022: £1,681,066), representing a small decrease on the previous year (-3.2% YoY) but well above our budget for the year (+%), with higher student fees (on higher student numbers than budgeted) and EFA DFC grant than was anticipated. Total income is mainly in the form of student fees from placing local authorities (£1,018,889, 2022: £954,369) and EFA student grants (£702,194, 2022: £628,343), with both dependent on student numbers.

PARAYHOUSE SCHOOL

TRUSTEE GOVERNORS' REPORT

FOR THE YEAR ENDED 31 AUGUST 2023

Expenditure

The total cost of operation of the school amounted to £1,786,571, representing a significant +7.8% YoY increase on FY21-22 (£1,658,043), albeit just -% below budget. Staff costs continue to account for the bulk of overall costs (~76% in FY22-23), with the next largest cost items being premises costs (~7% of the total), and then a drop down to capital equipment (~4%), professional fees (~2%), staff courses (~2%) and school lunches (~1%), and then a further drop down to a host of smaller line items.

Historical 10-year view

£	FY13-14	FY14-15	FY15-16	FY16-17	FY17-18	FY18-19	FY19-20	FY20-21	FY21-22	FY22-23
Net income	32,667	56,979	129,028	101,640	121,755	239,741	403,810	300,539	23,023	11,150
Fund balances	213,106	270,085	399,113	500,752	622,508	862,249	1,226,059	1,566,598	1,589,621	1,600,771
Restricted	62,839	26,634	81,837	97,569	99,283	133,823	166,289	174,984	123,698	167,535
Unrestricted	150,267	243,451	317,276	403,183	523,225	728,426	1,099,770	1,391,614	1,465,923	1,433,236
Av # students	48	42	48	45	47	56	51	55	53	52
Av # staff	35	32	31	31	33	36	35	39	45	44

Reserves policy

The school needs unrestricted reserves to:

- (1) Meet any contractual liabilities should the school be required to close;
- (2) Meet any unexpected costs such as premises moves, breakdown of machinery or staff cover;
- (3) Replace equipment as it wears out; and
- (4) Ensure the school can maintain a high quality of service.

The charity aims to maintain total unrestricted reserves at a level equivalent to at least eight months' operating costs (equivalent to two school terms) based on current annual expenditure whilst also considering the possible need for redundancy costs and to meet service level agreements (most have 3-6-month notice periods) and lease agreements in the event that the school were ever to cease trading. Also, importantly, it provides a reasonable period of time for staff to apply for alternative employment and for students to be placed in an alternative provision. It assumes that student funding ceases over the period, which might not be the case.

The Trustee Governors regularly review the level of unrestricted reserves, and as of 31st August 2023 have determined that based upon expected 2022-23 budgeted levels of expenditure, the amount of unrestricted reserves required is £1,175,094. Current unrestricted reserves are £1,433,236 and so comfortably exceed this minimum requirement.

As outlined above, the school is creating "delegated reserves" to cover potential investments in premises and to cover the budgeted investments in ICT over a three-year period. Over time the school may add to these delegated reserve categories to cover other large multi-year expenditure projects. Nevertheless, it is important to note that these reserves form part of the total unrestricted reserves of the school, not an addition to them.

PARAYHOUSE SCHOOL

TRUSTEE GOVERNORS' REPORT

FOR THE YEAR ENDED 31 AUGUST 2023

Designated reserves to cover potential investments in premises are expected to be equivalent to up to 40% of total unrestricted reserves at any one time (£573,294 based on the charity's unrestricted reserves as at end-August 2023), while, based on the latest 3Y budget, ICT investments are forecast to be equivalent to ~£120,000. It is important to note that these balances are fungible, especially in the unlikely event of the school having to close and its operations run down – part of these designated reserves would be used to cover the minimum eight months' worth of expenditure.

Investment policy

The Trustee Governors have overall responsibility for the investment of the charity's cash balances, other unrestricted reserves and any unspent restricted reserves. In turn, this responsibility is delegated to its Finance, Leadership & Management (FLM) sub-committee to monitor on an on-going basis. This sub-committee reports to the Board of Trustee Governors on a periodic basis, including a summary of the various investments, their performance and risks.

The FLM sub-committee's primary investment objectives are:

- (1) To ensure adequate cash balances are available in an approved bank account to cover day-to-day working capital requirements of the school's operations, without the account becoming overdrawn; and
- (2) To protect the real long-term capital value of the unrestricted reserves, minimising risks and optimising returns, with due consideration taken of the flexibility and term of investments.

The committee analyses and monitors the various market risks associated with these investments on an on-going basis, with working cash balances and other unrestricted reserves distributed across potentially three main investment types, depending on the total balances at-hand: -

- (1) Bank current/ business accounts;
- (2) Savings accounts and other similar savings vehicles; and
- (3) Investment funds.

Historically, given the limited unrestricted reserves available and the low risk appetite, the majority has been placed in (1) and (2) above. As/ when these unrestricted reserves grow in value more significantly above our projected minimum requirements (see Reserves policy above), the FLM sub-committee would expect to explore options within (3) above, albeit with a focus on capital preservation and risk diversification. At this time external professional advice would be sought as a key input to any decision.

Going concern

After making appropriate enquires, the Trustee Governors have a reasonable expectation that the charity has adequate resources to continue in operational existence for the foreseeable future. In the first instance this is based on the number of students on roll (both current and projected, given strong on-going demand for places) and their associated fees covering current and projected expenses of running the school. Beyond this, the charity's sizeable surplus funds provide more than additional comfort that the charity could cover any potential short-term deficits to continue as a going concern with no interruption to its core teaching

PARAYHOUSE SCHOOL

TRUSTEE GOVERNORS' REPORT

FOR THE YEAR ENDED 31 AUGUST 2023

provision. For this reason, they continue to adopt the going concern basis in preparing the financial statements. Further details regarding the adoption of the going concern basis can be found in the accounting policies.

Principal funding

The principal funding is from local authorities, with top-up school fees in some instances from parents, plus grants from the central Education and Skills Funding Agency (ESFA).

The statement of Financial activities for the year is set out on page 25 of the financial statements. A summary of the financial results and the work by the charity is set out below.

How principal sources of funding support the key objectives of the charity

- Fees from local authorities along with fees charged to parents facilitate the day-to-day running of the school, providing resources to cover staff salaries, teaching resources (incl. books, stationery supplies, computers) and other operating overheads.
- Grants received from the ESFA provide a top-up to fees received from placing local authorities and help subsidise student fees and enable disadvantaged students with parents who would not otherwise be able to afford the school's fees to benefit from the high-quality education provided.
- The Devolved Formula Capital grant enables the purchase of classroom and IT equipment to further learning.
- The Capital Maintenance grant ensures premises are fit for purpose and remain in good repair, and enable improvements for the benefit of the pupils, such as the construction of the all-weather playing surface.
- The Sports and PE grant facilitates the purchase of sports equipment, training and attendance at sporting events to develop the sporting skills of the pupils.
- The Teachers' Pay and Teachers' Pension grants provide additional resources to build teachers' overall compensation.

Material Investments policy

Under the Memorandum and Articles of Association, the charity has the power to make any investment that the Trustee Governors see fit. The Trustee Governors have assessed the major risks to which the charity is exposed and are satisfied that systems are in place to mitigate exposure to the major risks.

Risk Review

Risk management

The Trustee Governors are ultimately responsible for the management of the risks faced by the school. This involves identifying the types of risks the charity faces, prioritising them in terms of potential impact and likelihood of occurrence (based on an in-house scoring model), and identifying means of mitigating risks. A record of these is kept in a risk register, which is formally reviewed at each main Board of Trustee Governor meeting, and by the three separate sub-committees of the main Board on a periodic basis. In addition, a comprehensive list of school policies is regularly reviewed and updated for best practice, including input from an independent, third party HR firm.

As of the balance sheet date, the key risks identified by the Trustee Governors can be split across three main categories as follows:

PARAYHOUSE SCHOOL

TRUSTEE GOVERNORS' REPORT

FOR THE YEAR ENDED 31 AUGUST 2023

- (1) **Strategic and reputational risks**, including, but not limited to: -
- (a) A major safeguarding or health and safety incident;
 - (b) Worsening of the Covid-19 outbreak or a new pandemic;
 - (c) Competition risk arising from new or re-purposed schools in the area;
 - (d) Loss of Chair of Trustee Governors and inability to promote or recruit a replacement;
 - (e) A breach of staff code of conduct; and
 - (f) A poor Ofsted inspection;
- (2) **Operational risks**, including, but not limited to: -
- (a) A permanent loss of premises;
 - (b) A temporary loss of premises due to fire, flood or other emergency;
 - (c) Failure of West London College to proceed with plans for new build/Parayhouse school not included in any development plans.
 - (d) IT capability risk – out-dated/ unsupported systems causing loss of data and/or operational issue;
 - (e) Breach of GDPR or e-security; and
 - (f) Staffing issues, e.g. loss of multiple staff at one time and/or significant employment law issues;
- (3) **Financial risks**, including, but not limited to: -
- (a) Financial fraud;
 - (b) Loss of student numbers making the school's financial model unviable;
 - (c) Reserves risk – lack of sufficient funds in reserves to allow school to carry on operations for a limited time under stress; and
 - (d) Investment policy risk – capital loss by inappropriate investments of the charity's reserves.
 - (e) Loss of key financial personnel.

Mitigating actions are regularly reviewed, assessed for appropriateness and updated where necessary, and with the proviso that some are a work-in-progress given the scale involved. Key strategies implemented to help mitigate some of these risks include, but are not limited to: -

- (i) Maintenance of a comprehensive set of reference policy documents;
- (ii) Continuous offering of staff and Trustee Governor training across all risk categories, as well as regular skills-gap audits;
- (iii) Access to independent, third-party specialist advice, e.g. in HR, IT, data protection (and cyber risk evaluation), insurance and property management;
- (iv) Continuing development of senior management of the school and succession planning, where relevant, and including a review of recruitment and staff retention;
- (v) Maintenance of a strong working relationship with the school's current property landlord (Hammersmith & West London College);
- (vi) Creation of a business continuity plan, including search for alternative settings required in an emergency;
- (vii) Development of a coherent and realistic fundraising strategy to help broaden the charity's resources and expand the school's offering;
- (viii) A regular review of reserves and investment policies, with strict oversight and schemes of delegation, and ultimate approval/ ratification by the main Board of Trustee Governors;
- (ix) Consistent control and forecasting of student numbers, frequent review of management accounts and budgets by an appointed school finance officer; and
- (x) Monitor and evaluate student achievement on a termly basis, provide regular training to staff and create a staff culture where peer observation, feedback and discussion about learning are commonplace.

Through the risk management process outlined above, the Trustee Governors are satisfied that the major risks identified will be adequately mitigated where necessary. It is recognised the systems can only provide reasonable, but not absolute, assurance that the major risks have been adequately managed.

PARAYHOUSE SCHOOL

TRUSTEE GOVERNORS' REPORT

FOR THE YEAR ENDED 31 AUGUST 2023

The Trustee Governors have assessed the major risks to which the charity is exposed, in particular those related to the operations and finances of the charity, and are broadly satisfied that systems and procedures are in place to mitigate our exposure to these major risks. Nevertheless, the Trustee Governors are acutely aware of the need to continually review and, where necessary, evolve these risk mitigations to enhance overall risk management. This includes working closely with the school's senior leadership team, which takes ownership of many of these mitigating actions on a day-to-day basis, as well as helping it to shape and attain key strategies on its School Improvement Plan and to draw up a longer-term vision for the school.

No means exhaustive and very much aspirational realising that we are at the start of a long journey, but we aspire to transform school values and champion sustainable behaviours through a number of broad ambitions to include:

- Trustee governors and the senior leadership team of the school to lead by example and support the drive to embed culture change across the school, including to ensure that relevant sustainability issues feature on the agenda of Full Board and sub-committee meeting, where relevant – in effect applying an ESG lens to all we do, as well as continuing to embed and promote a strong compliance culture across the school.
- Continue to promote staff engagement (surveys, conversations etc.), an inclusive (“speak-up”) culture, diversity, empowerment (offer leadership opportunities), remain committed to fair and equal pay, and create an attractive workplace that aids staff well-being (mental health) as much as possible.
- Continue to focus on maintaining the strength of our balance sheet and financial position that provide the security and stability to support the school as a going concern over the long-term and help make it resilient to various risks. We are acutely aware of our 40-year history and our stewardship of its legacy.

Structure, Governance and Management

Constitution

The company is a charitable company limited by guarantee and was set up by constitution in 2001. It is constituted under a Memorandum and Articles of Association dated 2001 (updated 2018) and is a registered charity (charity number 1090757). The principal objective of the company is to provide education to children. During the year 2022-23 the school averaged 53 pupils and 44 staff.

PARAYHOUSE SCHOOL

TRUSTEE GOVERNORS' REPORT

FOR THE YEAR ENDED 31 AUGUST 2023

Governance structure

Trustee Governor Membership & Committees

	Appointed	Trustee Governor Type	Main Board	Committees*		
				FLM	PDBW	TLA
<u>Trustee Governors</u>						
Daniela Schwartz (Chair)	Jul-14	Community	■		X	
Hala Ensari (Vice-Chair)	Nov-18	Parent	■		■	
Johnnie Wraith (Resigned 11 th January 2023)	Dec-14	Parent	■	■		
Beatriz Exposito	Nov-19	Staff	■			■
Michael Gallagher (Resigned 14 th June 2023)	Sep-19	Community	■			■
Steve Hussey	Jun-17	Parent	■	X		
Jakub Koper	Dec-21	Staff	■ ■		■	■ ■
Georgina Klein	Dec-21	Community				
Thomas Cowley	Dec-21	Community	■	■		
Yvonne Woodford	Oct-22					
<u>Associate members</u>						
Nick Herrtage (Real Estate Advisor)	-	External		Eo		
Wendy Coombes (Advisor)	-	External				Eo
Verity Carnevale (co-Head)	-	Staff		Eo	Eo	
Holly Bristow (co-Head)	-	Staff		Eo		Eo
Claire Huntington		Staff				Eo
Phoebe Buret	-	Staff			Eo	
Steve Williams (Finance Officer)	-	Staff		IoA		
Lorraine Morgan (Business Manager)		Staff		IoA		
Number of meetings			4	6	3	4

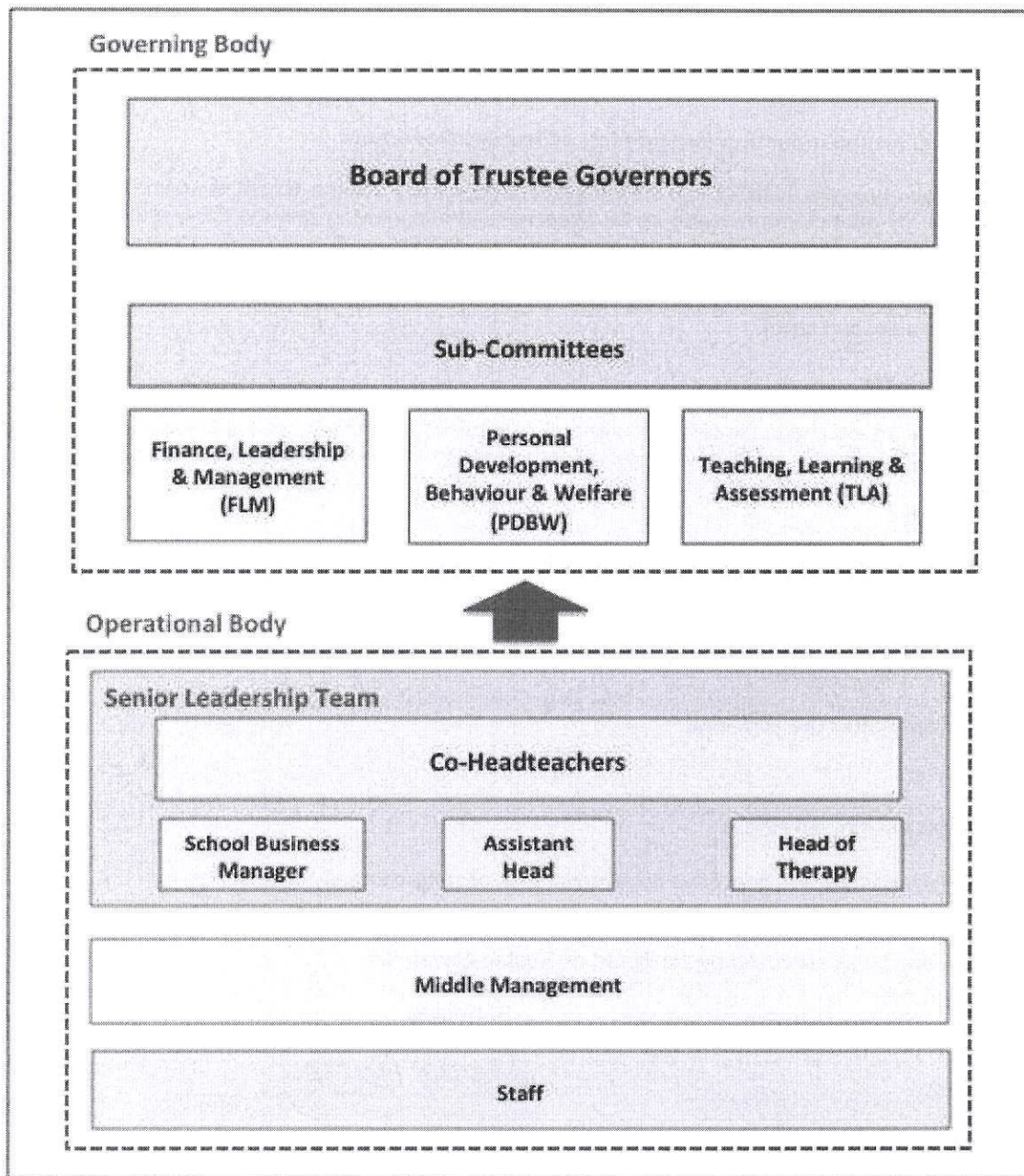
X Chair/ ■ Member/ Eo Ex-officio/ IoA Invited to attend

*FLM=Finance, Leadership & Management/ PDBW=Personal Development, Behaviour & Welfare/ TLA=Teaching, Learning & Assessment. [N.B. The previous separate Finance and the Leadership & Management committees were combined to form the FLM committee in January 2019.]

Management structure

The Board of Trustee Governors administers the charity. The Trustee Governors of the charity are legally responsible for the overall management and control of the school. The main Board of Trustee Governors is convened four times a year, with separate sub-committees held more often across the year.

The work of implementing their policies is carried out by the Co-Headteachers and their staff. The Co-Headteachers attend all the regular meetings of the Board of Trustee Governors (ex-officio) and its sub-committees.



Method of appointment or election of Trustee Governors

The management of the company is the responsibility of the Trustee Governors who are elected and co-opted under the terms of the Articles of Association.

PARAYHOUSE SCHOOL

TRUSTEE GOVERNORS' REPORT

FOR THE YEAR ENDED 31 AUGUST 2023

None of the Trustee Governors has any beneficial interest in the company. All of the Trustee Governors are members of the company and guarantee to contribute £10 in the event of a winding up.

Polices adopted for the induction and training of Trustee Governors

New Trustee Governors are included into the workings of the charity and the school, including Board policy and procedures, by attending a meeting as an observer and interviewing with the Co-Headteachers and separately the Chair of Trustee Governors. Training is provided for existing members to ensure that they remain fully conversant with relevant current legislation, policy and procedures. Governing documentation states that the time limit for serving on the Board of Trustee Governors is 4 years (although can be re-elected to serve a second term).

Remuneration Policy

Posts for staff are advertised in the relevant arena. Pay is based on set pay-scales, where they exist, and the experience of the candidate. Similar posts are scrutinised to ensure fair and relevant salary levels.

Group structure

The charity does not have any non-charitable subsidiary, and is not engaged in any form of trading.

Funds held as custodian

No funds are held as custodian.

Significant events after the year-end

None

SMALL COMPANY EXEMPTIONS

In preparing this report the directors have taken advantage of small company exemptions.

The Trustees report was approved by the Board of Trustee Governors.

D. Schwartz

S. Hussey



Daniela Schwartz (Mar 15, 2024 09:51 GMT)

Ms D Schwartz

Trustee Governor

Dated: 14th March 2024



Steve Hussey (Mar 15, 2024 13:15 GMT)

Mr S Hussey

Trustee Governor

Dated: 14th March 2024

PARAYHOUSE SCHOOL

STATEMENT OF TRUSTEE GOVERNORS' RESPONSIBILITIES

FOR THE YEAR ENDED 31 AUGUST 2023

The Trustee Governors (who are also the directors of Parayhouse School for the purposes of company law) are responsible for preparing the trustees' annual report and the financial statements in accordance with applicable law and regulation.

Company law requires the trustees to prepare financial statements for each financial year. Under that law, the trustees have prepared the financial statements in accordance with United Kingdom Generally Accepted Accounting Practice (United Kingdom Accounting Standards and applicable law).

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 income and expenditure, of the charitable company for that period.

In preparing those 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 judgements and accounting estimates that are reasonable and prudent;
- State whether applicable UK Accounting Standards have been followed subject to any material departures disclosed and explained in the financial statements; and
- Prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in business.

The trustees are responsible for keeping adequate accounting records that are sufficient to show and explain the charitable company's transactions and 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 Companies Acts 2006. They are also responsible for safeguarding the assets of the charitable company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

The trustees are responsible for the maintenance and integrity of the corporate and financial information included on the charitable company's website. Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from the legislation in other jurisdictions.

Statement as to Disclosure of Information to the Auditor

The trustees at the date of approval of this trustees' annual report confirm that so far as each of them is aware, there is no relevant audit information of which the charitable company's auditor is unaware, and the trustees have taken all steps that they ought to have taken to make themselves aware of any relevant audit information and to establish that the auditor is aware of that information.

Environmental, Social and Governance (ESG)

As the charity behind Parayhouse School we are acutely aware of the importance of applying environmental, social and governance (ESG) standards to the running of our school with the aim to make a tangible difference to our students, to our wider community, and to society as a whole.

We are determined to minimise any negative environmental impact of our operations, continue to be a diverse and inclusive employer, strengthen relationships with local communities and suppliers, and to operate with strong corporate governance and behaviour. Furthermore, we want to inspire our colleagues and students to have meaningful conversations around environmental and social challenges and how to successfully address those as part of our curriculum and through extra-curricular activities.

The 'E' in ESG: Environmental considerations

We are somewhat beholden to our college landlord in terms of our carbon footprint as it supplies our various forms of energy, but we can control how efficiently we use that energy (for example, making sure windows are closed in winter, lights and other electrical equipment are switched off when not in use).

PARAYHOUSE SCHOOL

STATEMENT OF TRUSTEE GOVERNORS' RESPONSIBILITIES

FOR THE YEAR ENDED 31 AUGUST 2023

Hence we have started raising awareness amongst our colleagues and students about energy efficiency while using the school buildings. Equally, we are committed to reduce waste where possible and champion recycling.

Over the next year, we will look to work more closely with the college to minimise carbon emissions where possible and to jointly agree on an environmental action plan.

The 'S' in ESG: Social considerations

As a school catering for young people with speech, language and communication difficulties and other special needs, we offer a hugely relevant social provision to the wider London community, giving access to education for this dis-advantaged cohort of students.

Safeguarding our students is paramount to our school. This extends to data safeguarding and related cyber risks, and to maintaining an extensive set of policies to set internal Safeguarding standards.

Furthermore, we are committed to be an inclusive school and practice diversity in our admissions policy as well as prioritise diversity and inclusion within our staff base while providing colleagues with a safe, supportive and friendly environment to work in – which is reflected in our Code of Conduct. We follow fair pay - with salaries benchmarked to inner London levels - and aim to offer as many additional staff incentives as possible.

We aspire to work closely with our parent and carer community and our local community, and we continue to establish relationships with other schools and with local companies, aiming to focus on local suppliers where possible.

We are currently reviewing all suppliers with a view to estimate their environmental impacts, expecting all suppliers to comply with applicable laws and regulations in place. Similarly, we expect our suppliers to abide to all applicable laws and regulations with regards to modern slavery, human trafficking or forced labour.

The 'G' in ESG: Governance

The Structure, governance and management section in the Trustees report sets out details on the charity's governance and school's management structures.

ESG reporting

Going forward, we want to reflect our commitment to building a sustainable business by adapting the way we report about our charity's work. Therefore, starting with our Trustee Report 2022/23, we will be aligning our performance with the UN Sustainable Development Goals (SDGs).

PARAYHOUSE SCHOOL

STATEMENT OF TRUSTEE GOVERNORS' RESPONSIBILITIES

FOR THE YEAR ENDED 31 AUGUST 2023

Parayhouse School's ESG ambitions

No means exhaustive and very much aspirational realising that we are at the start of a long journey, but we aspire to transform school values and champion sustainable behaviours through a number of broad ambitions to include:

- Trustee governors and the senior leadership team of the school to lead by example and support the drive to embed culture change across the school, including to ensure that relevant sustainability issues feature on the agenda of Full Board and sub-committee meeting, where relevant – in effect applying an ESG lens to all we do, as well as continuing to embed and promote a strong compliance culture across the school.
- Continue to promote staff engagement (surveys, conversations etc.), an inclusive ("speak-up") culture, diversity, empowerment (offer leadership opportunities), remain committed to fair and equal pay, and create an attractive workplace that aids staff well-being (mental health) as much as possible.
- Aim to put together a "climate action plan", which aligns with the DfE's sustainability and climate change strategy, including an appropriate teaching plan to incorporate climate change in our curriculum, where possible, with the aim of inspiring our students. The latter should include integrating student views on how the school is run sustainably, which should hopefully motivate the students to improve environmental awareness, which in turn might include projects on biodiversity, making use of our external space.
- Step up efforts to engage with parents and carers, as well as other external stakeholders, to drive change.
- Engage with other schools to learn from best practice on various ESG issues, as well as access government resources and tools.
- Explore the potential to become signatories to various initiatives, pledges and accreditations.
- Better understand our energy usage and conduct an energy audit, to target where we can save energy and develop a plan to encourage good practices and behaviours in all those who use the school. This might include promoting and facilitating more environmentally-friendly travel for staff and students to and from school, as well as a comprehensive review of energy usage, waste and recycling, paper and printing, food and food waste and water usage within the school.
- Continue to focus on maintaining the strength of our balance sheet and financial position that provide the security and stability to support the school as a going concern over the long-term and help make it resilient to various risks. We are acutely aware of our 40-year history and our stewardship of its legacy.

INDEPENDENT AUDITORS' REPORT TO THE MEMBERS OF PARAYHOUSE SCHOOL

Opinion

We have audited the financial statements of Parayhouse School for the year ended 31 August 2023 which comprise the Statement of Financial Activities, Balance Sheet, Statement of Cash Flows, and notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 *The Financial Reporting Standard applicable in the UK and Republic of Ireland* (United Kingdom Generally Accepted Accounting Practice).

In our opinion, the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 August 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 charity 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 trustee governors 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 trustee governors with respect to going concern are described in the relevant sections of this report.

Other information

The trustee governors are responsible for the other information. The other information comprises the information included in the Trustee Governors' 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 Trustee Governors' Report (which includes 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 directors' report included within the Trustee Governors' 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 Trustee Governors' Report (which incorporates 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 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; or
- the trustee governors were not entitled to prepare the financial statements in accordance with the small companies' regime and take advantage of the small companies' exemptions in preparing the Trustee Governors' report and from the requirement to prepare a strategic report.

Responsibilities of Trustee Governors for the financial statements

As explained more fully in the trustee governors' responsibilities statement set out on page 17, the trustee governors (who are also the directors of the charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustee governors 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 trustee governors 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 trustee governors either intend to liquidate the charitable company or to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements

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

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 regulatory requirements of the Charity Commission, 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 Companies Act 2006, the Charities Act 2011, and UK tax law.

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 posting inappropriate journal entries and management bias in certain accounting estimates and judgements such as the recognition of income from legacies and grants. 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;

INDEPENDENT AUDITORS' REPORT TO THE MEMBERS OF PARAYHOUSE SCHOOL

- Reviewing minutes of all Trustee Governor meetings during the year;
- Identifying and testing journals, in particular journal entries posted with unusual account combinations, postings by unusual users or with unusual descriptions; 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.



Haralambos Hambi (Senior Statutory Auditor)
for and on behalf of Alpha Accountants (London) Limited, Statutory Auditor

585a Fulham Road
Fulham
London
SW6 5UA

Date: 15th March 2024.

PARAYHOUSE SCHOOL

STATEMENT OF FINANCIAL ACTIVITIES INCORPORATING THE INCOME & EXPENDITURE ACCOUNT

FOR THE YEAR ENDED 31 AUGUST 2023

	Notes	Unrestricted Funds £	Restricted Funds £	Total 2023 £	Total 2022 £
INCOME FROM:					
Donations, legacies and grants	4	533,003	169,911	702,914	629,193
Charitable activities	5	1,018,889	-	1,018,889	954,369
Investments	6	6,185	-	6,185	5,492
Other income	7	69,801	-	69,801	92,012
Total income		<u>1,627,878</u>	<u>169,911</u>	<u>1,797,789</u>	<u>1,681,066</u>
EXPENDITURE ON:					
Charitable activities	8	<u>1,660,565</u>	<u>126,074</u>	<u>1,786,639</u>	<u>1,658,043</u>
Total expenditure		<u>1,660,565</u>	<u>126,074</u>	<u>1,786,639</u>	<u>1,658,043</u>
NET INCOME		(32,687)	43,837	11,150	23,023
Transfers between funds		-	-	-	-
NET MOVEMENT IN FUNDS		<u>(32,687)</u>	<u>43,837</u>	<u>11,150</u>	<u>23,023</u>
RECONCILIATION OF FUNDS					
Fund balances brought forward At 1 September 2022		<u>1,465,923</u>	<u>123,698</u>	<u>1,589,621</u>	<u>1,566,598</u>
Fund balance carried forward At 31 August 2023		<u><u>1,433,236</u></u>	<u><u>167,535</u></u>	<u><u>1,600,771</u></u>	<u><u>1,589,621</u></u>

The notes on pages 28 to 40 form part of these financial statements.

PARAYHOUSE SCHOOL**BALANCE SHEET****AT 31 AUGUST 2023**


		2023 £	2022 £
FIXED ASSETS	Note		
Tangible assets	13	144,172	167,654
CURRENT ASSETS			
Debtors	14	30,292	32,883
Cash at bank and in hand		1,818,839	1,694,245
		1,849,131	1,727,128
CREDITORS			
Amounts falling due within one year	15	(392,532)	(305,161)
NET CURRENT ASSETS		1,456,599	1,421,967
NET ASSETS		1,600,771	1,589,621
THE FUNDS OF THE CHARITY			
Restricted funds	16	167,535	123,698
Unrestricted funds		1,433,236	1,465,923
TOTAL CHARITY FUNDS		1,600,771	1,589,621


The company is entitled to the exemption from the audit requirement contained in section 477 of the Companies Act 2006, for the year ended 31st August 2023, although an audit has been carried out under section 144 of the Charities Act 2011. No member of the company has deposited a notice, pursuant to section 476, requiring an audit of these financial statements under the requirements of the Companies Act 2006.

The Trustees responsibilities for ensuring that the charity keeps accounting records which comply with section 386 of the Act and for preparing accounts which give a true and fair view of the state of affairs of the company as at the end of the financial year and of its incoming resources and applications of resources including its income and expenditure for the financial year in accordance with the requirements of sections 394 and 395 and which otherwise comply with the requirements of the Companies Act 2006 relating to accounts, so far as applicable to the company.

The financial statements have been prepared in accordance with the provisions applicable to companies subject to the small companies' regime.

The financial statements on pages 25 to 40 were approved by the trustees and authorised for issued and are signed on their behalf by:


Daniela Schwartz (Mar 15, 2024 09:51 GMT)
Ms D Schwartz
Trustee Governor
Dated: 14th March 2024


Steve Hussey (Mar 15, 2024 13:15 GMT)
Mr S Hussey
Trustee Governor
Dated: 14th March 2024

PARAYHOUSE SCHOOL

STATEMENT OF CASH FLOWS

FOR THE YEAR ENDED 31 AUGUST 2023

	2023 £	2022 £
CASH FLOWS FROM OPERATING ACTIVITIES		
Net income for the year	11,150	23,019
Adjustments for		
Depreciation	65,260	57,437
Investment income	(6,185)	(5,489)
Decrease in stocks	-	-
Increase/decrease in debtors	2,591	(1,295)
Increase/decrease in creditors	87,371	136,624
Net cash used in operating activities	<u>160,187</u>	<u>210,296</u>
CASH FLOWS FROM INVESTING ACTIVITIES		
Investment income	6,185	5,489
Purchase of tangible assets	(42,209)	(81,385)
Sale of tangible fixed assets	431	669
Net cash (used in)/provided by investing activities	<u>(35,593)</u>	<u>(75,221)</u>
CHANGE IN CASH AND CASH EQUIVALENTS IN THE REPORTING PERIOD	124,594	135,075
Cash and cash equivalents at the beginning of the reporting period	1,694,245	1,559,170
Cash and cash equivalents at the end of the reporting period	<u><u>1,818,839</u></u>	<u><u>1,694,245</u></u>

PARAYHOUSE SCHOOL
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2023

1. GENERAL INFORMATION

The charity (number 1090757) is limited by guarantee, incorporated in England & Wales (number 04270330), and consequently does not have share capital. Each of the Trustee Governors is liable to contribute an amount not exceeding £10 towards the assets of the charity in the event of liquidation.

The address of its registered office is:

Hammersmith and Fulham College
Gliddon Road
London
W14 9BL

2. ACCOUNTING POLICIES

Accounting convention

The accounts have been prepared in accordance with the charity's governing document, the Companies Act 2006 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)" (as amended for accounting periods commencing from 1 January 2019). The charity is a Public Benefit Entity as defined by FRS 102.

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 £.

The financial statements have been prepared under the historical cost convention, modified to include the revaluation of freehold properties and to include investment properties and certain financial instruments at fair value. The principal accounting policies adopted are set out below.

Going concern

At the time of approving the accounts, the Trustee Governors have a reasonable expectation that the charity has adequate resources to continue in operational existence for the foreseeable future. Thus, the Trustee Governors continue to adopt the going concern basis of accounting in preparing the accounts.

Charitable funds

Unrestricted funds are available for use at the discretion of the Trustee Governors in furtherance of their charitable objectives unless the fund has been designated for other purposes.

Restricted funds are subject to specific conditions by donors as to how they may be used. The purposes and uses of the restricted funds are set out in the notes to the financial statements.

Endowment funds are subject to specific conditions by donors that the capital must be maintained by the charity.

Income

Income is recognised when the charity is legally entitled to it after any performance conditions have been met. The amounts can be measured reliably, and it is probable that income will be received.

Cash donations are recognised on receipt. Other donations are recognised once the charity has been notified of the donation unless performance conditions require deferral of the amount. Income tax recoverable in relation to donations received under Gift Aid or deeds of covenant is recognised at the time of the donation.

Legacies are recognised on receipt or otherwise if the charity has been notified of an impending distribution, the amount is known, and receipt is expected. If the amount is not known, the legacy is treated as a contingent asset.

2. ACCOUNTING POLICIES (Continued)

Turnover is measured at the fair value of the consideration received or receivable and represents amounts receivable for goods and services provided in the normal course of business, net of discounts, VAT and other sales related taxes.

Expenditure

Expenditure is accounted for on an accruals basis and has been included under expense categories that aggregate all costs for allocation to activities. Where costs cannot be directly attributed to activities, they have been allocated on a basis consistent with the use of the resources.

Support costs are those costs incurred directly in support of expenditure on the objects of the company and include project management carried out at the School Governance costs are those incurred in connection with administration of the company and compliance with constitutional and statutory requirements.

All pension costs and associated liabilities are allocated to unrestricted funds.

Tangible fixed assets

Expenditure is accounted for on an accruals basis and has been included under expense categories that aggregate all costs for allocation to activities. Where costs cannot be directly attributed to activities, they have been allocated on a basis consistent with the use of the resources.

Support costs are those costs incurred directly in support of expenditure on the objects of the company and include project management carried out at the School Governance costs are those incurred in connection with administration of the company and compliance with constitutional and statutory requirements.

Leasehold improvements	Over the life of the leasehold
Plant and machinery	25% straight line
Fixtures, fittings & equipment	25% straight line
Motor vehicles	20% straight line

Impairment of fixed assets

At each reporting end date, the charity reviews the carrying amounts of its tangible assets to determine whether there is any indication that those assets have suffered an impairment loss. If any such indication exists, the recoverable amount of the asset is estimated in order to determine the extent of the impairment loss (if any).

Intangible assets with indefinite useful lives and intangible assets not yet available for use are tested for impairment annually, and whenever there is an indication that the asset may be impaired.

Cash and cash equivalents

Cash and cash equivalents include cash in hand, deposits held at call with banks, other short-term liquid investments with original maturities of three months or less, and bank overdrafts. Bank overdrafts are shown within borrowings in current liabilities.

PARAYHOUSE SCHOOL

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 AUGUST 2023

2. ACCOUNTING POLICIES (Continued)

Financial instruments

The charity has elected to apply the provisions of Section 11 'Basic Financial Instruments' and Section 12 'Other Financial Instruments Issues' of FRS 102 to all of its financial instruments.

Financial instruments are recognised in the charity's balance sheet when the charity becomes party to the contractual provisions of the instrument.

Financial assets and liabilities are offset with the net amounts presented in the financial statements, when there is a legally enforceable right to set off the recognised amounts and there is an intention to settle on a net basis or to realize the asset and settle the liability simultaneously.

Financial assets and liabilities

Basic financial assets, which include debtors and cash and bank balances, are initially measured at transaction price including transaction costs and are subsequently carried at amortised cost using the effective interest method unless the arrangement constitutes a financing transaction, where the transaction is measured at the present value of the future receipts discounted at a market rate of interest. Financial assets Classified as receivable within one year are not amortised.

Basic financial liabilities, including creditors and bank loans are initially recognised at transaction price unless the arrangement constitutes a financing transaction, where the debt instrument is measured at the present value of the future payments discounted at a market rate of interest. Financial liabilities as payable within one year are not amortised. Debt instruments are subsequently carried at amortised cost, using the effective interest rate method

Trade creditors are obligations to pay for goods or services that have been acquired in the ordinary course of operations from suppliers. Amounts payable are classified as current liabilities, if payment is due within one year or less. If not, they are presented as non-current liabilities trade creditors are recognised initially at transaction price and subsequently measured at amortised cost using the effective interest method.

Financial liabilities are derecognised when the charity's contractual obligations expire or are discharged or cancelled.

Employee benefits

The cost of any unused holiday entitlement is recognised in the period in which the employee's services are received.

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

Retirement benefits

Payments to defined contribution retirement benefit schemes are charged as an expense as they fall due.

Leases

Leases are classified as finance leases whenever the terms of the lease transfer substantially all the risks and rewards of ownership to the lessees. All other leases are classified as operating leases.

Assets held under finance leases are recognised as assets at the lower of the assets fair value at the date of inception and the present value of the minimum lease payments. The related liability is included in the balance sheet as a finance lease obligation. Lease payments are treated as consisting of capital and interest elements. The interest is charged to net income/(Expenditure) for the year so as to produce a constant periodic rate of interest on the remaining balance of the liability.

3. CRITICAL ACCOUNTING JUDGEMENTS AND KEY SOURCES OF ESTIMATION UNCERTAINTY

In the application of the charity's accounting policies, the Trustee Governors are required to make judgements estimates and assumptions about the carrying amount of assets and liabilities that are not readily apparent from other sources. The estimates and associated 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 where the revision affects only that period, or in the period of the revision and future periods where the revision affects both current and future period.

4. DONATIONS, LEGACIES & GRANTS

	Total 2023 £	Total 2022 £
Donations and legacies	720	850
Grants, including capital & government grants	702,194	628,343
	<u>702,914</u>	<u>629,193</u>

During the year, government grant funding totalled £702,194 (2022: £628,342), including Non-maintained Special Schools funding from the Education & Skills Funding Agency, pupil premium, capital project funding, and assistance towards teachers' pay costs.

5. INCOME FROM CHARITABLE ACTIVITIES

	Total 2023 £	Total 2022 £
School fees receivable	1,018,889	954,369
	<u>1,018,889</u>	<u>954,369</u>

6. INVESTMENTS

	Total 2023 £	Total 2022 £
Interest receivable and similar income	6,185	5,489
	<u>6,185</u>	<u>5,489</u>

PARAYHOUSE SCHOOL

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 AUGUST 2023

7. OTHER INCOME

	Total 2023 £	Total 2022 £
Other income	46,427	69,937
Lunch money	23,148	22,075
Excursion money	406	-
	<u>69,801</u>	<u>92,012</u>

8. EXPENDITURE ON CHARITABLE ACTIVITIES

	Total 2023 £	Total 2022 £
Staff costs	974,758	866,502
Depreciation	48,237	40,861
Courses	30,428	23,946
Education materials	20,316	10,098
Sport costs	-	305
Functions and outgoing	170	903
Support costs (see note 9)	<u>712,729</u>	<u>715,428</u>
	<u>1,786,638</u>	<u>1,658,043</u>

9. SUPPORT COSTS

	Total 2023 £	Total 2022 £
Staff costs	220,589	214,873
Depreciation	17,023	16,576
School lunches	26,432	36,537
Insurance	22,326	15,986
Caretaking costs	1,208	1,742
Hire of equipment	16,126	15,364
Motor costs	11,524	5,449
Rent and rates	117,667	113,410
Governance costs (see note 10)	193,833	190,770
Other expenditure	<u>86,001</u>	<u>104,721</u>
	<u>712,729</u>	<u>715,428</u>

PARAYHOUSE SCHOOL**NOTES TO THE FINANCIAL STATEMENTS (Continued)****FOR THE YEAR ENDED 31 AUGUST 2023****10. GOVERNANCE COSTS**

	Total 2023 £	Total 2022 £
Staff costs	165,432	162,693
Auditors remuneration		
Statutory audit	12,000	9,600
Non-audit services	4,800	3,600
Accountancy fees	11,601	14,877
	<u>193,833</u>	<u>190,770</u>

11. RELATED PARTY TRANSACTIONS

No Trustee Governors, nor any persons connected with them, have received any remuneration from the charity during the year. Additionally, no Trustee Governors have received any reimbursed expenses or any other benefits from the charity during the year.

There were no transactions or balances with related parties during the year requiring disclosure (2022: none).

12. STAFF COSTS

	2023 £	2022 £
Staff costs for the above persons:		
Wages and salaries	1,218,343	1,112,112
Social security costs	104,190	95,546
Other pension costs	38,246	36,410
	<u>1,360,779</u>	<u>1,244,068</u>

The monthly average number of persons (including senior management team) employed by the charity during the year expressed as full-time equivalents was as follows:

Average employees in the year	<u>44</u>	<u>45</u>
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The number of employees whose emoluments fell within the following bands was:

£60,001-£70,000	<u>2</u>	<u>2</u>
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The total remuneration of the key management personnel of the charity were £272,363 (2022 - £239,151).

PARAYHOUSE SCHOOL
NOTES TO THE FINANCIAL STATEMENTS (Continued)
FOR THE YEAR ENDED 31 AUGUST 2023

13. OPERATING LEASE COMMITMENTS

As at 31st August 2023 the school's annual commitment under un-cancellable operating lease:

	2023	2022
	£	£
Operating lease which expired within 1 year	79,051	79,051
	<u>79,051</u>	<u>79,051</u>
	<u>79,051</u>	<u>79,051</u>

PARAYHOUSE SCHOOL

NOTES TO THE FINANCIAL STATEMENTS (Continued)

FOR THE YEAR ENDED 31 AUGUST 2023

14. TANGIBLE FIXED ASSETS

	Leasehold improvements £	Furniture and equipment £	Motor vehicles £	Total £
Cost:				
1 September 2022	214,027	214,014	30,172	458,213
Additions	27,442	14,767	-	42,209
Disposals	-	(1,898)	-	(1,898)
	<u>241,469</u>	<u>226,883</u>	<u>30,172</u>	<u>498,524</u>
31 August 2023				
Depreciation:				
1 September 2022	102,106	158,280	30,172	290,558
Charge for year	33,852	31,408	-	65,260
Eliminated on disposal	-	(1,466)	-	(1,466)
	<u>135,958</u>	<u>188,222</u>	<u>30,172</u>	<u>354,352</u>
31 August 2023				
Net book value:				
31 August 2023	<u>105,511</u>	<u>38,661</u>	<u>-</u>	<u>144,172</u>
31 August 2022	<u>111,921</u>	<u>55,734</u>	<u>-</u>	<u>167,655</u>

14. DEBTORS

	2023 £	2022 £
Trade debtors	2,339	-
Prepayments	19,003	25,577
Accrued income	8,209	6,217
Other debtors	741	1,089
	<u>30,292</u>	<u>32,882</u>

PARAYHOUSE SCHOOL

NOTES TO THE FINANCIAL STATEMENTS (Continued)

FOR THE YEAR ENDED 31 AUGUST 2023

15. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2023 £	2022 £
Loans and borrowings	226	527
Trade creditors	29,472	25,940
Taxation and social security	30,628	33,049
Accruals and deferred income	22,797	30,011
Other creditors	309,409	215,634
	<u>392,532</u>	<u>305,161</u>

PARAYHOUSE SCHOOL

NOTES TO THE FINANCIAL STATEMENTS (Continued)

FOR THE YEAR ENDED 31 AUGUST 2023

16. RESTRICTED FUNDS

	1 September 2022 £	Income £	Expenditure £	Transfers Between Funds £	31 August 2023 £
Restricted funds					
Breakfast Club	-	-	-	-	-
School Condition Allocation (previously Capital maintenance)	61,832	66,439	(41,542)	-	86,729
School Condition Allocation – Energy Efficiency Grant	-	14,874	(1,584)	-	13,290
Devolved Formula Capital	16,982	6,692	(4,553)	-	19,121
PE & Sports	19,434	8,000	(13,971)	-	13,463
Pupil Premium	6,163	28,501	(30,409)	-	4,255
Recovery Premium	7,250	23,778	(19,752)	-	11,276
Teacher pay	-	12,950	(5,586)	-	7,364
Teacher pension	12,037	-	-	-	12,037
School Led Tutoring	-	8,677	(8,677)	-	-
COVID-19 Vaccination	-	-	-	-	-
	<u>123,698</u>	<u>169,911</u>	<u>(126,074)</u>	<u>-</u>	<u>167,535</u>

	1 September 2021 £	Income £	Expenditure £	Transfers Between Funds £	31 August 2022 £
Restricted funds					
Breakfast Club	763	-	-	(763)	-
School Condition Allocation (previously Capital maintenance)	122,621	7,917	(68,706)	-	61,832
Devolved Formula Capital	20,252	2,806	(6,076)	-	16,982
PE & Sports	17,492	8,000	(6,058)	-	19,434
Pupil Premium	-	24,547	(18,384)	-	6,163
Recovery Premium	-	7,250	-	-	7,250
Teacher pay	-	11,033	(11,033)	-	-
Teacher pension	-	30,576	(18,539)	-	12,037
School Led Tutoring	-	10,046	(10,046)	-	-
COVID-19 Vaccination	-	1,036	(1,036)	-	-
	<u>161,128</u>	<u>103,211</u>	<u>(139,878)</u>	<u>(763)</u>	<u>123,698</u>

Breakfast club

Kellogg's Breakfast Ltd provided grants to schools to help fund Breakfast Clubs for pupils who were primarily entitled to Free School Meals/Pupil Premium. There is a clear link between students who have eaten breakfast and attendance/attainment.

School Condition Allocation (previously known as Capital maintenance)

Ensures premises are fit for purpose and remain in good repair and enable improvements for the benefit of the pupils.

Devolved Formula Capital

The Devolved Formula Capital grant enables works to update infrastructure, the purchase of classroom and IT equipment to further learning.

PE & Sports

The Sports and PE grant is a DfE grant that facilitates the purchase of sports equipment, training and attendance at sporting events to develop the sporting skills of the pupils.

Pupil Premium

The Pupil Premium grant is funding to improve education outcomes for disadvantaged pupils in schools in England. Evidence shows that disadvantaged children generally face additional challenges in reaching their potential at school and often do not perform as well as other pupils.

Recovery Premium

The Recovery Premium grant is part of the governments package of funding to support pupils whose education has been impacted by COVID-19. It is focused on Pupil Premium eligible pupils in specialist settings such as special schools, special units and pupil referral units. This is because of the pandemic on these students.

Teachers' pay

The teachers' pay grant is a DfE grant that provides funding for schools to support the annual teachers' pay awards.

Teachers' pension

The teachers' pension employer contribution grant supports schools and local authorities with the cost of the increase in employer contributions to the teachers' pension scheme.

School Led Tutoring

The School Led tutoring grant is to support disadvantaged pupils in catch-up learning and schools will select the pupils in need of support. This will focus on providing tuition to pupils eligible for Pupil Premium but also includes pupils with other types of disadvantage or additional needs.

COVID-19 Vaccination

The Government provided schools with a one-off payment to support schools in hosting vaccinations and ensuring that the COVID-19 vaccine is accessible to pupils.

PARAYHOUSE SCHOOL

NOTES TO THE FINANCIAL STATEMENTS (Continued)

FOR THE YEAR ENDED 31 AUGUST 2023

17. ANALYSIS OF NET ASSETS BETWEEN FUNDS

	Unrestricted funds £	Restricted Funds £	TOTAL 2023 £
Tangible fixed assets	13,645	130,527	144,172
Current assets	1,836,856	11,530	1,848,386
Current liabilities	(362,273)	(30,259)	(392,532)
	<u>1,488,228</u>	<u>111,798</u>	<u>1,600,026</u>

ANALYSIS OF NET ASSETS BETWEEN FUNDS – PRIOR YEAR

	Unrestricted funds £	Restricted Funds £	TOTAL 2022 £
Tangible fixed assets	25,732	141,922	167,654
Current assets	1,723,806	3,322	1,727,128
Current liabilities	(282,790)	(22,371)	(305,161)
	<u>1,466,748</u>	<u>122,873</u>	<u>1,589,621</u>

PARAYHOUSE SCHOOL

NOTES TO THE FINANCIAL STATEMENTS (Continued)

FOR THE YEAR ENDED 31 AUGUST 2023

18. PRIOR YEAR STATEMENT OF FINANCIAL ACTIVITIES

	Unrestricted Funds £	Restricted Funds £	Total 2022 £
INCOME FROM:			
Donations, legacies and grants	525,982	103,211	629,193
Charitable activities	954,369	-	954,369
Investments	5,492	-	5,492
Other income	92,012	-	92,012
Total income	<u>1,577,855</u>	<u>103,211</u>	<u>1,681,066</u>
EXPENDITURE ON:			
Charitable activities	1,518,165	139,878	1,658,043
Total expenditure	<u>1,518,165</u>	<u>139,878</u>	<u>1,658,043</u>
NET INCOME	59,690	(36,667)	23,023
Transfers between funds	763	(763)	-
NET MOVEMENT IN FUNDS	<u>59,687</u>	<u>(36,667)</u>	<u>23,023</u>
RECONCILIATION OF FUNDS			
Fund balances brought forward	1,405,470	161,128	1,566,598
Fund balance carried forward	<u>1,465,923</u>	<u>123,698</u>	<u>1,589,621</u>