

WORTH ABBEY

England & Wales · Charity number 1093913

Details

Status Registered

Legal form Charitable company

Company number [04475556](#)

Registered 2002-09-24

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

Contact

Address Worth Abbey
Paddockhurst Road
Turners Hill
Crawley
RH10 4SB

Phone 01342710310

Email TheMonastery@worthabbey.net

Website www.worthabbey.net

Activities

Objects: (1)THE ADVANCEMENT OF THE ROMAN CATHOLIC RELIGION;(2)THE RELIEF OF THE INFIRM, AGED OR POOR AND IN PARTICULAR, BUT WITHOUT PREJUDICE TO THE GENERALITY OF THE FOREGOING, THE RELIEF OF AGED PRIESTS AND CLERICS, OTHER PERSONS PROFESSING THE CATHOLIC RELIGION OR WHO ARE RELATED TO PRIESTS OR CLERICS OF THE ROMAN CATHOLIC CHURCH;(3)THE ADVANCEMENT OF EDUCATION AND IN PARTICULAR, BUT WITHOUT PREJUDICE TO THE GENERALITY OF THE FOREGOING, THE EDUCATION AND TRAINING OF PRIESTS AND PERSONS DESIROUS OF BECOMING PRIESTS OF THE ROMAN CATHOLIC CHURCH; AND(4)SUCH OTHER PURPOSES THAT ARE CHARITABLE IN ENGLISH LAW WHETHER OR NOT DIRECTLY CONNECTED WITH THE ROMAN CATHOLIC CHURCH.

Activities: In response to the call of Christ, the monks of Worth Abbey live as a community, create a sanctuary into which we welcome visitors to share our life of prayer & we offer evangelization through our many works outside of the monastery including within Worth School, parish & our retreat house. We support the Lay Community of St Benedict, the Compass project & work with refugees & the poor in Peru.

Classification

- **How:** Provides Human Resources, Provides Buildings/facilities/open Space, Provides Services, Provides Advocacy/advice/information
- **What:** Education/training, Disability, The Prevention Or Relief Of Poverty, Overseas Aid/famine Relief, Religious Activities, Other Charitable Purposes
- **Who:** Children/young People, Elderly/old People, People With Disabilities, Other Defined Groups, The General Public/mankind

Geography

- **Area of benefit:** WEST SUSSEX
- Peru
- Brighton And Hove
- West Sussex

Finances

Period end	Income	Expenditure	Assets	Employees
2024-08-31	£23,485,427	£23,409,591	£30,266,278	301
2023-08-31	£21,870,855	£21,745,246	£29,989,372	280
2022-08-31	£18,976,833	£17,969,850	£30,086,934	278
2021-08-31	£15,525,089	£15,717,200	£29,188,121	270
2020-08-31	£16,310,895	£15,946,333	£28,812,378	271

Trustees

Name	Role	Appointed
Alda Andreotti		2023-09-01
Anne-Marie Piper		2024-03-25
Rev John Douglas Barrett		2013-12-21
Rev Michael Thoms		2023-09-01
Rev PATRICK VINCENT FLUDDER		2012-06-29
Rev Peter Christopher Jamison		2024-01-01
Rev Peter Mostyn Williams		2021-06-15
THE REVEREND CHRISTOPHER LINLEY MURRAY		

WORTH ABBEY

England & Wales - Charity number 1093913

Accounts

Company number: 04475556
Charity number: 1093913



WORTH ABBEY

**TRUSTEES' REPORT AND FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2024**

**WORTH ABBEY
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FOR THE YEAR ENDED 31 AUGUST 2024**

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**WORTH ABBEY
TRUSTEES' REPORT
FOR THE YEAR ENDED 31 AUGUST 2024**

Trustees: The Right Reverend Dr John Douglas Barrett, MA (Cantab), MA, PhD, Chair
Alda Andreotti (appointed 1 September 2023)
The Reverend Patrick Vincent Fludder, BSc, BD, MA
The Right Reverend Peter Christopher Jamison (appointed 1 January 2024)
The Reverend Christopher Aidan Murray, BSc, PhD, BA, PGCE
Anne-Marie Piper (appointed 25 March 2024)
The Reverend Michael Thoms (appointed 1 September 2023)
The Very Reverend Peter Mostyn Williams

Charity registered number: 1093913

Company registered number: 04475556

Principal office: Worth Abbey
Paddockhurst Road
Turners Hill
Crawley
West Sussex
RH10 4SB

Independent auditor: Crowe U.K LLP
Medway Bridge House
1-8 Fairmeadow
Maidstone
Kent
ME14 1JP

Bankers: HSBC
9 The Boulevard
Crawley
West Sussex
RH10 1UT

Solicitors: Stone King LLP
Upper Borough Court
Upper Borough Walls
Bath BA1 1RG

Farrer & Co
66 Lincoln's Inn Fields
London
WC2A 3LH

**WORTH ABBEY
TRUSTEES' REPORT
FOR THE YEAR ENDED 31 AUGUST 2024**

The Trustees present their annual report together with the audited financial statements of the Charity for the year 1 September 2023 to 31 August 2024.

Foreword from the Abbot of Worth Abbey (Chairman of Trustees)

This year has seen important changes in our governance, ongoing pastoral and liturgical developments and important fruits from our outreach work.

New Articles of Association were adopted in August 2023. These have facilitated the appointment of trustees from outside the Monastic Community, allowing us to enhance the skills and expertise of the Board. I have been delighted to appoint three non-monastic trustees this year as well as to welcome Abbot Christopher Jamison, President of the English Benedictine Congregation, to our trustee body. We have also appointed a Monastery Bursar from outside the Community to help professionalise the management of several areas.

Also, at the very start of the year the Community adopted a new strategy of living our monastic life and mission in partnership and expressed under four aspects Welcome, Worship, Wisdom and Witness.

The celebration of the Sacred Liturgy is at the heart of what we do at Worth. The daily, communal, celebration of the Office marks our lives as Monks and the Liturgy also marks the principal way in which the School and Abbey communities now come together. Our Liturgy continues to be enhanced by the dedication of our lay Director of Music including the daily playing of the Abbey organ and the building of our Sunday and special-day choir.

Our pastoral work shares our welcome and wisdom with those we meet. The four monks living in Brighton have an important role in the pastoral life of their parish as well as offering their own "Monks in the City" programme. We continue to run our own parish serving the villages around the Abbey as well as the projects we support in Peru. We run an active programme of talks and special liturgies as the Worth Abbey Pilgrims.

On 27 January 2024, Dom. Stephen Ortiger's earthly pilgrimage came to an end. Dom. Stephen was a former Head Master of Worth School and the third Abbot of Worth. His Funeral Mass was celebrated on 17 February and was a major event for Worth and the Diocese of Arundel and Brighton.

Also, during the year, we launched our Aspirants programme. We have been pleased to welcome two men into the monastery and help them discern their vocation. We pray that God may give them clarity at this time.

On the buildings front, we have completed an extensive refurbishment programme of Archway lodge and will now use that building for our Interns programme as well as part of our Hospitality offering. We are working with the School and external advisers on our future development programme.

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We are now preparing for and looking forward to celebrating the 50th anniversary of the consecration of the Abbey church. A nine month programme of events started on the Feast of Our Lady of Worth in October 2024 and will culminate in the anniversary in July 2025.

I would like to thank all our friends, supporters and partners for their work in the last 12 months and assure you of our prayers for your intentions.

The Right Reverend J D Barrett MA (Cantab.) PhD
Abbot of Worth

**WORTH ABBEY
TRUSTEES' REPORT
FOR THE YEAR ENDED 31 AUGUST 2024**

Trustees Report:

Trustees, who also served as company directors during the year, are pleased to present their report and the consolidated financial statements for Worth Abbey and its subsidiaries for the year ended 31 August 2024. The Trustees confirm that the financial statements comply with current statutory requirements, those of the various governing documents and the requirements of the Charities SORP (Statement of Recommended Practice) (FRS 102).

Worth Abbey is a registered charity based in Turners Hill, near Crawley in West Sussex. The monks of Worth Abbey, in response to the call of Christ, follow the life-giving guidance of the Rule of St. Benedict.

The objects of the charity are:

- The relief of the infirm, aged, or poor, and in particular the relief of aged priests and clerics and other persons who profess the Roman Catholic religion.
- The advancement of education including the education and training of priests and persons desirous of becoming priests of the Roman Catholic religion.
- The advancement of the Roman Catholic religion
- Such other purposes that are charitable.

How our work delivers public benefit

Under section four of the Charities Act 2011, we have a duty to report on the public benefit that we deliver. Taking the Charity Commission's guidance into consideration, the Trustees are satisfied that our public benefit requirements have been met in numerous ways as detailed within this report.

Living from monastic wisdom, we welcome visitors to share the monks' life of prayer, and we evangelise through our pastoral works.

Our Monastic Community

The Benedictine Monastic Community of Worth Abbey comprises 18 Benedictine monks. Some live together at Worth Abbey, while others are involved in mission contexts in East Brighton and other places. Every member of the community seeks God through fraternal service, communal and personal prayer, hospitality, and pastoral mission.

Following St Benedict's concern that care for the sick must rank above and before all else, and that both the old and the young should be treated with compassion, we continue to monitor the long-term care of those within the Monastic Community who, through age or infirmity, are unable to look after themselves. We seek to ensure that they receive the best possible care within our infirmary facilities. To assist us in this respect, we employ a Health and Care Manager who works alongside a monk Infirmarian; they lead in overseeing and providing the necessary medical and other care required. Two occasional nursing staff support this work.

On 27 January 2024, Dom. Stephen Ortiger's earthly pilgrimage came to an end. Dom. Stephen entered the monastery in September 1961. He worked in the School, teaching History and as a

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House Master, and served as Novice Master and Junior Master until he was appointed as the third Head Master of Worth School in 1983. In 1994, following the death of Abbot Dominic, Dom. Stephen was elected as the third Abbot of Worth. During his time as Abbot, he founded the retreat centre, finished the west side of the Abbey church and linked the various monastery buildings.

In July 2002 he was succeeded as Abbot by Dom. Christopher Jamison after which time Dom. Stephen served as assistant chaplain in the University of Cambridge and in various diocesan roles. His Funeral Mass was celebrated on 17 February and was a major event for Worth and the Diocese of Arundel and Brighton.

Fr Luke Jolly runs our formation team. This runs an Interns programme for young men who wish to live alongside the monks; an Aspirants programme for men who wish to live in the monastery and more formally discern a monastic vocation and postulant/novice programme for those being formed for monastic life. During the year we had our first Aspirants as two men came and lived in the monastery and began a formal discernment process.

Worth Abbey Music

The development of our music programme has continued this year.

Our Director of Music and Monastic Organist has launched a choral scholar programme to support young people as they develop their singing career.

Our choir has continued to grow and over forty members of the choir undertook a successful tour to Venice which included accompanying Sunday Mass in St Mark's Basilica.

The work of our Monastic Organist also strengthens the celebration of the Monastic Office through his accompaniment of the Monastic Choir three times a day.

Worth School

Worth School is a co-educational Roman Catholic boarding and day independent school for pupils from 11 to 18 years of age. The School is located on the 500-acre Worth Abbey estate. Worth School is a subsidiary charity of Worth Abbey, which is the sole member. The Abbot of Worth is President of the Worth School Board and a Governor of the School. Two other monastic governors complete the Abbey's support to school governance at Worth. Worth School produces its own annual report which is published separately.

In addition to the support of school governance, Worth Abbey continues to work alongside Worth School in several ways:

Sunday Mass and Wednesday School Worship – Monks of the Abbey support the School's religious and sacramental life by celebrating an evening mass in the Abbey Church for the School's boarders each term-time Sunday evening. When the School meets to worship as a body during the school week, usually on a Wednesday, monks are present to hear confessions and to celebrate Mass from time to time.

Senior Leadership Formation — A series of formation retreat periods are timetabled through the school year for members of the Worth School Senior Leadership Team. These are regularly attended

**WORTH ABBEY
TRUSTEES' REPORT
FOR THE YEAR ENDED 31 AUGUST 2024**

by and supported by members of the monastic community, who thereby help to ensure that the Benedictine and Catholic ethos of the School is maintained and strengthened.

Pupil Formation events – Worth School timetables periods of pupil formation, for example the Student Leadership Programme for sixth form students who aspire to positions as Prefects in their final year, in which monks are offered a role as speakers and formators. As with staff formation, this involvement of monks helps to ensure that the Benedictine and Catholic ethos of the School is maintained and strengthened.

School Chaplaincy and the Forerunners — The Chaplaincy is led by the Director of Mission and comprises a team of six youth ministers who are known as 'Forerunners.' Monastic support of the Chaplaincy helps to ensure that the Benedictine and Catholic ethos of the School is maintained and strengthened. This is delivered through regular formation meetings between the Forerunners and members of the Monastic Community.

Worth Abbey further supports the Forerunners by providing them with accommodation in Compass House, situated opposite Worth Abbey Church.

Hospitality and retreats

Hospitality is a hallmark of Benedictine monasteries, and the Monastic Community has welcomed many visitors to Worth for retreats, spiritual direction, and holistic recreation in the Abbey's beautiful and natural environment.

We normally offer hospitality and retreats in two ways:

The Retreat Centre

The Retreat Centre, based in the St Bruno's building, is a space where we share our own search for God with others who are also seeking God in their daily life. It represents our commitment to responding to the increasing spiritual needs within our society. People from all faiths and seekers are welcomed for residential and other retreats which are facilitated by professional staff, members of the Monastic Community and lay collaborators and volunteers.

During the year we completed an extensive refurbishment programme of Archway Lodge. This building comprises of five bedrooms and will be used partially by our Hospitality team and partially by the Interns programme.

Monastery guests

We can make guest rooms within the Monastery available for up to three male guests who wish to come on residential retreat to share in the liturgical and community life of the monks. This ministry is supported by a monk Guest Master. Meals are taken with the monks in the Monastery refectory and the monastic day centres around the rhythm of the Divine Office and daily Mass.

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Worth Abbey Church

Designed by the architect Francis Pollen and opened in 1974, the Grade II listed Abbey Church adjoins the monastery buildings, also designed by Pollen. The Church provides a welcoming place to seek peace, solace, and community.

Quiet Garden

Our Quiet Garden is over 100 years old and was opened to the public in 2000 as part of the Quiet Garden Movement. A publicly accessible space maintained as a place of beauty and tranquillity which attracts many visitors looking for stillness in a busy world, it is maintained personally by the Monastic Community.

The Worth Abbey Parish

The Worth Abbey Parish is part of the Diocese of Arundel and Brighton and was created in the 1960s from the country area between the large town parishes of East Grinstead, Haywards Heath, and Crawley. Our Abbey parish numbers approximately 250 parishioners; the parish principally serves local residential communities near the Abbey, but also attracts, particularly to the Sunday Mass, many who live outside the parish boundaries. Fr Paul Fleetwood (a monk of Worth Abbey) has been the parish priest since 2016.

The mission of the Parish is to foster values of welcome and hospitality towards our fellow Christians, and to those of other faiths and none. The Parish is committed to service and outreach to the poor and those in need; to evangelisation; to the young; and to the protection of God's Creation. Catechesis (religious instruction) of both children and adults is an important part of the work of the parish.

Full details of the activities undertaken by the Parish can be found on its website: worthabbeyparish.co.uk. Worth Abbey Parish benefits from the resources and skills of Worth Abbey for its main Sunday celebration in the Abbey Church. Sunday masses are live streamed via YouTube and Vimeo.

Brighton mission: 'Monks in the City'

The Brighton Mission, 'Monks in the City,' are now resident in the Presbytery of St John Baptist, Kemp Town. This is a more appropriate physical resource for monastic life, mission and worship than has been available at earlier stages of this project. The Worth monks work integrally with the East Brighton Parish team.

Their priority remains that of following the Benedictine way of life and witnessing to the gospel, living alongside the people of East Brighton. They have offered hospitality and engaged in pastoral ministry in the local parish and the locality. The Chaplaincy to the University of Sussex, Falmer, remains an important element of this mission.

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TRUSTEES' REPORT
FOR THE YEAR ENDED 31 AUGUST 2024**

Other forms of outreach beyond Worth

Members of our Monastic Community continue to operate beyond Worth in a variety of capacities:

- Abbot Mark Barrett is the Chairman of the Union of Monastic Superiors (UK & Ireland).
- Abbot Christopher Jamison is Abbot President of the English Benedictine congregation.
- Fr Luke Jolly succeeded Fr Stephen Ortiger as Episcopal Vicar for Religious in the Diocese of Arundel and Brighton.
- Fr Aidan Murray is the Episcopal Vicar for Ecumenical Affairs.
- Fr Roderick Jones is the Roman Catholic Chaplain to the University of Sussex.

Worth Abbey Outreach Peru (WAOP)

The Restricted Fund Worth Abbey Outreach Peru (WAOP) was established in 1968 to support the monks of Worth Abbey and those networks, institutions and people working for the poor in Peru that the monks sponsor. Over the decades, WAOP has financed projects in nutrition, health, education, and sustainable development, provided emergency aid to vulnerable people, e.g., after an earthquake, and supported the catechetical life of the Peruvian Catholic Church. Fr Alexander da Costa Fernandes, Director, monitors projects through the year including an annual visit.

In 2023-2024, the increase in project funding financed a total of 9 projects, with an estimated total impact on over 57,000 beneficiaries, direct and indirect. Overall, the policy is to support interventions among the poorest sectors, e.g. rural poor, and the vulnerable, e.g. adolescents through online outreach. In particular, four projects were directed mainly at the indigenous rural woman in Huancayo, one of the most socially excluded and impoverished sectors of society: empowerment of participants in social, local political and economic skills, drilling a well for the isolated community of Chankas, and finalising two food security programmes of three and two years directed at women with malnourished children under 5 in an area with the highest index of child malnutrition in Huancayo. Other WAOP partners provide reflective commentary and spaces for critical evaluation of the national political, social, and economic scene in a situation of generalised institutional corruption, social violence, 20% increase in poverty amid a perceptible lack of national governance in confronting the problems of the country, all from the perspective of Catholic Social teaching especially the Common Good, and a marked emphasis on the Option for the Poor.

The Trustees of Worth Abbey are assisted in their overall responsibility for the Fund by delegating some oversight and decision making to the 'Outreach Peru Committee'.

Our work with our trading subsidiary Worth Abbey Projects Limited (WAP)

WAP is a wholly owned commercial trading subsidiary of Worth Abbey, the purpose of which is to raise funds for Worth Abbey and any charities associated with Worth Abbey.

Worth Abbey Projects Ltd made a surplus in the year of £40,000. This reduced the overall deficit in the company, which emerged during the COVID-19 years, to £126,000.

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Worth Abbey Projects Ltd runs a livery and the wider estate on behalf of Worth Abbey. The livery consists of 38 stables which remain full this year. These are used by local residents on a DIY basis.

Following a report by Strutt & Parker in February 2023 on the strategy for the estate, significant work was undertaken by the directors of Worth Abbey Projects Ltd during 2023-24 to set out a strategy which we expect to take forward in 2024-25.

SECR (Streamlined Energy & Carbon Reporting) statement

The parent company utilises less than 40,000KWh of energy per year and the subsidiaries are not within scope of SECR.

Section 172(1) statement

The trustees act in good faith to make decisions, the outcome of which they consider will be most likely to promote the success of the charity for the benefit of its charitable purposes, both in current periods and in the long term.

In discharging their duties above, the trustees carefully consider, amongst other matters, the impact on and interests of clients, volunteers, staff, funders and suppliers, and factor these into their decision-making process.

Clients

The trustees put considerable time, effort and resources into understanding and responding to the needs of our clients.

Volunteers and staff

Trustees receive information on volunteer and staff physical and mental well-being and are committed to promoting a healthy workforce. They support the current work to build an inclusive culture and, as such, are committed to attracting and retaining diverse, high-calibre talent which volunteer, and staff development helps support.

Funders

The trustees closely monitor our funder relationships and receive regular reports on how we are meeting funder requirements. Our impact section and our 'main services across England and Wales' section of this report demonstrate how we are providing services that deliver a high value-for-money offer for our funders.

Suppliers

The trustees have established procedures to ensure that external suppliers are individually verified to ensure they meet with health and safety, regulatory and financial security standards required by the Charity.

**WORTH ABBEY
TRUSTEES' REPORT
FOR THE YEAR ENDED 31 AUGUST 2024**

Community and the environment

The Charity recognises the importance of its environmental responsibilities and has measures in place to monitor and control its impact on the local environment and its compliance with any regulatory environmental standards. The Charity seeks to implement policies aimed at reducing any potential harmful environmental impact of its activities.

Standards and conduct

The Charity has various policies regarding ethical standards and the conduct of business.

Financial review and results for the year

General funds

Worth Abbey and its subsidiaries made a net surplus on general funds for the year ended 31 August 2024 of £1,181,891 (2023 £502,431 surplus). This is stated before unrealised investment gains of £137,080 (2023: £171,358 loss) and prior to net transfers to/from designated and restricted funds.

Separate financial statements have been prepared for Worth School, Worth School Lettings, Worth Abbey Projects Limited and Worth Abbey Construction Limited and their results are incorporated into these consolidated financial statements.

Designated funds

The trustees of Worth Abbey and Worth School have funds they have designated for specific purposes including development of the abbey, building repairs and capital investment.

In the year ending 31 August 2024, Worth Abbey and its subsidiaries applied funds for designated purposes of £914,397 (2023: £124,470 deficit) prior to transfers to/from funds.

Restricted funds

The trustees of Worth Abbey and Worth School have funds that are restricted to specific purposes by donors including Outreach Peru.

In the year ending 31 August 2024, Worth Abbey and its subsidiaries applied funds for restricted purposes of £191,658 (2023: £252,356 deficit). This is stated before unrealised investment gains of £63,990 (2023: £51,812 deficit) and transfers to/from funds.

Going concern

The Trustees have met regularly to review the financial performance of the Group, Key Trustees maintained an ongoing dialogue with members of its subsidiaries.

Going forward there is a risk to School from the impact of VAT on school fees, the loss of the business rates relief, increased employers' national insurance cost and future possible changes in government legislation.

Pupil applications to the School were slightly down for the 2023-24 academic year. The School budgeted on opening with 670 pupils in September 2024 and the actual pupil number was 659 at

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the start of the academic year, with an anticipated average of 657 pupils for the year. The school has forecast 635 pupils in September 2025 and is expecting surpluses in both years.

When considering going concern, the trustees consider a worse-case, a base-case, a best-case scenario, and a range of mitigating actions that are available to them. Cash is managed through a 12-month rolling forecast for the whole Worth Abbey group: Worth Abbey, Worth School, Worth School Lettings Ltd, Worth Abbey Projects Ltd and Worth Abbey Construction Ltd. The Trustees receive regular reports of these forecasts.

The group operating forecasts, together with cash flow forecasts, indicate that the group can expect to meet all its payments from its anticipated inflows and existing borrowing facilities for the next 12 months even in the worst-case scenario. As a result of these factors the Trustees consider that Worth Abbey remains a going concern.

Our approach to Reserves management

Reserves are held for several practical reasons, including the following:

- to provide operational continuity if income unexpectedly falls;
- to provide working capital to meet upfront expenditure during the year before income is received; and
- to provide resource for investment

The Trustees' policy is to hold general reserves that are equal in amount to the value of the functional fixed assets used operationally by the Group plus one term's operating costs.

As at 31 August 2024 free reserves were £8,418,197 deficit (2023: £9,360,933 deficit) which comprise general reserves of £24,454,226 (2023: £24,931,662) less the functional fixed assets used by the Group held at historical cost of £33,872,423 (2023: £34,292,595). Part of this shortfall is financed by bank loans totalling £4,540,351 (£2023: £5,010,426). As there is an expectation of an ongoing income stream from Worth School the Trustees can accept the current level of reserves.

In order to meet the target level of reserves, the Trustees expect the financial performance of Worth School, Worth School Lettings Limited, and Worth Abbey Projects Limited to improve and are looking at measures to manage costs within Worth Abbey. Having not achieved the reserves policy for a number of years Trustees are reviewing the policy and the strategy of the Group.

Designated reserves

At 31 August 2024, the Group had designated reserves of £3,492,017 (2023: £3,603,217).

There is £2,050,313 principally being held for planned maintenance work and capital investment in the School and the Abbey. The trustees of Worth Abbey and Worth School anticipate that these funds will be used over the next 12 to 36 months. There is an amount of £500,000 being held by the School to cover restructuring challenges to be faced over the next 12-36 months as a result of recent and future changes to government legislation.

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The remaining designated reserves are for parts of the group that operate with a degree of independence from the main charities including the parent body, Friends of Worth, the alumni association, Worth Society, and the outreach Brighton project. These reserves would expect to be maintained into the future.

Restricted reserves

At 31 August 2024, the Group had restricted reserves of £1,320,035 (2023: £1,454,493).

These represent donations the charities received for particular purposes mainly Outreach Peru and the Bursary fund.

Our approach to investments

Worth Abbey's investment powers are set out in its governing document, namely its Articles of Association and documentation relating to relevant funds. The Articles of Association permit the funds to be invested in any investments, securities and property of any kind situated anywhere in the world. The Trustees' on-going policy is to achieve long term capital growth whilst maintaining a balanced approach to investment risk.

Worth Abbey funds are invested with Evelyn Partners. The Worth Abbey Community fund and the Worth School bursary funds had a net unrealised growth of 7.5%.

With the expectation that the Outreach Peru fund will be fully utilised in the next couple of years to support their mission, the balance is held in cash-like funds on which there was a net gain of 2%. Funds drawn down and utilised in the year amounted to £311,071.

The Trustees periodically review the performance of investments against benchmarks set.

Risks and uncertainties

The Trustees are responsible for Worth Abbey's systems of internal control and for reviewing its effectiveness.

Where hazards have been identified, individual risk assessments continue to be undertaken and each core area of Worth Abbey's operations are now working towards completing Risk Registers which highlight key strategic, governance, financial, operational, and other risks. The intention of our control processes is to manage risk to within acceptable tolerances rather than eliminating it altogether. Going forward, Trustees will receive a twice-yearly report on all 'red' risks and an annual review of all 'amber' risks.

Action taken to mitigate risks has included purchasing appropriate insurance cover. The Trustees are covered by trustee indemnity insurance which is included in Worth Abbey's insurance policy.

Legal Structure and Governance

Worth Abbey is a company limited by guarantee incorporated in England on 02 July 2002. Our Articles of Association were last amended on 29 August 2023 and provide for a limitation of member liability to £1. Worth Abbey is also a registered charity in England and Wales.

**WORTH ABBEY
TRUSTEES' REPORT
FOR THE YEAR ENDED 31 AUGUST 2024**

Group structure and relationships

For the purposes of company law, Worth Abbey is the parent company and there are four subsidiaries:

- Worth Abbey is the sole member of Worth School. Worth School is a company limited by guarantee (4476558) and a charity registered in England and Wales (1093914). The School is governed by the School Governors (who are also its Directors and Trustees). The Abbot is President of the School Board and a Governor. The charitable objects of the School are to provide education in the Benedictine tradition, advance the Roman Catholic faith and support the work of Worth Abbey.
- Worth School is the sole shareholder of Worth School Lettings Limited (WSL). WSL is a private company limited by shares (13581948). WSL has a duly constituted Board of directors. The Company's objectives are to let or hire the buildings and sports facilities within the Worth School campus on a short-term basis when they are not in use by fee-paying students at Worth School to carry out activities in the service of young people and to further the Catholic faith.
- Worth Abbey is the sole shareholder of Worth Abbey Projects Limited (WAP). WAP is a private company limited by shares (4523776). WAP has a duly constituted Board of Directors. WAP is a commercial company set up to raise funds for Worth Abbey via several activities such as lettings in 'The Open Cloister,' retreats, farm and forestry operations, the Church bookshop, Bermondsey Huts, and other commercial activities.
- Worth Abbey is the sole shareholder for Worth Abbey Construction Limited (WACL). WACL is a private company limited by shares (4074835). WACL has a fully constituted Board of Directors. WACL is a commercial company set up to undertake major construction projects on behalf of Worth Abbey.

Trustees of Worth Abbey and appointments

On 29 August 2023, the members of Worth Abbey (the Abbot and Chapter of Worth Abbey) adopted an updated set of Articles of Association for the Charitable Company Worth Abbey by Special Resolution.

The major change introduced by the 2023 Articles of Association affects the composition of the Trustees body of Worth Abbey and allows for several professionally skilled people who are not monks of Worth Abbey to become trustees of Worth Abbey alongside the monastic trustees drawn from the membership of Worth Abbey.

The changes introduced by these renewed Articles have now been implemented. The Worth Abbey board of trustees includes three non-monastic trustees, appointed by the Abbot with the consent of his Council, as well as an External Trustee. This additional expertise and insight have significantly strengthened the operation of the Board.

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TRUSTEES' REPORT
FOR THE YEAR ENDED 31 AUGUST 2024**

The Trustees administer the affairs of Worth Abbey. There is a schedule of matters reserved for its consideration; some of these matters it can decide upon, for others, trustees make recommendations to the Monastic Community. The Company is governed by its Articles of Association and the Constitutions of the Monks of the English Benedictine Congregation.

The details of those who served as trustees during the 2023-24 year are given on the front page of this report.

Worth Abbey decision-making and committee structure

The Trustees have the ultimate responsibility for running the charity, with their principal duties being to set the strategic direction of the charity and ensure that the charity is solvent, properly run and delivers its charitable purposes.

During 2023-24 the trustees reviewed their Committee structure. In June 2024 it confirmed, or established, the following Committees:

- Abbot's Council which consists of the Abbot, Prior, Sub-Prior and two monks elected by the Community. This Council has separate responsibilities under the Constitutions of the English Benedictine Congregation. It also supports the trustees by providing oversight of the monastery, church and Brighton project.
- Worth Abbey Projects Board which consists of the directors of Worth Abbey Projects Ltd. This Board has separate responsibilities under Company Law for the operation of Worth Abbey Projects Ltd. It also supports the trustees by providing oversight of the Hospitality and Estate areas.
- Worth Abbey Outreach Peru Committee which supports the trustees by providing oversight of the Outreach Peru fund.
- Finance Committee which supports the trustees in making major financial decisions including capital investment, development or financing. This Committee also helps the trustees manage risk.
- Investment Committee which supports the trustees in managing their long-term investment portfolios.
- Safeguarding Committee which supports the trustees in prioritising the safeguarding of children and adults at risk.

Senior staff

The senior personnel in the Worth Abbey charity are Benedictine Monks, i.e. the Abbot, the Prior and the Subprior. They do not receive any remuneration for their service or position other than being members of the monastery who are all beneficiaries of Worth Abbey.

During the year, the trustees employed a part-time Monastery Bursar who is not a Benedictine monk. He also serves as Company Secretary and director of Worth Abbey Projects Ltd.

**WORTH ABBEY
TRUSTEES' REPORT
FOR THE YEAR ENDED 31 AUGUST 2024**

The Abbey also relies on senior staff in Worth School for other necessary expertise. The School's key management personnel comprise the Head Master, the Chief Operating Officer and the Second Master. These staff are appointed and remunerated by the governors of Worth School.

Supporting colleagues with disabilities

Worth Abbey is committed to creating a diverse, inclusive, respectful and safe work environment where all people are treated fairly, with dignity and respect. We recognise that disability inclusion is integral to our work. This is about more than hiring disabled people, it is about embracing difference and providing an environment in which all employees can participate or thrive.

We encourage employees to declare disabilities and any health conditions to ensure they can access appropriate support and reasonable adjustments.

Safeguarding

The Trustees understand their responsibility for the safeguarding of children and adults at risk as a foundational dimension of operating as a charity, as well as a Christian duty mandated by the Catholic Church. A lead Trustee for safeguarding assists the Trustees in this area, endeavouring to be especially close to safeguarding matters, as well as supporting the work of the charity's Religious Safeguarding Lead.

Because many of Worth Abbey's activities take place in close geographical proximity to a boarding and day school for children aged 11-18 (Worth School), in safeguarding matters the charity works closely with the safeguarding leads for Worth School, and its safeguarding policies and practices are developed to reflect educational safeguarding requirements when appropriate.

The Trustees have appointed a Religious Safeguarding Lead (RSL) who is externally trained to Designated Safeguarding Lead standard (a training that is regularly updated and fully refreshed every third year). The RSL has day to day responsibility for all aspects of safeguarding across the charity's activities.

Statement of Trustees' Responsibilities

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

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

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles of the Charities SORP (FRS 102):

**WORTH ABBEY
TRUSTEES' REPORT
FOR THE YEAR ENDED 31 AUGUST 2024**

- make judgments and estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards (FRS 102) have been followed, subject to any material departures disclosed and explained in the financial statements;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue to operate.

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

Disclosure of information to auditors

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

- so far as that Trustee is aware, there is no relevant audit information of which the charitable group's auditor is unaware, and
- that Trustee has taken all steps that ought to have been taken as a Trustee in order to be aware of any relevant audit information and to establish that the charitable group's auditor is aware of that information.

Auditors

The auditor, Crowe UK LLP, has indicated his willingness to continue in office. The designated Trustees will propose a motion reappointing the auditor at a meeting of the Trustees.

Approved by order of the members of the board of Trustees and signed on their behalf by:



The Right Reverend J D Barrett MA (Cantab.) PhD

Chair of Trustees

Date: 26/03/25

WORTH ABBEY
INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF WORTH ABBEY.

Opinion

We have audited the financial statements of Worth Abbey (the “charitable company”) and its subsidiaries (the “group”) for the year ended 31 August 2024 which comprise Consolidated statement of financial activities, the Consolidated balance sheet, the Charity balance sheet, the Consolidated statement of cash flows and the related notes, including significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 ‘The Financial Reporting Standard applicable in the UK and Republic of Ireland’ (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the Group’s and the charity’s affairs as at 31 August 2024 and of the group’s incoming resources and application of resources, including its income and expenditure for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditor’s responsibilities for the audit of the financial statements section of our report. We are independent of the Group in accordance with the ethical requirements that are relevant to our audit of the financial statements in the United Kingdom, including the Financial Reporting Council’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’s use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

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

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

WORTH ABBEY
INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF WORTH ABBEY.

Other information

The other information comprises the information included in the Annual Report other than the financial statements and our auditor's report thereon. The Trustees are responsible for the other information contained within the Annual Report. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon. Our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements, or our knowledge obtained in the course of the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Matters on which we are required to report by exception

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

- the information given in the Trustees' report is inconsistent in any material respect with the financial statements; or
- the parent charity has not kept sufficient accounting records; or
- the parent charity financial statements are not in agreement with the accounting records and returns; or
- we have not received all the information and explanations we require for our audit.

Responsibilities of trustees

As explained more fully in the trustees' responsibilities statement set out on page xx, the Trustees are responsible for the preparation of the financial statements which give a true and fair view, and for such internal control as the Trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

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

WORTH ABBEY
INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF WORTH ABBEY.

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:

We obtained an understanding of the legal and regulatory frameworks within which the company operates, focusing on those laws and regulations that have a direct effect on the determination of material amounts and disclosures in the financial statements. The laws and regulations we considered in this context were the Companies Act 2006 and Charities Act 2011 together with SORP (FRS102).

We identified the greatest risk of material impact on the financial statements from irregularities, including fraud, to be the override of controls by management. Our audit procedures to respond to these risks included:

- enquiries of management about their own identification and assessment of the risks of irregularities;
- reviewing board minutes and making enquiries of management regarding any non-compliance with laws, regulations, and fraud;
- reviewing the revenue, supplier payments and payroll systems for significant deficiencies or susceptibility to fraud;
- reviewing that revenue has been recognised appropriately and that the revenue accounting policy is compliant with the financial reporting framework;
- challenging assumptions and judgements made by management in their significant accounting estimates and judgements; and
- reviewing journal entries, in particular any journal entries posted with unusual account combinations.

**WORTH ABBEY
INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF WORTH ABBEY.**

Owing to the inherent limitations of an audit, there is an unavoidable risk that we may not have detected some material misstatements in the financial statements, even though we have properly planned and performed our audit in accordance with auditing standards. We are not responsible for preventing non-compliance and cannot be expected to detect non-compliance with all laws and regulations.

These inherent limitations are particularly significant in the case of misstatement resulting from fraud as this may involve sophisticated schemes designed to avoid detection, including deliberate failure to record transactions, collusion, or the provision of intentional misrepresentations.

A further description of our responsibilities for the audit of the financial statements is available 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 charity's trustees, 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 charity's trustees 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 charity and its trustees, as a body, for our audit work, for this report, or for the opinions we have formed.



Ian Weekes

Senior Statutory Auditor
For and on behalf of Crowe UK LLP
Medway Bridge House
1-8 Fairmeadow
Maidstone
Kent
ME14 1JP

Date: 2nd April 2025

WORTH ABBEY
CONSOLIDATED STATEMENT OF FINANCIAL ACTIVITIES FOR THE YEAR ENDED 31 AUGUST 2024

	Note	Unrestricted funds		Restricted funds	Total 2024	Total 2023
		General	Designated			
		£	£	£	£	£
Income from:						
Donations and legacies	4	173,033	-	118,765	291,798	246,410
Charitable activities	5	21,654,679	-	-	21,654,679	19,928,650
Other trading activities	7	672,181	-		672,181	708,233
Investments	8	274,165	-	27,681	301,846	220,565
Other income	9	454,300	110,523	100	564,923	766,997
Total income		23,228,358	110,523	146,546	23,485,427	21,870,855
Expenditure on:						
Raising funds	10	1,127,743	20,820	69	1,148,632	1,232,965
Charitable activities	11	20,918,724	1,004,100	338,135	22,260,959	20,512,281
Total expenditure		22,046,467	1,024,920	338,204	23,409,591	21,745,246
Net income/(expenditure) before net losses on investments		1,181,891	(914,397)	(191,658)	75,836	125,609
Net gains/(losses) on investments		234,127	-	63,990	298,117	(223,170)
Other recognised losses		(97,047)	-	-	(97,047)	
Net income/(expenditure)		1,318,971	(914,397)	(127,668)	276,906	(97,561)
Transfers between funds	22	(796,407)	803,197	(6,790)	-	-
Net movement in funds		522,564	(111,200)	(134,458)	276,906	(97,561)
Reconciliation of funds						
Total funds brought forward		24,931,662	3,603,217	1,454,493	29,989,372	30,086,933
Net movement in funds		522,564	(111,200)	(134,458)	276,906	(97,561)
Total funds carried forward		25,454,226	3,492,017	1,320,035	30,266,278	29,989,372

The Consolidated Statement of Financial Activities includes all gains and losses recognised in the year.

The notes on pages 26 to 48 form part of these financial statements.

WORTH ABBEY
CONSOLIDATED BALANCE SHEET AS AT 31 AUGUST 2024

	Notes	2024 (£)	2023 (£)
Fixed Assets			
Tangible fixed assets	15	33,872,423	34,292,595
Investments	16	4,582,135	4,545,664
		38,454,558	38,838,259
Current Assets			
Stock	17	381,340	251,570
Debtors	18	2,171,552	1,102,046
Cash at bank and in hand		7,264,106	4,179,492
		9,816,998	5,533,108
Creditors: amounts falling due within one year	19	(9,872,347)	(7,854,612)
Net current liabilities		(55,349)	(2,321,504)
Total assets less current liabilities		38,399,209	36,516,755
Creditors: amounts falling due after more than one year	20	(8,132,931)	(6,527,383)
Total net assets		30,266,278	29,989,372
Charity funds			
Restricted funds	22	1,320,035	1,454,493
Designated funds	22	3,492,017	3,603,217
General funds	22	25,454,226	24,931,662
Total funds		30,266,278	29,989,372

The financial statements were approved and authorised for issue by the Trustees and signed on their behalf by:



The Right Reverend JD Barrett MA (Cantab)

(Trustee)

Date:

26/03/25



The Reverend P V Fludder

(Trustee)

The notes on Pages 26 to 48 form part of these financial statements

**WORTH ABBEY
CHARITY BALANCE SHEET AS AT 31 AUGUST 2024**

	Notes	2024 (£)	2023 (£)
Fixed assets			
Tangible fixed assets	15	31,868,631	33,776,530
Investments	16	3,530,059	3,573,162
		35,398,690	37,349,692
Current assets			
Stock	17	-	1,078
Debtors	18	508,669	814,670
Cash at bank and in hand		219,269	281,530
		727,938	1,097,278
Creditors: amounts falling due within one year	19	(7,431,192)	(8,695,255)
Net current liabilities		(6,703,254)	(7,597,977)
Total assets less current liabilities		28,695,436	29,751,715
Creditors: amounts falling due after more than one year	20	(4,055,156)	(4,333,247)
TOTAL NET ASSETS		24,640,280	25,418,468
FUNDS			
Restricted funds		175,805	426,449
Designated funds		887,615	1,048,736
General funds		23,576,860	23,943,283
TOTAL FUNDS		24,640,280	25,418,468

The financial statements were approved and authorised for issue by the Trustees and signed on their behalf by:



**The Right Reverend JD Barrett MA (Cantab)
(Trustee)**



**The Reverend P V Fludder
(Trustee)**

Date: 26/03/25

The notes on Pages 26 to 48 form part of these financial statements

WORTH ABBEY
CONSOLIDATED STATEMENT OF CASH FLOWS AS AT 31 AUGUST 2024

	Note	2024	2023
		£	£
Cash flows from operating activities			
Net cash provided by operating activities	25	4,482,553	1,089,694
Cash flows from investing activities			
Proceeds from the sale of tangible assets		-	9,750
Purchase of tangible fixed assets		(964,659)	(2,956,275)
Drawdown on investments		311,071	227,309
Purchase of investments		(95,220)	(161,812)
Net cash used in investing activities		(748,808)	(2,881,028)
Cash flows from financing activities			
Returns on investments and the servicing of finance		301,846	220,565
(Increase)/decrease in parents' acceptance deposits		(199,582)	236,158
Repayment of loans		(470,075)	(416,418)
Interest paid		(281,320)	(244,650)
New loans		-	1,500,000
Net cash provided by/(used in) financing activities		(649,131)	1,295,655
Change in cash and cash equivalents in the year		3,084,614	(495,679)
Cash and cash equivalents at the beginning of the year		4,179,492	4,675,171
Cash and cash equivalents at the end of the year		7,264,106	4,179,492

The notes on pages 26 to 48 form part of these financial statements

WORTH ABBEY
NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 AUGUST 2024

1. General information

Worth Abbey is a company limited by guarantee incorporated in England and Wales (company registration number 447555 and charity number 1093913).

The principal activities of the Group are the advancement of the Roman Catholic religion and the advancement of education through the running of an independent school.

Its registered address is:

Paddockhurst Road
Turners Hill
West Sussex
RH10 4SB

2. Accounting policies

2.1 Basis of preparation of financial statements

The financial statements have been prepared in accordance with the Charities SORP (FRS 102) - Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

Worth Abbey meets the definition of a public benefit entity under FRS 102. Asset and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy.

The consolidated financial statements consolidate the accounts of the charity and its subsidiary undertakings at 31 August 2024. All transactions and balances relate to the external transactions only. Under the provisions of the Companies Act 2006 Section 408, the Trustees have taken advantage of the dispensation not to publish the Statement of Financial Activities including an Income and Expenditure Account for Worth Abbey.

The charity's net movement in funds for the year was a decrease of £778,188 (2023: decrease of £1,228,897).

2.2 Going concern

The Trustees consider that the going concern basis of preparation remains appropriate as the forward financial projections suggest surpluses in future years. The forward cash projections of the Group show that there is sufficient cash to meet its needs.

When considering going concern the trustees consider a base case scenario, a reasonable worst-case scenario and a range of mitigating actions that are available to them. Cash is managed through a 12-month rolling forecast for the whole Worth Abbey group: Worth Abbey, Worth School, Worth Abbey Projects Ltd and Worth Abbey Construction Ltd. The Trustees receive regular reports of these forecasts.

The group operating forecasts, together with cash flow forecasts indicate that the group can expect to meet all its anticipated payments for its anticipated inflows and existing borrowing

WORTH ABBEY
NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 AUGUST 2024

facilities for the next 12 months even in the reasonable downside scenario. As a result of these factors the Trustees consider that the group remains a going concern.

2.3 Company status

The Charity is a company limited by guarantee. The members of the company are the Trustees (as set out on page 2) and such other persons as shall from time to time be members of the Chapter. In the event of the Charity being wound up, the liability in respect of the guarantee is limited to £1 per member of the Charity.

2.4 Income and liability recognition

All income is recognised once the Charity has entitlement to the income, it is probable that the income will be received, and the amount of income receivable can be measured reliably.

Fees receivable and charges for services and use of premises are accounted for in the period in which the service is provided. Fees receivable are stated after deducting scholarships, bursaries and other allowances. Interest is accounted for on a receivable basis and dividends on a received basis.

Realised gains are gains resulting from the sale of investments. Unrealised gains represent changes in market value on investments still held at the year end.

Liabilities are recognised when an obligation arises to transfer economic benefits as a result of past transactions or events.

Income tax recoverable in relation to investment income is recognised at the time the investment income is receivable.

Other income is recognised in the period in which it is receivable and to the extent the goods have been provided or on completion of the service.

2.5 Donations and legacies

Donations and legacies received in cash are accounted for when they are received. In the case of assets received, they are accounted for when full legal title has passed to the Group.

2.6 Gifts in kind

The values attributed to gifts in kind are either the amounts actually realised or an estimate of their value. They are recognised as incoming resources when received.

2.7 Resources expended

All resources expended are accounted for on an accruals basis and are detailed under the following headings:

- Costs of raising funds: this includes non-charitable trading activities together with their related support costs.
- Charitable activities: this included the expenditure incurred directly in connection with the objects of the charity and includes the cost of services, management and support costs.

WORTH ABBEY
NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 AUGUST 2024

Expenditure is summarised under functional headings either on a direct cost basis or, for overhead costs, apportioned according to the management estimates of expenditure incurred. The irrecoverable element of VAT is included with the item of expense to which it relates.

2.8 Tangible fixed assets

Tangible fixed assets are initially recognised at cost. After recognition, under the cost model, tangible fixed assets are measured at cost less accumulated depreciation and any accumulated impairment losses. All costs incurred to bring a tangible fixed asset into its intended working condition are included in the measurement of cost.

The Abbey's land and buildings are carried at historical cost (including the cost of subsequent additions), less depreciation charged to date. Recapitalisation of buildings begins when planning permission is granted and depreciated from when it first begins to be used. General repairs and maintenance expenditure are written off in the year to which it relates.

Where the Trustees recognise that there has been a significant fall in the carrying value of one of their assets this is treated as an impairment and written off in the Statement of Financial Activities.

Woodlands are professionally valued periodically in accordance with FRS102, and no depreciation is charged. The last valuation was in August 2024.

Assets under construction are accounted for at cost, based on the value of direct or other costs incurred at the year-end date. They are not depreciated until the accounting period in which they are brought into use.

When a tangible fixed asset is funded through an appeal or by way of a grant or donation, the accounting treatment of the asset acquired will depend on the circumstances of each case. In deciding whether the asset is categorised as restricted or unrestricted, Trustees should consider the terms of the gift:

- Require the charity to hold the tangible asset acquired for an on-going basis for a specific purpose;
- Are met once the specified asset is acquired, so allowing the charity to use the asset acquired on an unrestricted basis for any charitable purpose.

Tangible fixed assets costing £2,500 or more are capitalised and recognised when future economic benefit is probable, and the cost or value of the asset can be measured reliably. Items costing less than £2,500 are written off as an expense as acquired.

Depreciation is charged so as to allocate the cost of tangible fixed assets less their residual value over their estimated useful lives, using the straight-line method.

WORTH ABBEY
NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 AUGUST 2024

Depreciation is provided for on the following basis:

Freehold property	30 – 50 years
Plant and machinery	2 – 20 years
Motor vehicles	4 years
Fixtures and fittings	5 – 10 years
Sports equipment	4 years
Computer equipment	3 – 4 years

2.9 Investment assets

Investments are stated at market value other than works of art which are held at cost. Market value is taken to be the middle market price ruling at the balance sheet date.

2.10 Stocks

Stocks are valued at the lower of cost and net realisable value. Livestock are measured at their fair value less sale costs.

2.11 Debtors

Trade and other debtors are recognised at the settlement amount after any trade discount offered. Prepayments are valued at the amount prepaid net of any trade discounts due. Known bad debts are written off and a provision is made for any considered to be doubtful.

2.12 Cash at bank and in hand

Cash at bank and in hand includes cash and short term highly liquid investments with a short maturity of three months or less from the date of acquisition or opening of the deposit account or similar.

2.13 Liabilities and provisions

Liabilities are recognised when there is an obligation at the Balance Sheet date as a result of a past event, it is probable that a transfer of economic benefit will be required in settlement, and the amount of settlement can be estimated reliably. Liabilities are recognised at the amount that the charity anticipates it will pay to settle the debt or the amount it has received as advance payments for the goods or services it must provide. Provisions are measured at the best estimate of the amounts required to settle the obligation. Where the effect of the time value of money is material, the provision is based on the present value of those amounts, discounted at the pre-tax discount rate that reflects the risks to the liability. The unwinding of the discount is recognised within interest payable and similar charges.

Fees received in advance are carried forward for credit in the period to which they relate.

2.14 Financial instruments

The Group mainly enters into basic financial instrument transactions that result in the recognition of financial assets and liabilities like trade and other debtors and creditors, loans from banks and other third parties, loans to related parties and investments in non-puttable shares.

WORTH ABBEY
NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 AUGUST 2024

2.15 Foreign currencies

Transaction in foreign currencies are recorded at the rate of exchange at the date of the transaction. Monetary assets and liabilities denominated in foreign currencies are translated into sterling at the rates of exchange prevailing at the balance sheet date and any gain or loss arising from a change in exchange rates is included as a gain or loss on investment assets in the Statement of Financial Activities.

2.16 Operating leases

The rentals payable under operating leases are charged in the Statement of Financial Activities on a straight-line basis over the lease term.

2.17 Leasing and hire purchase

Assets obtained under hire purchase contracts and finance leases are capitalised as tangible fixed assets. Assets acquired by finance leases are depreciated over the shorter of the lease term and their useful lives. Assets acquired by hire purchase are depreciated over their useful lives.

Finance leases are those where substantially all of the benefits and risks of ownership are assumed by the charity. Obligations under such agreements are included in creditors net of finance charge allocated to future periods. The finance element of the rental payment is charged to the Statement of Financial Activities so as to produce a constant periodic rate of charge on the net obligation outstanding in each period.

2.18 Acceptance deposits

When a pupil is accepted into the School, parents are required to pay an acceptance deposit which is refunded, without interest, after the pupil leaves the School. Acceptance deposits due for return in more than one year are treated as part of net debt.

2.19 Fee prepayments

Fee prepayments are included within creditors and aged according to the expected year of release assuming that the pupil remains in the School.

2.20 Grants receivable

Grants are included in the Statement of Financial Activities on a receivable basis. The balance of income received for a specific purpose but not expended during the period is shown in the relevant funds on the balance sheet. Where income is received in advance of entitlement of receipt its recognition is deferred and included in creditors as deferred income. Where entitlement occurs before income is received, the income is accrued.

2.21 Pensions

The pension costs charged in the financial statements represent the contributions payable by the charity and group during the year.

Worth School contributes to the Teachers' Pension Defined Benefits Scheme ("TPS"). The TPS is an unfunded scheme, and contributions are calculated so as to spread the cost of pensions over employees' working lives with the school in such a way that the pension cost is a substantially level percentage of current and future pensionable payroll. The contributions are determined by the Government Actuary on the basis of quinquennial valuations using a prospective benefit

WORTH ABBEY
NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 AUGUST 2024

method. As stated in note 28, the TPS is a multiemployer scheme, and the school is unable to identify its share of the underlying assets and liabilities of the scheme, and the contributions recognised as they are paid each year.

The Abbey and School also contribute to a Group Personal Pension Plan for non-teaching staff who have more than 3 months service, at 8% of annual basic pay and for teaching staff up to a maximum of 12% of annual basic pay. These costs are recognized on the accrual's basis.

2.22 Fund accounting

General funds are available to spend on activities that further any purposes of the Charity.

Designated funds are unrestricted funds which the Trustees have decided at their discretion to set aside for a specific purpose.

Restricted funds are funds subject to specific restrictive conditions imposed by donors or by the purpose of the appeal. The purposes and use of restricted funds are set out in Note 22 to the financial statements.

All income and expenditure are shown in the Statement of Financial Activities.

2.23 Financial assets at fair value through profit and loss

The charity has an interest rate cap arrangement with its bank. This is not a basic financial instrument. This arrangement was initially recognised at fair value. Changes in the fair value are recognised in profit or loss in finance costs or income as appropriate.

3. Critical accounting estimates and areas of judgement

The Charity makes estimates and assumptions concerning the future. The resulting accounting estimates and assumptions will, by definition, seldom equal the related actual results. The estimates and assumptions that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next financial year are discussed below.

Critical accounting estimates and assumptions:

- **Tangible fixed assets:** The Trustees annually assess the residual value of these assets, that they are still in use and their expected useful lives based on experience.
- **Recoverability of trade debtors:** The Trustees annually assess whether a bad debt provision is required for any bad or doubtful debtors' balances.
- **Stock provisions:** The Trustees regularly assess the age and quality of stock and will make necessary provisions based on the net realisable value of the stock held.
- **Woodland's revaluation:** The estimation of uncertainty involves the use of judgement employed by the Trustees, however, the Trustees have relied on an independent valuer.
- **Interest rate swap:** The trustees have an interest rate swap agreement on variable rate loans which exchanges payments on periodic interest rate payments.

WORTH ABBEY
NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 AUGUST 2024

4. Income from donations and legacies

	General funds	Restricted funds	Total 2024
	£	£	£
Gifts & donations from individuals and trusts	173,033	118,040	291,073
Gift aid reclaimed	-	725	725
Total	<u>173,033</u>	<u>118,765</u>	<u>291,798</u>

	General funds	Restricted funds	Total 2023
	£	£	£
Gifts & donations from individuals and trusts	73,959	171,436	245,395
Gift aid reclaimed	-	1,015	1,015
Total	<u>73,959</u>	<u>172,451</u>	<u>246,410</u>

5. Income from charitable activities

	General funds 2024	Total funds 2024
	£	£
Advancement of education	21,191,294	21,191,294
Advancement of religion	254,473	254,473
Other charitable activities	208,912	208,912
	<u>21,654,679</u>	<u>21,654,679</u>

	General funds 2023	Total funds 2023
	£	£
Advancement of education	19,552,985	19,552,985
Advancement of religion	188,785	188,785
Other charitable activities	186,880	186,880
	<u>19,928,650</u>	<u>19,928,650</u>

6. Income from the advancement of education

	General funds 2024	Total funds 2024
	£	£
Fee income for the year	22,072,870	22,072,870
Release of fee prepayments	403,701	403,701
Extras	1,058,989	1,058,989
Entrance fees	88,363	88,363
Less:		
Scholarships granted	(1,168,671)	(1,168,671)
Bursaries and other remissions	(1,263,958)	(1,263,958)
	<u>21,191,294</u>	<u>21,191,294</u>

WORTH ABBEY
NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 AUGUST 2024

	<i>General funds 2023</i>	<i>Total funds 2023</i>
	£	£
Fee income for the year	20,753,071	20,753,071
Release of fee prepayments	165,828	165,828
Extras	1,040,984	1,040,984
Entrance fees	48,081	48,081
Less:		
Scholarships granted	(1,327,659)	(1,327,659)
Bursaries and other remissions	(1,127,320)	(1,127,320)
	19,552,985	19,552,985

7. Income from other trading activities

	<i>General funds 2024</i>	<i>Total funds 2024</i>
	£	£
Courses and lettings	672,181	672,181

	<i>General funds 2023</i>	<i>Total funds 2023</i>
	£	£
Courses and lettings	708,233	708,233

8. Investment income

	<i>General funds</i>	<i>Restricted funds</i>	<i>Total 2024</i>
	£	£	£
Investment income from listed securities	95,175	-	95,175
Interest receivable	178,990	27,681	206,671
Total	274,165	27,681	301,846

	<i>General funds</i>	<i>Restricted funds</i>	<i>Total 2023</i>
	£	£	£
Investment income from listed securities	153,473	34,405	187,878
Interest receivable	32,687	-	32,687
Total	186,160	34,405	220,565

9. Other incoming resources

	<i>General funds</i>	<i>Designated funds</i>	<i>Restricted funds</i>	<i>Total funds 2024</i>
	£	£	£	£
Rental income	26,928	-	-	26,928
Government grants	243,503	-	-	243,503
Membership fees	-	100,269	-	100,269
Domestic services	47,673	-	-	47,673
Other income	136,196	10,254	100	146,550
	454,300	110,523	100	564,923

WORTH ABBEY
NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 AUGUST 2024

	<i>General funds</i>	<i>Designated funds</i>	<i>Restricted funds</i>	<i>Total funds 2023</i>
	£	£	£	£
Rental income	234,952	-	-	234,952
Government grants	153,901	-	-	153,901
Membership fees	-	101,267	-	101,267
Domestic services	50,398	-	-	50,398
Other income	222,079	4,400	-	226,479
	<u>661,330</u>	<u>105,667</u>	<u>-</u>	<u>766,997</u>

10. Expenditure on raising funds

Costs of raising voluntary income

	<i>General funds</i>	<i>Designated funds</i>	<i>Restricted funds</i>	<i>Total funds 2024</i>
	£	£	£	£
Investment management fees	13,859	-	69	13,928
Marketing – staff costs	233,284	20,820	-	254,104
Marketing - other	149,248	-	-	149,248
Other costs - staff	311,495	-	-	311,495
Other costs - other	391,366	-	-	391,366
Other costs - depreciation	28,491	-	-	28,491
	<u>1,127,743</u>	<u>20,820</u>	<u>69</u>	<u>1,148,632</u>

	<i>General funds</i>	<i>Designated funds</i>	<i>Restricted funds</i>	<i>Total funds 2023</i>
	£	£	£	£
Investment management fees	338	-	9,092	9,430
Marketing – staff costs	216,255	20,130	-	236,385
Marketing - other	352,376	-	-	352,376
Other costs - staff	288,960	-	-	288,960
Other costs - other	318,254	-	-	318,254
Other costs - depreciation	27,560	-	-	27,560
	<u>1,203,743</u>	<u>20,130</u>	<u>9,092</u>	<u>1,232,965</u>

11. Analysis of expenditure on charitable activities

	<i>General funds</i>	<i>Designated funds</i>	<i>Restricted funds</i>	<i>Total funds 2024</i>
	£	£	£	£
Advancement of education	19,040,482	572,316	13,066	19,625,864
Advancement of religion	1,735,205	431,784	4,211	2,171,200
Outreach Peru	-	-	319,474	319,474
Other charitable activities	143,037	-	1,384	144,421
	<u>20,918,724</u>	<u>1,004,100</u>	<u>338,135</u>	<u>22,260,959</u>

WORTH ABBEY
NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 AUGUST 2024

	<i>General funds</i>	<i>Designated funds</i>	<i>Restricted funds</i>	<i>Total funds 2023</i>
	£	£	£	£
Advancement of education	18,415,643	104,020	141,339	18,661,002
Advancement of religion	1,366,170	38,395	19,125	1,423,690
Outreach Peru	-	-	288,256	288,526
Other charitable activities	137,892	42	1,129	139,063
	<u>19,919,705</u>	<u>142,457</u>	<u>450,119</u>	<u>20,512,281</u>

Summary by expenditure type

	<i>Staff costs 2024</i>	<i>Depreciation 2024</i>	<i>Other costs 2024</i>	<i>Total costs 2024</i>
	£	£	£	£
Advancement of education	11,532,034	1,168,114	6,925,716	19,625,864
Advancement of religion	276,018	188,226	1,706,956	2,171,200
Outreach Peru	1,300	-	318,174	319,474
Other charitable activities	-	-	144,421	144,421
	<u>11,809,352</u>	<u>1,356,340</u>	<u>9,095,267</u>	<u>22,260,959</u>

	<i>Staff costs 2023</i>	<i>Depreciation 2023</i>	<i>Other costs 2023</i>	<i>Total costs 2023</i>
	£	£	£	£
Advancement of education	10,557,690	1,046,966	7,056,346	18,661,002
Advancement of religion	207,591	157,983	1,058,116	1,423,690
Outreach Peru	1,062	-	287,464	288,526
Other charitable activities	-	96,904	42,159	139,063
	<u>10,766,343</u>	<u>1,301,853</u>	<u>8,444,085</u>	<u>20,512,281</u>

12. Auditors remuneration

	2024	2023
	£	£
Fees payable to Charity's auditor for the audit of the Charity's annual accounts	<u>45,054</u>	<u>42,684</u>
Fees payable to the Charity's auditor in respect of:		
Audit related assurance services	1,068	1,020
All non-audit services not included above	<u>15,600</u>	<u>14,820</u>

WORTH ABBEY
NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 AUGUST 2024

13. Staff costs

	Group 2024	Group 2023	Charity 2024	Charity 2023
	£	£	£	£
Wages and salaries	9,752,364	8,912,498	231,835	193,853
Social security costs	992,748	887,173	24,663	18,708
Pension contributions	1,318,345	1,203,057	20,820	14,800
	<u>12,063,457</u>	<u>11,002,728</u>	<u>277,318</u>	<u>227,361</u>

The average number of persons employed by the Charity during the year was as follows:

	Group 2024	Group 2023	Charity 2024	Charity 2023
	Number	Number	Number	Number
Teaching and teaching support	129	120	-	-
Welfare	64	63	2	2
Premises	35	34	-	-
Management, administration and fundraising	73	63	5	5
	<u>301</u>	<u>280</u>	<u>7</u>	<u>7</u>

The number of employees whose employee benefits exceed £60,000 was:

	2024	2023
£60,001 - £70,000	8	11
£70,001 - £80,000	4	2
£80,001 - £90,000	3	2
£90,001 - £100,000	1	2
£170,001 - £180,000	1	1

68 of the above (2023: 77) were members of a defined benefit pension scheme. Total pension contributions payable for these employees amounted to £845,589 (2023: £834,192) in the year.

224 of the above (2023: 216) were members of a defined contribution pension scheme. Total pension contributions payable for these employees amounted to £472,756 (2023: £368,865) in the year.

The key management personnel received total remuneration for the year of £480,984 (2023: £464,458).

14. Trustees' remuneration and expenses

During the year, no Trustees received any remuneration or other benefits (2023 - £Nil).

During the year ended 31 August 2024, expenses totalling £983 (2023: £199) were reimbursed or paid directly to Trustees.

WORTH ABBEY
NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 AUGUST 2024

15. Tangible fixed assets

Group	Freehold Property	Plant and Machinery	Motor Vehicles	Fixture and fittings	Asset under construction	Computer equipment	Sports Equipment	Total
	£	£	£	£	£	£	£	£
Cost								
At 1 September 2023	42,032,551	4,745,407	227,014	2,276,272	312,855	428,393	114,615	50,137,107
Additions	57,508	185,225	90,000	37,058	468,139	126,729	-	964,659
Transfers between asset categories		(54,268)			54,268			-
At 31 August 2024	42,090,059	4,876,364	317,014	2,313,330	835,262	555,122	114,615	51,101,766
Depreciation								
At 1 September 2023	12,458,407	2,164,561	210,208	492,368	-	406,615	112,353	15,844,512
Charge for the year	865,069	212,552	18,888	252,572	-	33,488	2,262	1,384,831
At 31 August 2024	13,323,476	2,377,113	229,096	744,940	-	440,103	114,615	17,229,343
Net book value								
At 31 August 2024	28,766,583	2,499,251	87,918	1,568,390	835,262	115,019	-	33,872,423
At 1 September 2023	29,574,144	2,580,846	16,806	1,783,904	312,855	21,778	2,262	34,292,595

The net book value of the tangible fixed assets includes £64,583 (2023: £Nil) in respect of assets held under hire purchase contracts.

WORTH ABBEY
NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 AUGUST 2024

Charity

	Freehold Property	Plant & Machinery	Motor Vehicles	Fixtures & Fittings	Assets under Construction	Total
	£	£	£	£	£	£
Cost						
At 1 September 2023	42,032,551	3,438,909	99,168	1,776,876	312,855	47,660,359
Additions	57,508	-	-	-	468,138	525,646
Transfers	-	(54,268)	-	(1,476,147)	54,268	(1,476,147)
At 31 August 2024	42,090,059	3,384,641	99,168	300,729	835,261	46,709,858
Depreciation						
At 1 September 2023	12,458,407	1,174,377	82,362	168,682	-	13,883,828
Charge for the year	865,069	131,580	5,763	162,914	-	1,165,326
Transfers to group companies	-	-	-	(207,927)	-	(207,927)
At 31 August 2024	13,323,476	1,305,957	88,125	123,669	-	14,841,227
Net book value						
At 31 August 2024	28,766,583	2,078,684	11,043	177,060	835,261	31,868,631
At 1 September 2023	29,574,144	2,264,532	16,806	1,608,194	312,854	33,776,530

WORTH ABBEY
NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 AUGUST 2024

16. Fixed asset investments

	Listed investments	Works of art	Woodlands	Total
	£	£	£	£
Cost or valuation				
At 1 September 2023	4,004,653	41,000	500,011	4,545,664
Investment	95,220			95,220
Management Fees	(13,590)			(13,590)
Foreign exchange gains/(losses)	(2,209)			(2,209)
Unrealised investment gains/(losses)	210,817			210,817
Drawdown on investments	(311,071)			(311,071)
Revaluation gains/(losses)			57,304	57,304
	<u>3,983,820</u>	<u>41,000</u>	<u>557,315</u>	<u>4,582,135</u>
Net book value				
At 31 August 2024	<u>3,983,820</u>	<u>41,000</u>	<u>557,315</u>	<u>4,582,135</u>
At 31 August 2023	<u>4,004,653</u>	<u>41,000</u>	<u>500,011</u>	<u>4,545,664</u>

	Investments in subsidiary companies	Listed investments	Works of art	Woodlands	Total
	£	£	£	£	£
Charity					
Cost or valuation					
At 1 September 2023	1,100	3,031,051	41,000	500,011	3,573,162
Investment		72,985			72,985
Management Fees		(13,590)			(13,590)
Foreign exchange gains/(losses)		(2,209)			(2,209)
Unrealised investment gains/(losses)		153,478			153,478
Drawdown on investments		(311,071)			(311,071)
Revaluation gains/(losses)				57,304	57,304
	<u>1,100</u>	<u>2,930,644</u>	<u>41,000</u>	<u>557,315</u>	<u>3,530,059</u>
Net book value					
At 31 August 2024	<u>1,100</u>	<u>2,930,644</u>	<u>41,000</u>	<u>557,315</u>	<u>3,530,059</u>
At 31 August 2023	<u>1,100</u>	<u>3,031,051</u>	<u>41,000</u>	<u>500,011</u>	<u>3,573,162</u>

WORTH ABBEY
NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 AUGUST 2024

Principal subsidiaries

The following companies were also subsidiary undertakings of the Charity and are included in the consolidation:

Names	Company number	Principal activity	Class of shares	Holding
Worth School	04476558	Advancement of education	Ordinary	100%
Worth Abbey Construction Limited	04074835	Planning and building contractors	Ordinary	100%
Worth Abbey Projects Limited	04523776	General commercial company	Ordinary	100%
Worth School Lettings Limited (an indirect subsidiary)	13581948	Lettings of land and building	Ordinary	100%

The financial results of the subsidiaries for the year were:

Names	Income	Expenditure	Profit/(loss) Surplus/(deficit)	Net Assets
	£	£	£	£
Worth School	21,961,547	20,946,226	1,051,321	5,752,424
Worth Abbey Construction Limited	14,569	14,569	-	1,000
Worth Abbey Projects Limited	419,739	379,964	39,775	(126,322)
Worth School Lettings Limited	672,181	672,181	-	1

The registered address for all subsidiaries listed above is Worth Abbey, Paddockhurst road, Turners Hill, Crawley, West Sussex, RH10 4SB.

17. Stocks

	Group 2024	Group 2023	Charity 2024	Charity 2023
	£	£	£	£
General stores	381,340	251,570	-	1,078

18. Debtors

	Group 2024	Group 2023	Charity 2024	Charity 2023
	£	£	£	£
Trade debtors	-	131,702	-	-
Amounts owed by group undertakings	-	-	365,747	577,500
Other debtors	1,057,085	27,954	5,253	96
Prepayments and accrued income	553,388	476,896	57,784	60,142
Financial instruments	79,885	176,932	79,885	176,932
School fees and extras less bad debt provision	481,194	288,562	-	-
	<u>2,171,552</u>	<u>1,102,046</u>	<u>508,669</u>	<u>814,670</u>

Monies owed by Worth Abbey Construction are recoverable on demand and lent at commercial rates of interest.

Monies owed by Worth Abbey projects are recoverable on demand and are interest free.

WORTH ABBEY
NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 AUGUST 2024

19. Creditors: Amounts falling due within one year

	Group 2024	Group 2023	Charity 2024	Charity 2023
	£	£	£	£
Bank loans	485,195	677,179	485,195	677,179
School fees and extras received in advance	4,249,561	2,997,344	-	-
Trade creditors	686,265	781,483	48,055	241,106
Hire purchase contracts	21,132	-	-	-
Acceptance deposits	754,865	611,699	-	-
Amounts owed to group undertaking	-	-	6,637,562	7,356,339
Other taxation and social security	251,134	289,577	7,517	6,817
Fee Prepayments	1,034,812	578,137	-	-
Other creditors	875,681	203,848	3,042	4,186
Accruals and deferred income	1,513,702	1,715,345	249,821	409,628
	<u>9,872,347</u>	<u>7,854,612</u>	<u>7,431,192</u>	<u>8,695,255</u>

Included in consolidated other creditors are outstanding pension contributions of £64,509 (2023: £144,914).

20. Creditors: Amounts falling due after more than one year

	Group 2024	Group 2023	Charity 2024	Charity 2023
	£	£	£	£
Bank loans: due 2 - 5 years	2,363,974	2,306,343	2,363,974	2,306,343
Bank loans: more than 5 years	1,691,182	2,026,904	1,691,182	2,026,904
Fee Prepayments	1,821,499	37,726	-	-
Acceptance deposits	2,212,825	2,156,410	-	-
Hire purchase contracts	43,451	-	-	-
	<u>8,132,931</u>	<u>6,527,383</u>	<u>4,055,156</u>	<u>4,333,247</u>

The Abbey has three long term loans which are under monthly repayments. One loan bears interest at base rate plus 2.2% and is due to be repaid in March 2030. The second loan bears interest at base rate plus 2.5% and is due to be repaid in June 2036. The third loan bears interest at base rate plus 2.5% and is due to be repaid in September 2027. Loans repayments that exceed

21. Financial instruments

	Group 2024	Group 2023	Charity 2024	Charity 2023
	£	£	£	£
Financial assets				
Financial assets measured at fair value through profit and loss	4,662,020	4,722,596	3,609,944	3,750,094
Financial liabilities measured at amortised cost	8,802,385	4,627,710	590,268	859,126
	<u>13,464,406</u>	<u>9,350,306</u>	<u>4,200,212</u>	<u>4,609,220</u>

WORTH ABBEY
NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 AUGUST 2024

	Group 2024	Group 2023	Charity 2024	Charity 2023
	£	£	£	£
Financial liabilities				
Financial liabilities measured at amortised cost	<u>(10,899,406)</u>	<u>(14,360,560)</u>	<u>(11,229,012)</u>	<u>(12,612,057)</u>

Financial assets measured at fair value through profit and loss comprise financial instruments.

Financial assets measured at amortised cost comprise bank, trade debtors and other debtors.

Financial liabilities measured at amortised cost comprise bank loans, trade creditors, other creditors and accruals.

22. Statement of funds

Statement of funds – current year

	Balance 1 September 2023	Incoming resources	Resources expended	Transfers in/out	Gains/ (Losses)	Balance 31 August 2024
	£	£	£	£	£	£
Designated funds						
Hardship Fund	-	-	-	143,026	-	143,026
Restructuring 2025	-	-	-	500,000	-	500,000
Maintenance and capital funds	2,689,586	-	(639,273)	-	-	2,050,313
Worth Society	138,821	72,398	(47,328)	-	-	163,891
Friends of Worth	4,034	32,633	(33,581)	-	-	3,086
Abbey funds	730,279	-	(263,792)	93,500	-	559,987
Brighton Project	31,485	5,492	(40,318)	58,429	-	55,088
Other funds	9,012	-	(628)	8,242	-	16,626
	<u>3,603,217</u>	<u>110,523</u>	<u>(1,024,920)</u>	<u>803,197</u>	<u>-</u>	<u>3,492,017</u>

General funds

	Balance 1 September 2023	Incoming resources	Resources expended	Transfers in/out	Gains/ (Losses)	Balance 31 August 2024
	£	£	£	£	£	£
General funds	<u>24,931,662</u>	<u>23,228,358</u>	<u>(22,046,467)</u>	<u>(796,407)</u>	<u>137,080</u>	<u>25,454,226</u>

	Balance 1 September 2023	Incoming resources	Resources expended	Transfers in/out	Gains/ (Losses)	Balance 31 August 2024
	£	£	£	£	£	£
Total unrestricted funds	<u>28,534,879</u>	<u>23,338,881</u>	<u>(23,071,387)</u>	<u>6,790</u>	<u>137,080</u>	<u>28,946,243</u>

WORTH ABBEY
NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 AUGUST 2024

	Balance 1 September 2023	Incoming resources	Resources expended	Transfers in/out	Gains/ (Losses)	Balance 31 August 2024
	£	£	£	£	£	£
Restricted funds						
Bursary fund	1,022,997	33,751	-	(10,008)	57,339	1,104,079
Annual fund	5,047	33,161	(13,066)	10,008	-	35,150
Heart & Soul	-	5,002	-	-	-	5,002
Outreach Peru	408,957	45,742	(319,543)	-	6,651	141,807
Other funds	17,492	28,890	(5,595)	(6,790)	-	33,997
	<u>1,454,493</u>	<u>146,546</u>	<u>(338,204)</u>	<u>(6,790)</u>	<u>63,990</u>	<u>1,320,035</u>

	Balance 1 September 2023	Incoming resources	Resources expended	Transfers in/out	Gains/ (Losses)	Balance 31 August 2024
	£	£	£	£	£	£
Total funds	<u>29,989,372</u>	<u>23,485,427</u>	<u>(23,409,591)</u>	<u>-</u>	<u>201,070</u>	<u>30,266,278</u>

Statement of funds – prior year

	Balance 1 September 2022	Incoming resources	Resources expended	Transfers in/out	Gains/ (Losses)	Balance 31 August 2023
	£	£	£	£	£	£
Designated funds						
Hardship Fund	-	-	(5,174)	5,174	-	-
Maintenance and capital funds	1,884,059	-	(851,426)	1,656,953	-	2,689,586
Worth Society	126,989	66,667	(54,835)	-	-	138,821
Friends of Worth	23,171	34,600	(53,737)	-	-	4,034
Abbey funds	727,321	-	(42)	3,000	-	730,279
Brighton Project	27,523	4,400	(37,793)	37,355	-	31,485
Other funds	6,787	-	(602)	2,827	-	9,012
	<u>2,795,850</u>	<u>105,667</u>	<u>(1,003,609)</u>	<u>1,705,309</u>	<u>-</u>	<u>3,603,217</u>

General funds

	Balance 1 September 2022	Incoming resources	Resources expended	Transfers in/out	Gains/ (Losses)	Balance 31 August 2023
	£	£	£	£	£	£
General funds	<u>19,308,245</u>	<u>21,558,332</u>	<u>(20,282,426)</u>	<u>4,518,869</u>	<u>(171,358)</u>	<u>24,931,662</u>

	Balance 1 September 2022	Incoming resources	Resources expended	Transfers in/out	Gains/ (Losses)	Balance 31 August 2023
	£	£	£	£	£	£
Total unrestricted funds	<u>22,104,095</u>	<u>21,663,999</u>	<u>(21,286,035)</u>	<u>6,224,178</u>	<u>(171,358)</u>	<u>28,534,879</u>

WORTH ABBEY
NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 AUGUST 2024

Bursary Fund: The bursary Fund was established with a donation received for the express purpose of providing Worth School bursaries. The fund is represented by investments and cash deposits.

Outreach Peru: this fund was established through legacies and donations, covenants and fundraising receipts of outreach Peru and under its previous name, the Friends of Peru. It is used to make grants for the relief of poverty and the improvement of educational and healthcare facilities through institutions in Peru.

Annual Fund: The Annual Fund was set up to provide curriculum-enhancing resources across the School. Transfers out of this fund relate to the utilisation of the balance in support of depreciation on assets part funded from general funds.

Hardship Fund: The Hardship Fund was established during 2019-20 to assist families who are economically impacted by COVID-19. The fund has been extended to include assistance to families impacted by changes in government legislation. Transfers from this fund are made to the general fund to cover hardship rebates on fees.

Restructuring 2025 Fund

Restructuring 2025 has been created to provide funding for meeting challenges arising and the impact on the School through changes in government legislation.

Maintenance and Capital Investment Fund:

This fund was established during 2019-20 to provide funding for essential maintenance and capital investment that were identified following a building condition survey.

Friends of Worth:

Friends of Worth is funded through subscriptions levied and fund-raising events with the funds being utilised to support extra school needs.

Worth Society:

In February 2021 Worth Society donated all its funds to, and was incorporated into, the school. The final dissolution of the company became effective at Companies House on 13 July 2021. Worth Society is a body consisting largely of alumni who continue to support the school.

Heart and Soul:

This Fund was established to raise funds to fund major projects in line with the Worth Group master plan.

Church Fund:

The church fund was established in 2016-2017 to cover improvements and furniture for the Church.

	<i>Balance 1 September 2022</i>	<i>Incoming resources</i>	<i>Resources expended</i>	<i>Transfers in/out</i>	<i>Gains/ (Losses)</i>	<i>Balance 31 August 2023</i>
Restricted funds	£	£	£	£	£	£
Bursary fund	1,031,623	63,048	(4,654)	(13,475)	(53,545)	1,022,997
Annual fund	15,708	81,912	(90,073)	(2,500)	-	5,047
Sports facilities	12,151	-	(50,940)	38,789	-	-
Outreach Peru	648,885	46,865	(288,526)	-	1,733	408,957
6 th Form Centre	6,248,998	-	-	(6,248,998)	-	-
Other funds	25,474	15,030	(25,018)	2,006	-	17,492
	<u>7,982,839</u>	<u>206,855</u>	<u>(459,211)</u>	<u>(6,224,178)</u>	<u>(51,812)</u>	<u>1,454,493</u>

WORTH ABBEY
NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 AUGUST 2024

	<i>Balance 1 September 2023</i>	<i>Incoming resources</i>	<i>Resources expended</i>	<i>Transfers in/out</i>	<i>Gains/ (Losses)</i>	<i>Balance 31 August 2024</i>
	£	£	£	£	£	£
Total funds	<u>30,086,934</u>	<u>21,870,854</u>	<u>(21,745,246)</u>	<u>-</u>	<u>(223,170)</u>	<u>29,989,372</u>

23. Summary of funds

Summary of funds – current year

	<i>Balance 1 September 2023</i>	<i>Incoming resources</i>	<i>Resources expended</i>	<i>Transfers in/out</i>	<i>Gains/ (Losses)</i>	<i>Balance 31 August 2024</i>
	£	£	£	£	£	£
Designated funds	3,603,217	110,523	(1,024,920)	803,197	-	3,492,017
General funds	24,931,662	23,228,358	(22,046,467)	(796,407)	137,080	25,454,226
Restricted funds	1,454,493	146,546	(338,204)	(6,790)	63,990	1,320,035
	<u>29,989,372</u>	<u>23,485,427</u>	<u>(23,409,591)</u>	<u>-</u>	<u>201,070</u>	<u>30,266,278</u>

Summary of funds – prior year

	<i>Balance 1 September 2022</i>	<i>Incoming resources</i>	<i>Resources expended</i>	<i>Transfers in/out</i>	<i>Gains/ (Losses)</i>	<i>Balance 31 August 2023</i>
	£	£	£	£	£	£
Designated funds	2,795,850	105,667	(1,003,609)	1,705,309	-	3,603,217
General funds	19,308,245	21,558,332	(20,282,426)	4,518,869	(171,358)	24,931,662
Restricted funds	7,982,839	206,855	(459,211)	(6,224,178)	(51,812)	1,454,493
	<u>30,086,934</u>	<u>21,870,854</u>	<u>(21,745,246)</u>	<u>-</u>	<u>(223,170)</u>	<u>29,989,372</u>

24. Analysis of net asset between funds

Analysis of net assets between funds – current year

	<i>General funds 2024</i>	<i>Designated funds 2024</i>	<i>Restricted funds 2024</i>	<i>Total funds 2024</i>
	£	£	£	£
Tangible fixed assets	33,872,423	-	-	33,872,423
Fixed asset investments	3,419,706	-	1,162,429	4,582,135
Current assets	6,167,375	3,492,017	157,606	9,816,998
Creditors due within one year	(9,872,347)	-	-	(9,872,347)
Creditors due in more than one year	(8,132,931)	-	-	(8,132,931)
	<u>25,454,226</u>	<u>3,492,017</u>	<u>1,320,035</u>	<u>30,266,278</u>

WORTH ABBEY
NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 AUGUST 2024

Analysis of net assets between funds – prior year

	<i>General funds 2023</i>	<i>Designated funds 2023</i>	<i>Restricted funds 2023</i>	<i>Total funds 2023</i>
	£	£	£	£
Tangible fixed assets	34,292,595	-	-	34,292,595
Fixed asset investments	3,160,636	-	1,385,028	4,545,664
Current assets	1,860,426	3,603,217	69,465	5,533,108
Creditors due within one year	(7,854,612)	-	-	(7,854,612)
Creditors due in more than one year	(6,527,383)	-	-	(6,527,383)
	<u>24,931,662</u>	<u>3,603,217</u>	<u>1,454,493</u>	<u>29,989,372</u>

25. Reconciliation of net movement in funds to net cash flow from operating activities

	<i>Group 2024</i>	<i>Group 2023</i>
	£	£
Net income for the year (as per Statement of Financial Activities)	276,906	(97,561)
Adjustments for:		
Depreciation charges	1,384,831	1,235,012
Gains/(losses) on investments	(268,121)	(283,416)
Dividends, interest and rent from investments	(301,846)	(220,565)
Interest payable	281,320	244,650
Profit on sale of fixed assets	-	(5,281)
Increase in stocks	(129,770)	(46,794)
Increase in debtors	(399,850)	(118,982)
Increase/(decrease) in creditors	3,623,284	331,832
Unrealised gain/(loss) on investment assets	15,799	50,799
	<u>4,482,553</u>	<u>1,089,694</u>

26. Analysis of cash and cash equivalents

	<i>Group 2024</i>	<i>Group 2023</i>
	£	£
Cash at hand and in bank	7,264,106	4,179,492
	<u>7,264,106</u>	<u>4,179,492</u>

27. Analysis of changes in net debt

	<i>At 1 September 2023</i>	<i>Cash flows</i>	<i>At 31 August 2024</i>
	£	£	£
Cash at hand and in bank	4,179,492	3,084,614	7,264,106
Loans due in less than one year	(677,179)	191,984	(485,195)
Loans due after one year	(4,333,247)	278,091	(4,055,156)
Hire purchase liability	-	(43,451)	(43,451)
Parents' acceptance deposits	(2,156,410)	(56,415)	(2,212,825)
	<u>(2,987,344)</u>	<u>3,454,823</u>	<u>467,479</u>

WORTH ABBEY
NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 AUGUST 2024

28. Pension commitments

The School participates in the Teachers' Pension Scheme (England and Wales) ("the TPS") for its teaching staff. The pension charge for the year includes contributions payable to the TPS of £845,589 (2023: £834,192) and at the year-end £271 (2023: £95,176) 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 and the Teachers' Pension Scheme Regulations 2014 (as amended). Members contribute on a 'pay as you go' basis with contributions from members and the employer being credited to the Exchequer. Retirement and other pension benefits are paid by public funds provided by Parliament.

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

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

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

The charity makes defined contributions to a group personal pension scheme for its non-teaching staff and new teaching staff not in TPS. Contributions to this scheme in the year amounted to £480,984 (2023: £464,458).

29. Capital commitments

Construction is taking place to build a new Science Centre, and the expenditure to 31 August 2024 is shown as Assets under Construction. This is expected to be completed in June 2025 as a cost of £2,788,000.

30. Leasing agreements

Hire purchase contracts

Annual commitments under hire purchase contracts to make payments in the following year are analysed below by the expiry date of the contracts concerned.

	Group 2024	Group 2023
	£	£
Not later than one year	21,132	<i>Nil</i>
Later than 1 year and not later than 5 years	43,451	<i>Nil</i>
	64,583	<i>Nil</i>

WORTH ABBEY
NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 AUGUST 2024

Operating Leases

Commitments under operating leases to make payments in the following year are analysed below by the expiry date of the leases concerned.

	Group 2024	Group 2023
	£	£
Not later than one year	2,159,906	1,227,241
Later than 1 year and not later than 5 years	326,846	167,177
	2,486,752	1,394,418

31. Related party transactions

Neither the Trustees nor persons connected with them received any remuneration from the Abbey. The monastic Trustees do however, in common with all other members of Worth Abbey's Monastic community, receive benefits in kind in the form of payment by the Abbey for their general living expenses. These costs are not allocated between individual members of the Community as it would be impractical to do so.

Trustees of Worth School received a total of £983 for food and travel incurred on school business (2023: £199). The School enters into transactions with parent governors. These transactions occur on an arm's length basis with independent consideration of any bursaries and scholarships which may arise. Trustee Indemnity Insurance is included in the Abbey's insurance policy at no extra cost and covers those members of the Monastic Community serving as Trustees.

The Worth Abbey Group operates in such a way that goods and services are often bought by one entity on behalf of another and then passed on at cost. As a result, during the year Worth Abbey transacted with Worth School, Worth Abbey Construction Limited and Worth Abbey Projects Ltd. Worth School received goods and services from Worth Abbey valued at £1,192,631 (2023: £1,441,217) in the year and passed goods and services to Worth Abbey valued at £1,549,729 (2023: £2,432,247) in the year. Goods and services valued at £359,564 (2023: £358,998) were transferred to Worth Abbey Projects Ltd.

In addition to these transactions, Worth School leased land and buildings from Worth Abbey for £1,076,633 (2023: £1,076,633). Worth Abbey also purchased goods and services from Worth Abbey Projects Ltd to the value of £67,521 (2023: £66,975) on a basis that is equivalent to that paid by other customers of Worth Abbey Projects Ltd.

As at the year end, £6,637,562 was owed to Worth School by Worth Abbey (2023: £7,356,338), £152,593 was owed from Worth Abbey Projects Limited (2023: £198,359) and £213,154 was owed from Worth Abbey Construction Limited (2023: £379,141) to Worth Abbey.

WORTH ABBEY

England & Wales - Charity number 1093913

Accounts

WORTH ABBEY

TRUSTEES' REPORT AND FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 AUGUST 2023

WORTH ABBEY

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WORTH ABBEY

REFERENCE AND ADMINISTRATIVE DETAILS OF THE CHARITY, ITS TRUSTEES AND ADVISERS FOR THE YEAR ENDED 31 AUGUST 2023

Trustees	The Right Reverend Dr John Douglas Barrett, MA (Cantab), MA, PhD, Chair The Reverend Patrick Vincent Fludder, BSc, BD, MA The Reverend Christopher Aidan Murray, BSc, PhD, BA, PGCE The Very Reverend Peter Mostyn Williams Alda Andreotti The Reverend Michael Thoms
Charity registered number	1093913
Company registered number	04475556
Principal office	Worth Abbey Paddockhurst Road Turners Hill Crawley West Sussex RH10 4SB
Independent auditor	Crowe U.K. LLP Riverside House 40 - 46 High Street Maidstone Kent ME14 1JH
Bankers	HSBC 9 The Boulevard Crawley West Sussex RH10 1UT
Solicitors	Farrer & Co. 66 Lincoln's Inn Fields London, WC2A 3LH

WORTH ABBEY

TRUSTEES' REPORT FOR THE YEAR ENDED 31 AUGUST 2023

The Trustees present their annual report together with the audited financial statements of the Charity for the year 1 September 2022 to 31 August 2023.

Foreword from the Abbot of Worth (Chairman of Trustees)

September 2022 to August 2023 has been a productive year for Worth Abbey in which we have seen several of the initiatives begun in 2021-22 begin to bear fruit.

Perhaps most notably, we have developed the monastic mission of our Brighton community by deepening our partnership with the Diocese of Arundel and Brighton. At the invitation of Bishop Richard Moth of Arundel and Brighton, our small community of 'Monks in the City' has taken on the pastoral care of one of the two constituent churches of the East Brighton parish, St John the Baptist in Kemptown. In addition to providing pastoral and sacramental services to the people of this parish, the move to Kemptown has offered the Monks in the City an effective monastic base from which they are better able, by their witness of monastic life, worship, and hospitality to fulfil the mission for which we originally sent monks to Brighton.

At Worth Abbey itself, the Worth Abbey Pilgrims, our newly created partnership network of monks and supporters of the Abbey, has successfully organised and hosted a series of events throughout the year for visitors to the Abbey Church and the Worth Abbey estate. These events have been well supported and immensely popular. Of particular note was the visit of the Relics of St Bernadette of Lourdes, an event which drew many hundreds of participants. The enthusiasm both of the volunteer organisers and of the visitors to Worth Abbey, often individuals who have never visited the site before, has demonstrated the value of such an outreach and suggests paths into the future for events of this nature.

After a series of unforeseen delays, the extensive project to reroof the Abbey Church was completed and the scaffolding that has disfigured the profile of the building has been removed. Also, in the course of the year, an ongoing project to repair the Thomas Heatherwick designed furniture in the nave of the Abbey Church was begun. The outcomes of this project are proving attractive and successful.

Steps to update the Articles of Association of the Worth Abbey Charity were undertaken towards the end of the reporting year, in dialogue with our lawyers, Farrer & Co. New Articles of Association allowing non-monks to become trustees of Worth Abbey, alongside monastic trustees, were adopted by the members of the Trust at the end of August, and will become effective in the course of the year 2023-24. Another important forward looking step that emerged towards the end of the reporting year was work in partnership with Worth School to engage with CCS Fundraising, an international team of development fundraising specialists with wide experience of working with Catholic Charities, towards the creation of a Worth Abbey and Worth School Development Office.

Trustees Report

The Trustees, who also serve as company directors, are pleased to present their report and the consolidated financial statements for Worth Abbey and its subsidiaries for the year ended 31 August 2023. The Trustees confirm that the financial statements comply with current statutory requirements, those of the various governing documents and the requirements of the Charities SORP (Statement of Recommended Practice) (FRS 102).

Worth Abbey is a registered charity based in Turners Hill, near Crawley in West Sussex. The monks of Worth Abbey, in response to the call of Christ, follow the life-giving guidance of the Rule of St. Benedict.

The objectives of the charity are:

- The relief of the infirm, aged, or poor, and in particular the relief of aged priests and clerics and other persons who profess the Roman Catholic religion.
- The advancement of education including the education and training of priests and persons desirous of becoming priests of the Roman Catholic religion.

WORTH ABBEY

TRUSTEES' REPORT (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2023

- The advancement of the Roman Catholic religion.

Such other purposes that are charitable.

Living from monastic wisdom, we welcome visitors to share the monks' life of prayer and we evangelise through our pastoral works.

How our work delivers public benefit

Under section four of the Charities Act 2011, we have a duty to report on the public benefit that we deliver. Taking the Charity Commission's guidance into consideration, the Trustees are satisfied that our public benefit requirements have been met in numerous ways as detailed within this report.

Our Monastic Community

The Benedictine Monastic Community of Worth Abbey comprises 19 Benedictine monks. Some live together at Worth Abbey, while others are involved in mission contexts in East Brighton and other places. Every member of the community seeks God through fraternal service, communal and personal prayer, hospitality, and pastoral mission.

Following St Benedict's concern that care for the sick must rank above and before all else, and that both the old and the young should be treated with compassion, we continue to monitor the long term care of those within the Monastic Community who, through age or infirmity, are unable to look after themselves. We seek to ensure that they receive the best possible care within our infirmary facilities. To assist us in this respect, we employ a Health and Care Manager who works alongside a monk Infirmarian; they lead in overseeing and providing the necessary medical and other care required. Two occasional nursing staff support this work.

Worth Abbey Music

This year has seen considerable developments in the area of music at Worth Abbey. These developments have been facilitated to a large extent by the new professional Director of Music and Monastic Organist role. Singers from the local area (both professional and volunteer) have been welcomed to participate in the Abbey Choir over the past year, and the growth of the Abbey Choir has enabled an enrichment of its repertoire in line with the Abbey's liturgical aspirations.

Monastic music has continued to strengthen, particularly through regular organ accompaniment, monastic choir practices, and the successful adoption of newly composed plainchant. Significant work has been undertaken to protect the musical legacy of Fr Philip Gaisford, with whom the Director of Music has worked over the past year to lay the foundations for a new mass booklet.

Worth School

Worth School is a co-educational Roman Catholic boarding and day independent school for pupils from 11 to 18 years of age. The School is located on the 500-acre Worth Abbey estate. Worth School is a subsidiary charity of Worth Abbey, which is the sole member. The Abbot of Worth is President of the Worth School Board and a Governor of the School. Two other monastic governors complete the Abbey's support to school governance at Worth. Worth School produces its own annual report which is published separately.

In addition to the support of school governance, Worth Abbey continues to work alongside Worth School in several ways:

WORTH ABBEY

TRUSTEES' REPORT (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2023

(continued)

Sunday Mass and Wednesday School Worship – Monks of the Abbey support the School's religious and sacramental life by celebrating an evening mass in the Abbey Church for the School's boarders each term-time Sunday evening. When the School meets to worship as a body during the school week, usually on a Wednesday, monks are present to hear confessions and to celebrate mass from time to time.

Senior Leadership Formation — A series of formation retreat periods are timetabled through the school year for members of the Worth School Senior Leadership Team. These are regularly attended and supported by members of the monastic community, who thereby help to ensure that the Benedictine and Catholic ethos of the School is maintained and strengthened.

Pupil Formation events – Worth School timetables periods of pupil formation, for example the Student Leadership Programme for sixth form students who aspire to positions as Prefects in their final year, in which monks are offered a role as speakers and formators. As with staff formation, this involvement of monks helps to ensure that the Benedictine and Catholic ethos of the School is maintained and strengthened.

School Chaplaincy and the Forerunners — The Chaplaincy is led by the Director of Mission and comprises a team of six youth ministers who are known as 'Forerunners.' Monastic support of the Chaplaincy helps to ensure that the Benedictine and Catholic ethos of the School is maintained and strengthened. This is delivered through regular formation meetings between the Forerunners and members of the Monastic Community.

Worth Abbey further supports the Forerunners by providing them with accommodation in Compass House, situated opposite Worth Abbey Church.

Hospitality and retreats

Hospitality is a hallmark of Benedictine monasteries, and the Monastic Community has welcomed many visitors to Worth for retreats, spiritual direction, and holistic recreation in the Abbey's beautiful and natural environment.

We normally offer hospitality and retreats in two ways:

The Retreat Centre — The Retreat Centre, based in the St Bruno's building, is a space where we share our own search for God with others who are also seeking God in their daily life. It represents our commitment to responding to the increasing spiritual needs within our society. People from all faiths and seekers are welcomed for residential and other retreats which are facilitated by professional staff, members of the Monastic Community and lay collaborators and volunteers.

Improvement work on the St Bruno's building undertaken throughout the year is proving of value to the retreat programme.

Monastery guests — We can make guest rooms within the Monastery available for up to three male guests who wish to come on residential retreat to share in the liturgical and community life of the monks. This ministry is supported by a monk Guest Master. Meals are taken with the monks in the Monastery refectory and the monastic day centres around the rhythm of the Divine Office and daily Mass.

Worth Abbey Church

Designed by the architect Francis Pollen and opened in 1974, the Grade II listed Abbey Church adjoins the monastery buildings, also designed by Pollen. The Church provides a welcoming place to seek peace, solace, and community.

In the course of the last year, a major project to renew the fabric of the Abbey Church roof and install solar panels was undertaken. The work took longer than anticipated but has now been completed. The installation of solar panels is already proving very effective.

WORTH ABBEY

TRUSTEES' REPORT (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2023

(continued)

A major event in October 2022 was the Visit of the Relics of Saint Bernadette of Lourdes to the Abbey Church. The very considerable work of many volunteers and staff ensured 1,500 visitors had a prayerful and enjoyable experience.

Quiet Garden

Our Quiet Garden is over 100 years old and was opened to the public in 2000 as part of the Quiet Garden Movement. A publicly accessible space maintained as a place of beauty and tranquillity which attracts many visitors looking for stillness in a busy world, it is maintained personally by the Monastic Community.

During the course of the year an Icon Cross was installed within a purpose built shelter. This now provides a powerful and beautiful symbol of the spiritual nature of the Quiet Garden.

Thanks to the generosity of a benefactor a new path was built down the valley to the Victorian Causeway, greatly enhancing the accessibility of our woodlands to our visitors and guests.

The Worth Abbey Parish

The Worth Abbey Parish is part of the Diocese of Arundel and Brighton and was created in the 1960s from the country area between the large town parishes of East Grinstead, Haywards Heath, and Crawley. Our Abbey parish numbers approximately 250 parishioners; the parish principally serves local residential communities near the Abbey, but also attracts, particularly to the Sunday Mass, many who live outside the parish boundaries. Fr Paul Fleetwood (a monk of Worth Abbey) has been the parish priest since 2016.

The mission of the Parish is to foster values of welcome and hospitality towards our fellow Christians, and to those of other faiths and none. The Parish is committed to service and outreach to the poor and those in need; to evangelisation; to the young; and to the protection of God's Creation. Catechesis (religious instruction) of both children and adults is an important part of the work of the parish.

Full details of the activities undertaken by the Parish can be found on its website: worthabbeyparish.co.uk. Worth Abbey Parish benefits from the resources and skills of Worth Abbey for its main Sunday celebration in the Abbey Church. Sunday masses are live streamed via YouTube and Vimeo.

Brighton mission: 'Monks in the City'

The Brighton Mission, 'Monks in the City,' are now resident in the Presbytery of St John Baptist, Kemptown. This is a more appropriate physical resource for monastic life, mission and worship than has been available at earlier stages of this project. The Worth monks work integrally with the East Brighton Parish team.

Their priority remains that of following the Benedictine way of life and witnessing to the gospel, living alongside the people of East Brighton. They have offered hospitality and engaged in pastoral ministry in the local parish and the locality. The Chaplaincy to the University of Sussex, Falmer, remains an important element of this mission.

Other forms of outreach beyond Worth

Members of our Monastic Community continue to operate beyond Worth in a variety of capacities:

- Abbot Mark Barrett is the Chairman of the Union of Monastic Superiors (UK & Ireland).
- Abbot Christopher Jamison was re-elected in July 2022 to a second term of four years as Abbot President of the English Benedictine congregation.

WORTH ABBEY

TRUSTEES' REPORT (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2023

(continued)

- Fr Stephen Ortiger is Episcopal Vicar for Religious in the Dioceses of Arundel and Brighton, and Diocesan Coordinator of School chaplains.
- Fr Aidan Murray is the Episcopal Vicar for Ecumenical Affairs.
- Fr Roderick Jones is the Roman Catholic Chaplain to the University of Sussex.
- Fr Martin McGee is the interreligious advisor to the Arundel and Brighton Diocese Diocesan Interfaith Group.

Worth Abbey Outreach Peru (WAOP)

The Restricted Fund WAOP was established in 1968 to support the monks of Worth Abbey and those networks, institutions and people working for the poor in Peru that the monks sponsor. Over the decades, WAOP has financed projects in nutrition, health, education, and sustainable development, provided emergency aid to vulnerable people, e.g. after an earthquake, and supported the catechetical life of the Peruvian Catholic Church. Fr Alexander da Costa Fernandes, Director, monitors projects through the year including an annual visit.

In 2022, Fr Alexander spent six months immersed in Peru, still going through profound political convulsions and social unrest. The value of direct contact with the four institutions delivering projects in the present state of increasing generalised corruption running through society cannot be overestimated. Contact with beneficiaries, unmediated by either the sponsoring institution or by the project team members, allows for a direct evaluation of the impact of the work. Project funding was increased significantly over previous years, supporting a total of 7 projects, with a total impact on 57,278 beneficiaries (direct 17,742 and indirect estimated 39,536).

The overall policy supports interventions among the poorest sectors, e.g. rural poor, the vulnerable, and adolescents. A new initiative is directed to empowering indigenous rural women, one of the most socially excluded and impoverished sectors of society.

The Trustees of Worth Abbey are assisted in their overall responsibility for the Fund by delegating some oversight and decision making to the 'Outreach Peru Committee'.

Our work with our trading subsidiary Worth Abbey Projects Limited (WAP)

WAP is a wholly owned commercial trading subsidiary of Worth Abbey, the purpose of which is to raise funds for Worth Abbey and any charities associated with Worth Abbey.

In September 2022 Strutt and Parker carried out a review of the estate and provided a strategy and recommendations for the future.

Worth Abbey Farm and Livery

The farm is managed by a Farm Manager who is an employee of Worth Abbey.

There are 38 stables available which remain full this year. These are used by local residents on a DIY basis. There are plans to develop the livery by offering other services to clients and thought is being given to creating a riding school.

The Farm Manager successfully gained a Countryside Stewardship grant for the next five years. There are several obligations around this particularly in woodland management and work has begun in tree felling of non-native species.

WORTH ABBEY

TRUSTEES' REPORT (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2023

SECR (Streamlined Energy & Carbon Reporting) statement

The parent company utilises less than 40,000KWh of energy per year and the subsidiaries are not within the scope of the SECR. The parent company utilises less than 40,000KWh of energy per year and the subsidiaries are not within the scope of the SECR.

Section 172(1) statement

The trustees act in good faith to make decisions, the outcome of which they consider will be most likely to promote the success of the charity for the benefit of its charitable purposes, both in current periods and in the long term.

In discharging their duties above, the trustees carefully consider, amongst other matters, the impact on and interests of clients, volunteers, staff, funders and suppliers, and factor these into their decision-making process.

Clients

The trustees put considerable time, effort and resources into understanding and responding to the needs of our clients.

Volunteers and staff

Trustees receive information on volunteer and staff physical and mental well-being and are dedicated to promoting a healthy workforce. They support the current work to build an inclusive culture and, as such, are committed to attracting and retaining diverse, high-calibre talent which volunteer, and staff development helps support.

Funders

The trustees closely monitor our funder relationships and receive regular reports on how we are meeting funder requirements. Our impact section and our 'main services across England and Wales' section of this report demonstrate how we are providing services that deliver a high value-for-money offer for our funders.

Suppliers

The trustees have established procedures to ensure that external suppliers are individually verified to ensure they meet with health and safety, regulatory and financial security standards required by the Charity.

Community and the environment

The Charity recognises the importance of its environmental responsibilities and has measures in place to monitor and control its impact on the local environment and its compliance with any regulatory environmental standards. The Charity seeks to implement policies aimed at reducing any potential harmful environmental impact of its activities.

Standards and conduct

The Charity has various policies regarding ethical standards and the conduct of business.

WORTH ABBEY

TRUSTEES' REPORT (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2023

Financial review and results for the year

General funds

Worth Abbey and its subsidiaries made a net unrestricted surplus for the year ended 31 August 2023 of £377,963 (2022: £1,237,976). This is stated before investment losses of £171,358 (2022: £47,795 loss) and transfers between funds.

Separate financial statements have been prepared for Worth School, Worth School Lettings, Worth Abbey Projects Limited and Worth Abbey Construction Limited and their results are incorporated into these consolidated financial statements.

Designated funds

The trustees of Worth Abbey and Worth School have funds they have designated for specific purposes including development of the abbey, building repairs and capital investment.

In the year ending 31 August 2023, Worth Abbey and its subsidiaries made a net deficit on designated funds of £897,942 (2022: £96,084 deficit) prior to transfers to/from the funds.

Restricted funds

The trustees of Worth Abbey and Worth School have funds that have restricted to specific purposes by donors including Outreach Peru.

In the year ending 31 August 2023, Worth Abbey and its subsidiaries made a net deficit on restricted funds of £252,355 (2022: £230,992 deficit) prior to investment losses and transfers to/from the funds.

The largest component of the net transfers between funds related to the transfer of the Sixth Form Centre from restricted to general funds of £6,248,998.

Going concern

The Trustees have met regularly to review the financial performance of the Group, and Trustees maintained an ongoing dialogue with members of its subsidiaries.

Going forward there is a risk from high interest rates, the impact of rising costs and staff shortages. There is an additional risk to Worth School from the implications of a change in government with the possible threat of VAT on school fees and the loss of any building rates rebates.

On the other hand, pupil applications to the School remain consistent. The School budgeted on opening with 660 pupils in September and the actual pupil numbers were 664 at September 2023.

When considering going concern, the trustees consider a worst case, base case and best case scenario and a range of mitigating actions available to them. Cash is managed through a 12-month rolling forecast for the whole Worth Abbey group: Worth Abbey, Worth School, Worth School Lettings Ltd, Worth Abbey Projects Ltd and Worth Abbey Construction Ltd. The Trustees receive regular reports of these forecasts.

The group operating forecasts, together with cash flow forecasts, indicate that the group can expect to meet all its anticipated payments from its anticipated inflows and existing borrowing facilities for the next 12 months even in the worst case scenario. As a result of these factors the Trustees consider that the group remains a going concern.

WORTH ABBEY

TRUSTEES' REPORT (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2023

Our approach to reserves management

Reserves are held for several practical reasons, including the following:

- to provide operational continuity if income unexpectedly falls;
- to provide working capital to meet upfront expenditure during the year before income is received; and
- to provide resources for investment.

The Trustees' policy is to hold general reserves that are equal in amount to the value of the functional fixed assets used operationally by the Group plus one term's operating costs.

As at 31 August 2023 free reserves are £9,360,932 deficit (2022: £4,270,770 deficit) which comprise general reserves of £24,931,663 (2022: £22,104,095) less the functional fixed assets used by the Group held at historical cost of £34,292,599 (2022: £26,374,865). Part of this shortfall is financed by bank loans totalling £5,010,426 (2022: £3,926,843). As there is an expectation of an ongoing income stream from Worth School with plans for an improved financial performance of the Group, the Trustees can accept the current level of reserves.

In order to meet the target level of reserves, the Trustees expect the financial performance of Worth School, Worth School Lettings Limited, and Worth Abbey Projects Limited to improve and are looking at measures to manage costs within Worth Abbey.

Designated reserves

At 31 August 2023, the Group had designated reserves of £3,603,217 (2022: £2,795,850).

There is £2,689,586 principally being held for planned maintenance work and capital investment in the School and the Abbey. The trustees of Worth Abbey and Worth School anticipate that these funds will be used over the next 12 to 36 months.

The remaining designated reserves are for parts of the group that operate with a degree of independence from the main charities including the parent body, Friends of Worth, the alumni association, Worth Society, and the outreach Brighton project. These reserves would expect to be maintained into the future.

Restricted reserves

At 31 August 2023, the Group had restricted reserves of £1,454,493 (2022: £7,982,839).

These represent donations received for particular purposes mainly Outreach Peru and Bursary fund.

Our approach to investments

Worth Abbey's investment powers are set out in its governing document, namely its Articles of Association and documentation relating to relevant funds. The Articles of Association permit the funds to be invested in any investments, securities and property of any kind situated anywhere in the world. The Trustees' on-going policy is to achieve long term capital growth whilst maintaining a balanced approach to investment risk.

The investment subcommittee completed the process of reviewing the investment policy, in light of Mensuram Bonam and with a desire to have greater transparency of the investments in relation to the principles of Catholic Social Teaching. In completing this process, the committee also reviewed their investment managers, tendering the contract in November 2022. At the conclusion of this process the committee advised the trustees that Evelyn Partners would be best placed to meet the investment requirements of the charity and they were subsequently appointed.

WORTH ABBEY

TRUSTEES' REPORT (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2023

The process of transferring the assets from the BlackRock funds was completed towards the end of July 2023.

Worth Abbey's investments had been invested in BlackRock Catholic Charities Growth and Income Fund, a Charity Authorised Investment Fund ('CAIF') managed by BlackRock Investment Management (UK) Limited, for most of the year. In the financial year 01 September 2022 to 31 August 2023, the performance of the fund was -5.9%, its benchmark being 3.2% estimated growth yield.

The Fund supporting Worth Abbey's mission in Peru has been managed by Evelyn Partners in a USD denominated bespoke investment account with a similar ethical policy. In this financial year, the portfolio was significantly de-risked with the expectation that the funds will be used in full in the next couple of years to support the mission. The portfolio paid out \$283,043 for the mission with the underlying portfolio returning positive 6.1% for the year. However, there have been foreign exchange losses during the year which have resulted in a net gain of 1.9% for the year.

The Trustees periodically review the performance of investments against the agreed benchmark. The Outreach Peru Fund has broadly matched its benchmark this year.

Risks and uncertainties

The Trustees are responsible for Worth Abbey's systems of internal control and for reviewing its effectiveness.

Where hazards have been identified, individual risk assessments continue to be undertaken and each core area of Worth Abbey's operations are now working towards completing Risk Registers which highlight key strategic, governance, financial, operational, and other risks. The intention of our control processes is to manage risk to within acceptable tolerances rather than eliminating it altogether. Going forward, Trustees will receive a twice yearly report on all 'red' high risks and an annual review of all 'amber' moderate risks.

Action taken to mitigate risks has included purchasing appropriate insurance cover. The Trustees benefit from indemnity insurance cover which is included in Worth Abbey's insurance policy.

Legal Structure and Governance

Worth Abbey is a company limited by guarantee incorporated in England on 02 July 2002. Our Articles of Association were last amended on 6 September 2023 and provide for a limitation of member liability to £1. Worth Abbey is also a registered charity in England and Wales.

Group structure and relationships

For the purposes of company law, Worth Abbey is the parent company of three subsidiaries:

- Worth Abbey is the sole member of Worth School. Worth School is a company limited by guarantee (4476558) and a charity registered in England and Wales (1093914). The School is governed by the School Governors (who are also its Directors and Trustees). The Abbot is President of the School Board and a Governor. The charitable objects of the School are to provide education in the Benedictine tradition, advance the Roman Catholic faith and support the work of Worth Abbey.
- Worth School is the sole shareholder of Worth School Lettings Limited (WSL). WSL is a private company limited by shares (13581948). WSL has a duly constituted Board of directors (one of whom is a member of the Worth Abbey Trustee Advisory Committee and one other who is a governor of Worth School). The Company's objectives are to let or hire the buildings and sports facilities within the Worth School campus on a short term basis when they are not in use by fee-paying students at Worth School and to carry out activities in the service of young people and the furtherance of the Catholic faith.

WORTH ABBEY

TRUSTEES' REPORT (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2023

- Worth Abbey is the sole shareholder of Worth Abbey Projects Limited (WAP). WAP is a private company limited by shares (4523776). WAP is a commercial company set up to raise funds for Worth Abbey via several activities such as lettings in 'The Open Cloister,' retreats, farm and forestry operations, the Church bookshop, Bermondsey Huts, and other commercial activities.
- Worth Abbey is the sole shareholder for Worth Abbey Construction Limited (WACL). WACL is a private company limited by shares (4074835). WACL has a fully constituted Board of Directors (both are Trustees of Worth Abbey). WACL is a commercial company set up to undertake major construction project on behalf of Worth Abbey.

Trustees of Worth Abbey and appointments

At the end of the reporting year 2022-2023, on 29th August 2023, the members of Worth Abbey (the Abbot and Chapter of Worth Abbey) adopted an updated set of Articles of Association for the Charitable Company Worth Abbey by Special Resolution. These Articles, drawn up by Worth Abbey's lawyers, Farrer & Co, have been duly submitted both to Companies House and to the Charity Commission in the usual fashion.

The major change introduced by the 2023 Articles of Association affects the composition of the Trustees body of Worth Abbey and allows for several professionally skilled people who are not monks of Worth Abbey to become trustees of Worth Abbey alongside the monastic trustees drawn from the membership of Worth Abbey. The changes introduced by these renewed Articles will be implemented during the next reporting year, September 2023 to August 2024, and will be addressed more fully in the report for that year.

During the current reporting year September 2022 to August 2023, under the Articles of Association effective during that period, the Trustees of Worth Abbey remained the Abbot of Worth Abbey and the monastic members of his Council. The Council is determined each December. The members of the Council act as the company directors, and under charity law they have legal duties and responsibilities as charity Trustees.

The Trustees administer the affairs of Worth Abbey. There is a schedule of matters reserved for its consideration; some of these matters it can decide upon, for others, trustees make recommendations to the Monastic Community. The Company is governed by its Articles of Association and the Constitutions of the Monks of the English Benedictine Congregation.

Trustees

The Trustees who served during the year were:

Abbot & Chair of Trustees:

The Right Reverend Dr John Douglas Barrett MA (Cantab), MA, PhD

Trustees:

The Very Reverend Peter Mostyn Williams (Prior)

The Reverend Patrick Vincent Fludder BSc, BD, MA (Subprior)

The Reverend Martin Edward McGee BA MA (resigned 17 October 2023)

The Reverend Christopher Aidan Murray BSc, PhD, BA, PGCE

Post year end appointments:

Alda Andreotti (appointed 1 September 2023)

The Reverend Michael Thoms (appointed 1 September 2023)

WORTH ABBEY

TRUSTEES' REPORT (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2023

Trustees of Worth Abbey and appointments (continued)

Worth Abbey decision making and committee structure

The Trustees have the ultimate responsibility for running the charity, with their principal duties being to set the strategic direction of the charity and ensure that the charity is solvent, properly run and delivers its charitable purposes.

Worth Abbey Trustees are supported by a Trustee Advisory Committee (TAC) whose remit is to provide advice, guidance and/or recommendations on matters relating to strategy and policy which assist Worth Abbey in fulfilling its charitable objects. The members of the TAC are:

Chair:

The Reverend Michael Thoms, BA (Hons)

Members:

Alda Andreotti

The Rt Reverend J D Barrett MA (Cantab), MA, PhD

The Reverend P V Fludder BSc, BD, MA

The Very Reverend C A Murray BSc, PhD, BA, PGCE

Kevin Smyth

Monica Turner

David Buxton

Stephan Evans

Patrick Bergin

Worth Abbey also has:

- a Health and Safety Committee;
- Worth Abbey Outreach Peru Committee (consisting of the Abbot, Subprior, director of AOP and one external advisor) which has some delegated authority from Trustees to make decisions on which projects to fund.

Senior staff

The senior personnel in the Worth Abbey charity are Benedictine Monks, i.e. the Abbot, the Prior and the Subprior. They do not receive any remuneration for their service or position other than being members of the monastery who are all beneficiaries of Worth Abbey.

The Abbey currently relies on senior staff in Worth School for other necessary expertise. The School's key management personnel comprise the Head Master, the Chief Operating Officer and the Second Master. These staff are appointed and remunerated by the governors of Worth School.

Safeguarding

The Trustees understand their responsibility for the safeguarding of children and adults at risk as a foundational dimension of operating as a charity, as well as a Christian duty mandated by the Catholic Church. A lead Trustee for safeguarding assists the Trustees in this area, endeavouring to be especially close to safeguarding matters, as well as supporting the work of the charity's Religious Safeguarding Lead.

Because many of Worth Abbey's activities take place in close geographical proximity to a boarding and day school for children aged 11-18 (Worth School), in safeguarding matters the charity works closely with the Safeguarding Lead for Worth School, and its safeguarding policies and practices are developed to reflect educational safeguarding requirements when appropriate.

WORTH ABBEY

TRUSTEES' REPORT (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2023

Trustees of Worth Abbey and appointments (continued)

The Trustees have appointed a Religious Safeguarding Lead (RSL) who is externally trained to Designated Safeguarding Lead standard (a training that is regularly updated, and fully refreshed every third year). The RSL has day to day responsibility for all aspects of safeguarding across the charity's activities.

Worth Abbey is a member of a joint committee (with Worth School) which oversees compliance with GDPR regulations. We are also registered with the Information Commissioner's Office (ICO).

During the year Worth Abbey has

- undertaken a review of its Data Protection and GDPR policy and Privacy Notices and has recognised the need to undertake further gap analysis, embedding and training which will be taken forward in 2022-23;
- undertaken a number of Privacy Impact Assessments (PIA's) particularly in relation to the live streaming of Monastic and Parish Masses and online retreats.

Statement of Trustees' responsibilities

The Trustees are responsible for preparing the Trustees' report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

The law applicable to charities in England & Wales requires the Trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the Group and the Charity and of their incoming resources and application of resources, including their income and expenditure, for that period. In preparing these financial statements, the Trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles of the Charities SORP (FRS 102);
- make judgments and accounting estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards (FRS 102) have been followed, subject to any material departures disclosed and explained in the financial statements;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the Group will continue in business.

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

WORTH ABBEY

TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2023

Disclosure of information to auditor

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

- so far as that Trustee is aware, there is no relevant audit information of which the charitable group's auditor is unaware, and
- that Trustee has taken all the steps that ought to have been taken as a Trustee in order to be aware of any relevant audit information and to establish that the charitable group's auditor is aware of that information.

Auditor

The auditor, Crowe U.K. LLP, has indicated his willingness to continue in office. The designated Trustees will propose a motion reappointing the auditor at a meeting of the Trustees.

Approved by order of the members of the board of Trustees and signed on their behalf by:



.....
The Rt Reverend J D Barrett MA (Cantab), PhD
(Chair of Trustees)

Date:

21/02/24

WORTH ABBEY

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF WORTH ABBEY

Opinion

We have audited the financial statements of Worth Abbey (the 'parent charity') and its subsidiaries (the 'group') for the year ended 31 August 2023 which comprise the Consolidated statement of financial activities, the Consolidated balance sheet, the Charity balance sheet, the Consolidated statement of cash flows and the related notes, 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 charity's affairs as at 31 August 2023 and of the Group's incoming resources and application of resources, including its income and expenditure for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for opinion

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

Conclusions relating to going concern

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

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

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

WORTH ABBEY

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF WORTH ABBEY (CONTINUED)

Other information

The other information comprises the information included in the Annual report other than the financial statements and our Auditor's report thereon. The Trustees are responsible for the other information contained within the Annual report. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon. Our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the course of the audit, or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Matters on which we are required to report by exception

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

- the information given in the Trustees' report is inconsistent in any material respect with the financial statements; or
- the parent Charity has not kept sufficient accounting records; or
- the parent Charity financial statements are not in agreement with the accounting records and returns; or
- we have not received all the information and explanations we require for our audit.

Responsibilities of trustees

As explained more fully in the Trustees' responsibilities statement, the Trustees are responsible for the preparation of the financial statements which give a true and fair view, and for such internal control as the Trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the Trustees are responsible for assessing the Group's and the parent charity's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the Trustees either intend to liquidate the Group or the parent charity 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:

WORTH ABBEY

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF WORTH ABBEY (CONTINUED)

We obtained an understanding of the legal and regulatory frameworks within which the company operates, focusing on those laws and regulations that have a direct effect on the determination of material amounts and disclosures in the financial statements. The laws and regulations we considered in this context were the Companies Act 2006 and Charities Act 2011 together with the Charities SORP (FRS102).

We identified the greatest risk of material impact on the financial statements from irregularities, including fraud, to be the override of controls by management. Our audit procedures to respond to these risks included:

- enquiries of management about their own identification and assessment of the risks of irregularities;
- reviewing board minutes and making enquiries of management regarding any non-compliance with laws and regulations and fraud;
- reviewing the revenue, supplier payments and payroll for significant deficiencies or susceptibility to fraud;
- reviewing that revenue has been recognised appropriately and that the revenue accounting policy is compliant with the financial reporting framework;
- challenging assumptions and judgements made by management in their significant accounting estimates and judgements; and
- reviewing journal entries, in particular any journal entries posted with unusual account combinations.

Owing to the inherent limitations of an audit, there is an unavoidable risk that we may not have detected some material misstatements in the financial statements, even though we have properly planned and performed our audit in accordance with auditing standards. We are not responsible for preventing non-compliance and cannot be expected to detect non-compliance with all laws and regulations.

These inherent limitations are particularly significant in the case of misstatement resulting from fraud as this may involve sophisticated schemes designed to avoid detection, including deliberate failure to record transactions, collusion or the provision of intentional misrepresentations.

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

Use of our report

This report is made solely to the charity's trustees, 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 charity's trustees 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 charity and its trustees, as a body, for our audit work, for this report, or for the opinions we have formed.

WORTH ABBEY

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF WORTH ABBEY (CONTINUED)



Ian Weekes

Senior Statutory Auditor

For and on behalf of Crowe U.K. LLP

Riverside House

40 - 46 High Street

Maidstone

Kent

ME14 1JH

Date: 18 April 2024

WORTH ABBEY

**CONSOLIDATED STATEMENT OF FINANCIAL ACTIVITIES
FOR THE YEAR ENDED 31 AUGUST 2023**

	Note	Unrestricted funds 2023 £	Restricted funds 2023 £	Total funds 2023 £	Total funds 2022 £
Income from:					
Donations and legacies	4	73,959	172,451	246,410	394,821
Charitable activities	5	19,928,650	-	19,928,650	17,483,345
Other trading activities	7	708,233	-	708,233	414,788
Investments	8	186,160	34,405	220,565	109,199
Other income	9	766,997	-	766,997	574,680
Total income		<u>21,663,999</u>	<u>206,856</u>	<u>21,870,855</u>	<u>18,976,833</u>
Expenditure on:					
Raising funds	10	1,223,873	9,092	1,232,965	1,003,255
Charitable activities	11	20,062,162	450,119	20,512,281	16,966,595
Total expenditure		<u>21,286,035</u>	<u>459,211</u>	<u>21,745,246</u>	<u>17,969,850</u>
Net income/(expenditure) before net losses on investments					
		377,964	(252,355)	125,609	1,006,983
Net losses on investments		(171,358)	(51,812)	(223,170)	(108,170)
Net income/(expenditure)		<u>206,606</u>	<u>(304,167)</u>	<u>(97,561)</u>	<u>898,813</u>
Transfers between funds	22	6,224,178	(6,224,178)	-	-
Net movement in funds		<u>6,430,784</u>	<u>(6,528,345)</u>	<u>(97,561)</u>	<u>898,813</u>
Reconciliation of funds:					
Total funds brought forward		22,104,095	7,982,839	30,086,934	29,188,121
Net movement in funds		6,430,784	(6,528,345)	(97,561)	898,813
Total funds carried forward		<u>28,534,879</u>	<u>1,454,494</u>	<u>29,989,373</u>	<u>30,086,934</u>

The Consolidated Statement of Financial Activities includes all gains and losses recognised in the year.

The notes on pages 23 to 52 form part of these financial statements.

WORTH ABBEY


**CONSOLIDATED BALANCE SHEET
AS AT 31 AUGUST 2023**

	Note	2023 £	2022 £
Fixed assets			
Tangible assets	15	34,292,595	32,571,330
Investments	16	4,545,664	4,855,420
		38,838,259	37,426,750
Current assets			
Stocks	17	251,570	204,778
Debtors	18	1,102,046	983,062
Cash at bank and in hand		4,179,492	4,675,172
		5,533,108	5,863,012
Creditors: amounts falling due within one year	19	(7,854,612)	(7,249,895)
Net current liabilities		(2,321,504)	(1,386,883)
Total assets less current liabilities		36,516,755	36,039,867
Creditors: amounts falling due after more than one year	20	(6,527,383)	(5,952,933)
Total net assets		29,989,372	30,086,934
Charity funds			
Restricted funds	22	1,454,493	7,982,839
Unrestricted funds			
Designated funds	22	3,603,217	2,795,850
General funds	22	24,931,662	19,308,245
Total unrestricted funds	22	28,534,879	22,104,095
Total funds		29,989,372	30,086,934

The financial statements were approved and authorised for issue by the Trustees on 21 February 2024 and signed on their behalf by:



The Rt Reverend J D Barrett MA (Cantab)
(Trustee)



The Reverend P V Fludder
(Trustee)

The notes on pages 23 to 52 form part of these financial statements.


WORTH ABBEY

**CHARITY BALANCE SHEET
AS AT 31 AUGUST 2023**

	Note	2023 £	2022 £
Fixed assets			
Tangible assets	15	33,776,530	32,011,943
Investments	16	3,573,162	3,960,055
		37,349,692	35,971,998
Current assets			
Stocks	17	1,078	1,864
Debtors	18	814,670	960,774
Cash at bank and in hand		281,530	199,722
		1,097,278	1,162,360
Creditors: amounts falling due within one year	19	(8,695,255)	(7,039,558)
Net current liabilities		(7,597,977)	(5,877,198)
Total assets less current liabilities		29,751,715	30,094,800
Creditors: amounts falling due after more than one year	20	(4,333,247)	(3,447,435)
Total net assets		25,418,468	26,647,365
Charity funds			
Restricted funds		426,449	6,923,357
Unrestricted funds			
Designated funds		1,048,736	917,629
General funds		23,943,283	18,806,379
		24,992,019	19,724,008
Total funds		25,418,468	26,647,365

The financial statements were approved and authorised for issue by the Trustees on 21 February 2024 and signed on their behalf by:


The Rt Reverend J D Barrett MA (Cantab)
 (Trustee)


The Reverend P V Fludder
 (Trustee)

The notes on pages 23 to 52 form part of these financial statements.

WORTH ABBEY

**CONSOLIDATED STATEMENT OF CASH FLOWS
FOR THE YEAR ENDED 31 AUGUST 2023**

	2023	2022
	£	£
Cash flows from operating activities		
Net cash used in operating activities	1,089,694	2,923,428
Cash flows from investing activities		
Dividends, interests and rents from investments	220,565	109,199
Proceeds from the sale of tangible fixed assets	9,750	9,750
Purchase of tangible fixed assets	(2,956,275)	(2,988,850)
Drawdowns on investments	227,309	275,418
Purchase of investments	(161,812)	(200,000)
Net cash used in investing activities	(2,660,463)	(2,794,483)
Cash flows from financing activities		
Decrease/(increase) in parents' acceptance deposits	236,158	(302,832)
Repayments of loans	(416,418)	(1,057,610)
Interest paid	(244,650)	(102,984)
New loans	1,500,000	-
Net cash provided by/(used in) financing activities	1,075,090	(1,463,426)
Change in cash and cash equivalents in the year	(495,679)	(1,334,481)
Cash and cash equivalents at the beginning of the year	4,675,171	6,009,652
Cash and cash equivalents at the end of the year	4,179,492	4,675,171

The notes on pages 23 to 52 form part of these financial statements

WORTH ABBEY

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

1. General information

Worth Abbey is a company limited by guarantee incorporated in England and Wales (company registration number 4475556 and charity number 1093913).

The principal activities of the Group are the advancement of the Roman Catholic religion and the advancement of education through the running of an independent school.

Its registered address is at:

Paddockhurst Road
Turners Hill
Crawley
West Sussex
RH10 4SB

2. Accounting policies

2.1 Basis of preparation of financial statements

The financial statements have been prepared in accordance with the Charities SORP (FRS 102) - Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

Worth Abbey meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy.

The consolidated financial statements consolidate the accounts of the charity and its subsidiary undertakings at 31 August 2023. All transactions and balances relate to external transactions only. Under the provisions of the Companies Act 2006 Section 408, the Trustees have taken advantage of the dispensation not to publish the Statement of Financial Activities including an Income and Expenditure Account for Worth Abbey.

The company's net movement in funds for the year was a decrease of £1,228,897 (2022: decrease of £527,954).

WORTH ABBEY

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

2. Accounting policies (continued)

2.2 Going concern

The Trustees consider that the going concern basis of preparation remains appropriate as the forward financial projections suggest surpluses in future years. The forward cash projections of the Group show that it will generate sufficient cash to meet its needs.

When considering going concern, the trustees consider a base case scenario, a reasonable worst-case scenario and a range of mitigating actions that are available to them. Cash is managed through a 12-month rolling forecast for the whole Worth Abbey group: Worth Abbey, Worth School, Worth Abbey Projects Ltd and Worth Abbey Construction Ltd. The Trustees receive regular reports of these forecasts.

The group operating forecasts, together with cash flow forecasts, indicate that the group can expect to meet all its anticipated payments from its anticipated inflows and existing borrowing facilities for the next 12 months even in the reasonable down side scenario. As a result of these factors the Trustees consider that the group remains a going concern.

2.3 Company status

The Charity is a company limited by guarantee. The members of the company are the Trustees (as set out on page 11) and such other persons as shall from time to time be members of the Chapter. In the event of the Charity being wound up, the liability in respect of the guarantee is limited to £1 per member of the charity.

2.4 Income and liability recognition

All income is recognised once the Charity has entitlement to the income, it is probable that the income will be received and the amount of income receivable can be measured reliably.

Fees receivable and charges for services and use of premises are accounted for in the period in which the service is provided. Fees receivable are stated after deducting scholarships, bursaries and other allowances. Interest is accounted for on a receivable basis and dividends on a received basis.

Realised gains are gains resulting from the sale of investments. Unrealised gains represent changes in market value on investments still held at the year end.

Liabilities are recognised when an obligation arises to transfer economic benefits as a result of past transactions or events.

Income tax recoverable in relation to investment income is recognised at the time the investment income is receivable.

Other income is recognised in the period in which it is receivable and to the extent the goods have been provided or on completion of the service.

2.5 Donations and legacies

Donations and legacies received in cash are accounted for when they are received. In the case of assets received, they are accounted for when full legal title has passed to the Group.

WORTH ABBEY

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

2. Accounting policies (continued)

2.6 Gifts in kind

The values attributed to gifts in kind are either the amounts actually realised or an estimate of their value. They are recognised as incoming resources when received.

2.7 Resources expended

All resources expended are accounted for on an accruals basis and are detailed under the following headings:

- Costs of raising funds: this includes non-charitable trading activities together with their related support costs.
- Charitable activities: this includes that expenditure incurred directly in connection with the objects of the charity and includes the cost of services, management and support costs.

Expenditure is summarised under functional headings either on a direct cost basis or, for overhead costs, apportioned according to management estimates of expenditure incurred. The irrecoverable element of VAT is included with the item of expense to which it relates.

2.8 Tangible fixed assets and depreciation

Tangible fixed assets are initially recognised at cost. After recognition, under the cost model, tangible fixed assets are measured at cost less accumulated depreciation and any accumulated impairment losses. All costs incurred to bring a tangible fixed asset into its intended working condition are included in the measurement of cost.

The Abbey's land and buildings are carried at historical cost (including the cost of subsequent additions), less depreciation charged to date. Recapitalisation of buildings begins when planning permission is granted and depreciated from when it first begins to be used. General repairs and maintenance expenditure are written off in the year to which it relates.

Where the Trustees recognise that there has been a significant fall in the carrying value of one of their assets this is treated as an impairment and written off to the Statement of Financial Activities.

Woodlands are professionally valued periodically in accordance with FRS102 and no depreciation is charged. The last valuation was in August 2022.

Assets under construction are accounted for at cost, based on the value of direct or other costs incurred at the year end date. They are not depreciated until the accounting period in which they are brought into use. Interest of £19,004 has been capitalised during the year.

When a tangible fixed asset is funded through an appeal or by way of a grant or donation, the accounting treatment of the asset acquired will depend on the circumstances of each case. In deciding whether the asset is categorised as restricted or unrestricted, Trustees should consider the terms of the gift:

- require the charity to hold the tangible asset acquired for an on-going basis for a specific purpose;
- are met once the specified asset is acquired, so allowing the charity to use the asset acquired on an unrestricted basis for any charitable purpose.

Tangible fixed assets costing £2,500 or more are capitalised and recognised when future economic

WORTH ABBEY

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

2. Accounting policies (continued)

2.8 Tangible fixed assets and depreciation (continued)

benefits are probable and the cost or value of the asset can be measured reliably. Items costing less than £2,500 are written off as an expense as acquired.

Depreciation is charged so as to allocate the cost of tangible fixed assets less their residual value over their estimated useful lives, using the straight-line method.

Depreciation is provided on the following bases:

Freehold property	- 30 - 50 years
Plant and machinery	- 2 - 20 years
Motor vehicles	- 4 years
Fixtures and fittings	- 5 - 10 years
Sports equipment	- 4 years
Computer equipment	- 3 - 4 years

2.9 Investment assets

Investments are stated at market value other than works of art which are held at cost. Market value is taken to be the middle market price ruling at the balance sheet date.

2.10 Stock

Stocks are valued at the lower of cost and net realisable value. Livestock are measured at their fair value less sale costs.

2.11 Debtors

Trade and other debtors are recognised at the settlement amount after any trade discount offered. Prepayments are valued at the amount prepaid net of any trade discounts due. Known bad debts are written off and a provision is made for any considered to be doubtful.

2.12 Cash at bank and in hand

Cash at bank and in hand includes cash and short term highly liquid investments with a short maturity of three months or less from the date of acquisition or opening of the deposit or similar account.

2.13 Liabilities and provisions

Liabilities are recognised when there is an obligation at the balance sheet date as a result of a past event, it is probable that a transfer of economic benefit will be required in settlement, and the amount of the settlement can be estimated reliably. Liabilities are recognised at the amount that the charity anticipates it will pay to settle the debt or the amount it has received as advanced payments for the goods or services it must provide. Provisions are measured at the best estimate of the amounts required to settle the obligation. Where the effect of the time value of money is material, the provision is based on the present value of those amounts, discounted at the pre-tax discount rate that reflects the risks specific to the liability. The unwinding of the discount is recognised within interest payable and similar charges.

Fees received in advance are carried forward for credit in the period to which they relate.

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

2. Accounting policies (continued)

2.14 Financial instruments

The Group mainly enters into basic financial instrument transactions that result in the recognition of financial assets and liabilities like trade and other debtors and creditors, loans from banks and other third parties, loans to related parties and investments in non-puttable ordinary shares.

2.15 Foreign currencies

Transactions in foreign currencies are recorded at the rate of exchange at the date of the transaction. Monetary assets and liabilities denominated in foreign currencies are translated into sterling at the rates of exchange prevailing at the balance sheet date and any gain or loss arising from a change in exchange rates is included as a gain or loss on investment assets in the Statement of Financial Activities.

2.16 Operating leases

The rentals payable under operating leases are charged in the Statement of Financial Activities on a straight-line basis over the lease term.

2.17 Leasing and hire purchase

Assets obtained under hire purchase contracts and finance leases are capitalised as tangible fixed assets. Assets acquired by finance lease are depreciated over the shorter of the lease term and their useful lives.

Assets acquired by hire purchase are depreciated over their useful lives.

Finance leases are those where substantially all of the benefits and risks of ownership are assumed by the charity. Obligations under such agreements are included in creditors net of the finance charge allocated to future periods. The finance element of the rental payment is charged to the Statement of Financial Activities so as to produce a constant periodic rate of charge on the net obligation outstanding in each period.

2.18 Acceptance deposits

When a pupil is accepted into the School, parents are required to pay an Acceptance Deposit which is refunded, without interest, after the pupil leaves the School. Acceptance deposits due for return in more than one year are treated as part of net debt.

2.19 Fee prepayments

Fee prepayments are included within creditors and aged according to the expected year of release assuming that the pupil remains in the School.

2.20 Grants receivable

Grants are included in the Statement of Financial Activities on a receivable basis. The balance of income received for a specific purpose but not expended during the period is shown in the relevant funds on the balance sheet. Where income is received in advance of entitlement of receipt its recognition is deferred and included in creditors as deferred income. Where entitlement occurs before income is received, the income is accrued.

WORTH ABBEY

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

2. Accounting policies (continued)

2.21 Pensions

The pension costs charged in the financial statements represent the contributions payable by the charity and group during the year.

Worth School contributes to the Teachers' Pension Defined Benefits Scheme ("TPS"). The TPS is an unfunded scheme and contributions are calculated so as to spread the cost of pensions over employees' working lives with the school in such a way that the pension cost is a substantially level percentage of current and future pensionable payroll. The contributions are determined by the Government Actuary on the basis of quinquennial valuations using a prospective benefit method. As stated in Note 28, the TPS is a multiemployer scheme and the school is unable to identify its share of the underlying assets and liabilities of the scheme on a consistent and reasonable basis. The TPS is therefore treated as a defined contribution scheme and the contributions recognised as they are paid each year.

The Abbey and School also contribute to a Group Personal Pension Plan for non-teaching staff who have more than 3 months service, at 8% of annual basic pay, and for teaching staff up to a maximum of 12% of annual basic pay. These costs are recognised on an accrual's basis.

2.22 Fund accounting

General funds are available to spend on activities that further any of the purposes of the Charity.

Designated funds are unrestricted funds which the trustees have decided at their discretion to set aside for a specific purpose.

Restricted funds are funds subject to specific restrictive conditions imposed by donors or by the purpose of the appeal. The purpose and use of the restricted funds are set out in Note 22 to the financial statements.

All income and expenditure are shown in the Statement of Financial Activities.

2.23 Financial assets at fair value through profit and loss

The charity has an interest rate cap arrangement with its bank. This is not a basic financial instrument. This arrangement was initially recognised at fair value on the date the contract was entered into and has subsequently been re-measured at its fair value. Changes in the fair value are recognised in profit or loss in finance costs or income as appropriate.

WORTH ABBEY

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

3. Critical accounting estimates and areas of judgment

The charity makes estimates and assumptions concerning the future. The resulting accounting estimates and assumptions will, by definition, seldom equal the related actual results. The estimates and assumptions that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next financial year are discussed below.

Critical accounting estimates and assumptions:

- i. Tangible fixed assets: The Trustees annually assess the residual value of these assets, that they are still in use and their expected useful life based on experience.
- ii. Recoverability of trade debtors: The Trustees annually assess whether a bad debt provision is required for any bad or doubtful debtor balances.
- iii. Stock provisions: The Trustees regularly assess the age and quality of stock and will make necessary provisions based on the net realisable value of the stock held.
- iv. Woodlands revaluation: The estimation of uncertainty involves the use of judgement employed by the Trustees, however, the Trustees have relied on an independent valuer.
- v. Interest rate swap: The Trustees have an interest rate swap agreement on variable rate loans which exchanges payments on periodic interest rate payments

4. Income from donations and legacies

	Unrestricted funds 2023 £	Restricted funds 2023 £	Total funds 2023 £
Donations			
Gifts & donations from individuals and trusts	73,959	171,436	245,395
Gift aid tax reclaimed	-	1,015	1,015
	<u>73,959</u>	<u>172,451</u>	<u>246,410</u>
	<i>Unrestricted funds 2022 £</i>	<i>Restricted funds 2022 £</i>	<i>Total funds 2022 £</i>
Donations			
Gifts & donations from individuals and trusts	167,001	216,626	383,627
Gift aid tax reclaimed	-	11,194	11,194
	<u>167,001</u>	<u>227,820</u>	<u>394,821</u>

WORTH ABBEY

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2023**

5. Income from charitable activities

	Unrestricted funds 2023 £	Total funds 2023 £
Advancement of education	19,552,985	19,552,985
Advancement of religion	188,785	188,785
Other charitable activities	186,880	186,880
	19,928,650	19,928,650
	<i>Unrestricted funds 2022 £</i>	<i>Total funds 2022 £</i>
Advancement of education	17,162,153	17,162,153
Advancement of religion	160,527	160,527
Other charitable activities	160,665	160,665
	17,483,345	17,483,345

6. Income from the advancement of education

	Unrestricted funds 2023 £	Total funds 2023 £
Fee income for the year	20,753,071	20,753,071
Release of fee prepayments	165,828	165,828
Extras	1,040,984	1,040,984
Entrance fees	48,081	48,081
Less:	-	
Scholarships granted	(1,327,659)	(1,327,659)
Bursaries and other remissions	(1,127,320)	(1,127,320)
	19,552,985	19,552,985

WORTH ABBEY

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

	<i>Unrestricted funds 2022 £</i>	<i>Total funds 2022 £</i>
Fee income for the year	17,992,798	17,992,798
Release of fee prepayments	708,459	708,459
Extras	877,043	877,043
Entrance fees	72,589	72,589
	-	-
Less:		
Scholarships granted	(1,459,737)	(1,459,737)
Bursaries and other remissions	(1,028,998)	(1,028,998)
	<u>17,162,154</u>	<u>17,162,154</u>

7. Income from other trading activities

	Unrestricted funds 2023 £	Total funds 2023 £
Courses and lettings	<u>708,233</u>	<u>708,233</u>

	<i>Unrestricted funds 2022 £</i>	<i>Total funds 2022 £</i>
Courses and lettings	<u>414,788</u>	<u>414,788</u>

WORTH ABBEY

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

8. Investment income

	Unrestricted funds 2023 £	Restricted funds 2023 £	Total funds 2023 £
Investment income from listed securities	153,473	34,405	187,878
Interest receivable	32,687	-	32,687
	186,160	34,405	220,565
	186,160	34,405	220,565
	<i>Unrestricted funds 2022 £</i>	<i>Restricted funds 2022 £</i>	<i>Total funds 2022 £</i>
Investment income from listed securities	83,597	-	83,597
Interest receivable	-	25,602	25,602
	83,597	25,602	109,199
	83,597	25,602	109,199

9. Other incoming resources

	Unrestricted funds 2023 £	Total funds 2023 £
Rental income	234,952	234,952
Biomass income	153,901	153,901
Membership fees	101,267	101,267
Domestic services	50,398	50,398
Other income	226,479	226,479
	766,997	766,997
	766,997	766,997

WORTH ABBEY

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2023**

9. Other incoming resources (continued)

	<i>Unrestricted funds 2022 £</i>	<i>Total funds 2022 £</i>
Rental income	196,344	196,344
Biomass income	137,731	137,731
Membership fees	80,980	80,980
Domestic services	61,464	61,464
Other income	98,161	98,161
	574,680	574,680

10. Expenditure on raising funds

Costs of raising voluntary income

	Unrestricted funds 2023 £	Restricted funds 2023 £	Total funds 2023 £
Investment management fees	338	9,092	9,430
Marketing - staff costs	236,385	-	236,385
Marketing - other	352,376	-	352,376
Other costs - staff	288,960	-	288,960
Other costs - other	318,254	-	318,254
Other costs - depreciation	27,560	-	27,560
	1,223,873	9,092	1,232,965

WORTH ABBEY

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2023**

10. Expenditure on raising funds (continued)

	<i>Unrestricted funds 2022 £</i>	<i>Restricted funds 2022 £</i>	<i>Total funds 2022 £</i>
Investment management fees	13,356	13,806	27,162
Marketing - staff costs	195,877	-	195,877
Marketing - other	257,766	-	257,766
Other costs - staff	281,983	-	281,983
Other costs - other	215,085	-	215,085
Other costs - depreciation	25,382	-	25,382
	<u>989,449</u>	<u>13,806</u>	<u>1,003,255</u>

11. Analysis of expenditure on charitable activities

Summary by fund type

	Unrestricted funds 2023 £	Restricted funds 2023 £	Total 2023 £
Advancement of education	18,519,663	141,339	18,661,002
Advancement of religion	1,404,565	19,125	1,423,690
Outreach Peru	-	288,526	288,526
Other charitable activities	137,934	1,129	139,063
	<u>20,062,162</u>	<u>450,119</u>	<u>20,512,281</u>

WORTH ABBEY

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2023**

11. Analysis of expenditure on charitable activities (continued)

Summary by fund type (continued)

	<i>Unrestricted funds 2022 £</i>	<i>Restricted funds 2022 £</i>	<i>Total 2022 £</i>
Advancement of education	15,367,141	158,976	15,526,117
Advancement of religion	1,034,683	15,774	1,050,457
Outreach Peru	-	302,337	302,337
Other charitable activities	82,644	5,040	87,684
	<u>16,484,468</u>	<u>482,127</u>	<u>16,966,595</u>

Summary by expenditure type

	Staff costs 2023 £	Depreciation 2023 £	Other costs 2023 £	Total 2023 £
Advancement of religion	207,591	157,983	1,058,116	1,423,690
Advancement of education	10,557,690	1,046,966	7,056,346	18,661,002
Outreach Peru	1,062	-	287,464	288,526
Other charitable activities	-	96,904	42,159	139,064
	<u>10,766,343</u>	<u>1,301,853</u>	<u>8,444,085</u>	<u>20,512,281</u>

	<i>Staff costs 2022 £</i>	<i>Depreciation 2022 £</i>	<i>Other costs 2022 £</i>	<i>Total 2022 £</i>
Advancement of religion	212,793	196,001	641,663	1,050,457
Advancement of education	9,355,877	817,397	5,352,843	15,526,117
Outreach Peru	847	-	301,490	302,337
Other charitable activities	-	-	87,684	87,684
	<u>9,569,517</u>	<u>1,013,398</u>	<u>6,383,680</u>	<u>16,966,595</u>

WORTH ABBEY

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2023**

12. Auditor's remuneration

	2023 £	2022 £
Fees payable to the Charity's auditor for the audit of the Charity's annual accounts	42,684	38,132
Fees payable to the Charity's auditor in respect of:		
Audit-related assurance services	1,020	1,000
All non-audit services not included above	14,820	-

13. Staff costs

	Group 2023 £	Group 2022 £	Charity 2023 £	Charity 2022 £
Wages and salaries	8,676,113	7,813,544	413,714	187,019
Social security costs	887,173	796,351	18,708	15,932
Contribution to defined contribution pension schemes	1,203,057	1,155,499	14,800	10,690
	10,766,343	9,765,394	447,222	213,641

The average number of persons employed by the Charity during the year was as follows:

	Group 2023 No.	Group 2022 No.	Charity 2023 No.	Charity 2022 No.
Teaching & teaching support	120	112	-	-
Welfare	63	60	2	2
Premises	34	36	-	-
Management, administration & fundraising	63	70	5	8
	280	278	7	10

WORTH ABBEY

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

13. Staff costs (continued)

The number of employees whose employee benefits (excluding employer pension costs) exceeded £60,000 was:

	Group 2023 No.	<i>Group 2022 No.</i>
In the band £60,001 - £70,000	17	21
In the band £70,001 - £80,000	22	9
In the band £80,001 - £90,000	4	2
In the band £90,001 - £100,000	1	2
In the band £100,001 - £110,000	-	2
In the band £110,001 - £120,000	2	1
In the band £170,001 - £180,000	-	1
In the band £180,001 - £200,000	1	-

39 of the above (2022: 34) were members of a defined benefit pension scheme. Total pension contributions payable for these employees amounted to £548,363 (2022: £493,849) in the year.

8 of the above (2022: 4) were members of a defined contribution pension scheme. Total pension contributions payable for these employees amounted to £58,966 (2022: £28,902) in the year.

The key management personnel received total remuneration for the year of £396,149 (2022: £409,219).

14. Trustees' remuneration and expenses

During the year, no Trustees received any remuneration or other benefits (2022 - £NIL).

During the year ended 31 August 2023, expenses totalling £199 (2022 - £Nil) for food and travel expenditure were reimbursed or paid directly to the Trustees.

WORTH ABBEY

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

15. Tangible fixed assets										
Group	Freehold property £	Plant and machinery £	Motor vehicles £	Fixtures and fittings £	Assets under construction £	Computer equipment £	Sports equipment £	Total £		
Cost or valuation										
At 1 September 2022	40,973,364	4,499,295	278,094	747,057	261,293	578,722	114,615	47,452,440		
Additions	797,894	316,313	-	1,529,215	312,855	-	-	2,956,277		
Disposals	-	(70,201)	(51,080)	-	-	(150,329)	-	(271,610)		
Transfers	261,293	-	-	-	(261,293)	-	-	-		
At 31 August 2023	42,032,551	4,745,407	227,014	2,276,272	312,855	428,393	114,615	50,137,107		
Depreciation										
At 1 September 2022	11,702,330	2,028,967	249,283	266,637	-	536,707	97,188	14,881,112		
Charge for the year	756,077	205,797	12,005	225,731	-	20,237	15,165	1,235,012		
On disposals	-	(70,203)	(51,080)	-	-	(150,329)	-	(271,612)		
At 31 August 2023	12,458,407	2,164,561	210,208	492,368	-	406,615	112,353	15,844,512		

WORTH ABBEY

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

15. Tangible fixed assets (continued)	Freehold property £	Plant and machinery £	Motor vehicles £	Fixtures and fittings £	Assets under construction £	Computer equipment £	Sports equipment £	Total £
Group (continued)								
Net book value								
At 31 August 2023	29,574,144	2,580,846	16,806	1,783,904	312,855	21,778	2,262	34,292,595
At 31 August 2022	29,271,035	2,470,329	28,811	480,420	261,293	42,015	17,427	32,571,330

WORTH ABBEY

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

15. Tangible fixed assets (continued)									
Charity									
		Freehold property £	Plant and machinery £	Motor vehicles £	Fixtures and fittings £	Assets under construction £	Total £		
Cost or valuation									
At 1 September 2022		40,973,364	3,438,909	99,168	247,661	26,812	44,785,914		
Additions		797,894	-	-	1,529,215	312,853	2,639,962		
Transfers		261,293	-	-	-	(26,811)	234,482		
	At 31 August 2023	42,032,551	3,438,909	99,168	1,776,876	312,854	47,660,358		
Depreciation									
At 1 September 2022		11,702,330	969,007	77,173	25,461	-	12,773,971		
Charge for the year		756,077	205,370	5,189	143,221	-	1,109,857		
	At 31 August 2023	12,458,407	1,174,377	82,362	168,682	-	13,883,828		
Net book value									
	At 31 August 2023	29,574,144	2,264,532	16,806	1,608,194	312,854	33,776,530		
	At 31 August 2022	29,271,034	2,469,902	21,995	222,200	26,812	32,011,943		

WORTH ABBEY

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2023**

16. Fixed asset investments

Group	Listed investments £	Works of Art £	Woodlands £	Total £
Cost or valuation				
At 1 September 2022	4,314,409	41,000	500,011	4,855,420
Investment	161,812	-	-	161,812
Management fees	(21,089)	-	-	(21,089)
Foreign exchange gains/(losses)	(28,268)	-	-	(28,268)
Unrealised investment gains/(losses)	(194,902)	-	-	(194,902)
Drawdown on Investment	(227,309)	-	-	(227,309)
At 31 August 2023	<u>4,004,653</u>	<u>41,000</u>	<u>500,011</u>	<u>4,545,664</u>
Net book value				
At 31 August 2023	<u>4,004,653</u>	<u>41,000</u>	<u>500,011</u>	<u>4,545,664</u>
At 31 August 2022	<u>4,314,409</u>	<u>41,000</u>	<u>500,011</u>	<u>4,855,420</u>

Charity	Investments in subsidiary companies £	Listed investments £	Works of Art £	Woodlands £	Total £
Cost or valuation					
At 1 September 2022	1,100	3,417,944	41,000	500,011	3,960,055
Investment	-	26,812	-	-	26,812
Management fees	-	(16,771)	-	-	(16,771)
Foreign exchange gains/(losses)	-	(28,268)	-	-	(28,268)
Unrealised investment gains/(losses)	-	(141,357)	-	-	(141,357)
Drawdown on Investment	-	(227,309)	-	-	(227,309)
At 31 August 2023	<u>1,100</u>	<u>3,031,051</u>	<u>41,000</u>	<u>500,011</u>	<u>3,573,162</u>
Net book value					
At 31 August 2023	<u>1,100</u>	<u>3,031,051</u>	<u>41,000</u>	<u>500,011</u>	<u>3,573,162</u>
At 31 August 2022	<u>1,100</u>	<u>3,417,944</u>	<u>41,000</u>	<u>500,011</u>	<u>3,960,055</u>

WORTH ABBEY

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

16. Fixed asset investments (continued)

Principal subsidiaries

The following companies were also subsidiary undertakings of the Charity and are included in the consolidation:

Names	Company number	Principal activity	Class of shares	Holding
Worth School	04476558	Advancement of education	Ordinary	100%
Worth Abbey Construction Limited	04074835	Planning and building contractors	Ordinary	100%
Worth Abbey Projects Limited	04523776	General commercial company	Ordinary	100%
Worth School Lettings Limited	13581948	Letting of lands and buildings	Ordinary	100%

WORTH ABBEY

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2023**

16. Fixed asset investments (continued)

The financial results of the subsidiaries for the year were:

Names	Income £	Expenditure £	Profit/(Loss) / Surplus/ (Deficit) for the year £	Net assets £
Worth School	20,455,187	19,331,890	1,123,297	4,737,103
Worth Abbey Construction Limited	90,681	90,681	-	1,000
Worth Abbey Projects Limited	305,320	297,280	8,040	(166,097)
Worth School Lettings Limited	708,233	708,233	-	1

The registered address for all subsidiaries listed above is Worth Abbey, Paddockhurst Road, Turners Hill, Crawley, West Sussex, RH10 4SB.

17. Stocks

	Group 2023 £	Group 2022 £	Charity 2023 £	Charity 2022 £
General stores	251,570	204,778	1,078	1,864

The difference between purchase price or production cost of stocks and their replacement cost is not material.

18. Debtors

	Group 2023 £	Group 2022 £	Charity 2023 £	Charity 2022 £
Due within one year				
Trade debtors	131,702	-	-	-
Amounts owed by group undertakings	-	-	577,500	636,356
Other debtors	27,954	196,857	96	5
Prepayments and accrued income	476,896	487,458	60,142	147,481
Financial instruments	176,932	176,932	176,932	176,932
School fees and extras less bad debt provision	288,562	121,815	-	-
	<u>1,102,046</u>	<u>983,062</u>	<u>814,670</u>	<u>960,774</u>

WORTH ABBEY

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2023**

18. Debtors (continued)

Monies owed by Worth Abbey Construction are recoverable on demand and lent at commercial rates of interest.

Monies owed by Worth Abbey Projects are recoverable on demand and are interest free.

19. Creditors: Amounts falling due within one year

	Group 2023 £	<i>Group 2022 £</i>	Charity 2023 £	<i>Charity 2022 £</i>
Bank loans	677,179	479,408	677,179	479,408
School fees and extras received in advance	2,997,344	3,854,156	-	-
Trade creditors	781,483	339,409	241,106	34,567
Acceptance deposits	611,699	452,986	-	-
Amounts owed to group undertakings	-	-	7,356,339	6,347,192
Other taxation and social security	289,577	222,792	6,817	5,609
Fee prepayments	578,137	717,161	-	-
Other creditors	203,848	201,903	4,186	-
Accruals and deferred income	1,715,345	982,080	409,628	172,782
	<u>7,854,612</u>	<u>7,249,895</u>	<u>8,695,255</u>	<u>7,039,558</u>

Included in consolidated other creditors are outstanding pension contributions of £144,914 (2022: £136,398).

Amounts owed to Worth Abbey School are interest free and repayable on demand.

20. Creditors: Amounts falling due after more than one year

	Group 2023 £	<i>Group 2022 £</i>	Charity 2023 £	<i>Charity 2022 £</i>
Bank loans	4,333,247	3,447,435	4,333,247	3,447,435
Fee prepayments	37,726	426,532	-	-
Acceptance deposits	2,156,410	2,078,966	-	-
	<u>6,527,383</u>	<u>5,952,933</u>	<u>4,333,247</u>	<u>3,447,435</u>

The Abbey also has three long term loans which are under monthly repayments. One loan bears interest at base rate plus 2.2% and is due to be repaid in March 2030. The second loan bears interest at base rate plus 2.5% and is due to be repaid in June 2036. The third loan bears interest at base rate plus 2.5% and is due to be repaid in September 2027.

WORTH ABBEY

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

21. Financial instruments

	Group 2023 £	Group 2022 £	Charity 2023 £	Charity 2022 £
Financial assets				
Financial assets measured at fair value through profit and loss	-	176,932	-	176,932
Financial assets measured at amortised cost	4,627,707	4,872,027	458,554	199,727
	<u>4,627,707</u>	<u>5,048,959</u>	<u>458,554</u>	<u>376,659</u>
	Group 2023 £	Group 2022 £	Charity 2023 £	Charity 2022 £
Financial liabilities				
Financial liabilities measured at amortised cost	(14,360,560)	(13,202,826)	(13,027,843)	(10,486,774)

Financial assets measured at fair value through profit and loss comprise financial instruments.

Financial assets measured at amortised cost comprise cash at bank, trade debtors and other debtors.

Financial liabilities measured at amortised cost comprise bank loans, trade creditors, other creditors and accruals.

WORTH ABBEY

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2023**

22. Statement of funds

Statement of funds - current year

	Balance at 1 September 2022 £	Income £	Expenditure £	Transfers in/out £	Gains/ (Losses) £	Balance at 31 August 2023 £
Designated funds						
Hardship Fund	-	-	(5,174)	5,174	-	-
Maintenance and capital funds	1,884,059	-	(851,426)	1,656,953	-	2,689,586
Worth Society	126,989	66,667	(54,835)	-	-	138,821
Friends of Worth	23,171	34,600	(53,737)	-	-	4,034
Abbey funds	727,321	-	(42)	3,000	-	730,279
Brighton Project	27,523	4,400	(37,793)	37,355	-	31,485
Other funds	6,787	-	(602)	2,827	-	9,012
	<u>2,795,850</u>	<u>105,667</u>	<u>(1,003,609)</u>	<u>1,705,309</u>	<u>-</u>	<u>3,603,217</u>
General Funds	<u>19,308,245</u>	<u>21,558,332</u>	<u>(20,282,426)</u>	<u>4,518,869</u>	<u>(171,358)</u>	<u>24,931,662</u>
Total Unrestricted funds	<u>22,104,095</u>	<u>21,663,999</u>	<u>(21,286,035)</u>	<u>6,224,178</u>	<u>(171,358)</u>	<u>28,534,879</u>
Restricted funds						
Restricted Funds - all funds	-	-	-	(13,475)	-	(13,475)
Bursary Fund	1,031,623	63,048	(4,644)	-	(53,545)	1,036,482
Annual Fund	15,708	81,912	(90,073)	(2,500)	-	5,047
Sports facilities	12,151	-	(50,940)	38,789	-	-
Outreach Peru	648,885	46,865	(288,526)	-	1,733	408,957
6th Form Centre	6,248,998	-	-	(6,248,998)	-	-
Other Funds	25,474	15,030	(25,028)	2,006	-	17,482
	<u>7,982,839</u>	<u>206,855</u>	<u>(459,211)</u>	<u>(6,224,178)</u>	<u>(51,812)</u>	<u>1,454,493</u>
Total of funds	<u><u>30,086,934</u></u>	<u><u>21,870,854</u></u>	<u><u>(21,745,246)</u></u>	<u><u>-</u></u>	<u><u>(223,170)</u></u>	<u><u>29,989,372</u></u>

WORTH ABBEY

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2023**

22. Statement of funds (continued)

Statement of funds - prior year

	<i>Balance at 1 September 2021 £</i>	<i>Income £</i>	<i>Expenditure £</i>	<i>Transfers in/out £</i>	<i>Gains/ (Losses) £</i>	<i>Balance at 31 August 2022 £</i>
Designated funds						
Hardship Fund	123,483	-	-	(123,483)	-	-
Maintenance and capital funds	723,399	-	(50,340)	1,211,000	-	1,884,059
Worth Society	109,565	60,845	(46,415)	2,995	-	126,990
Friends of Worth	35,286	25,561	(43,271)	5,595	-	23,171
Abbey funds	633,023	5,854	(3,361)	91,805	-	727,321
Brighton Project	15,889	-	(44,010)	55,644	-	27,523
Other funds	308	-	(947)	7,426	-	6,787
	<u>1,640,953</u>	<u>92,260</u>	<u>(188,344)</u>	<u>1,250,982</u>	<u>-</u>	<u>2,795,851</u>
General funds	<u>19,256,672</u>	<u>18,796,565</u>	<u>(17,285,574)</u>	<u>(1,234,692)</u>	<u>(224,727)</u>	<u>19,308,244</u>
Total Unrestricted funds	<u>20,897,625</u>	<u>18,888,825</u>	<u>(17,473,918)</u>	<u>16,290</u>	<u>(224,727)</u>	<u>22,104,095</u>
Restricted funds						
Bursary Fund	955,270	133,854	(3,972)	(12,540)	(40,989)	1,031,623
Annual Fund	13,889	80,337	(74,768)	(3,750)	-	15,708
Sports facilities	12,151	-	-	-	-	12,151
Outreach Peru	962,883	14,972	(309,583)	-	(19,387)	648,885
6th Form Centre	6,323,730	12,063	(86,795)	-	-	6,248,998
Other Funds	22,574	23,714	(20,814)	-	-	25,474
	<u>8,290,497</u>	<u>264,940</u>	<u>(495,932)</u>	<u>(16,290)</u>	<u>(60,376)</u>	<u>7,982,839</u>
Total of funds	<u><u>29,188,122</u></u>	<u><u>19,153,765</u></u>	<u><u>(17,969,850)</u></u>	<u><u>-</u></u>	<u><u>(285,103)</u></u>	<u><u>30,086,934</u></u>

WORTH ABBEY

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2023**

23. Summary of funds

Summary of funds - current year

	Balance at 1 September 2022 £	Income £	Expenditure £	Transfers in/out £	Gains/ (Losses) £	Balance at 31 August 2023 £
Designated funds	2,795,850	105,667	(1,003,609)	1,705,309	-	3,603,217
General funds	19,308,245	21,558,332	(20,282,426)	4,518,869	(171,358)	24,931,662
Restricted funds	7,982,839	206,855	(459,211)	(6,224,178)	(51,812)	1,454,493
	<u>30,086,934</u>	<u>21,870,854</u>	<u>(21,745,246)</u>	<u>-</u>	<u>(223,170)</u>	<u>29,989,372</u>

Summary of funds - prior year

	Balance at 1 September 2021 £	Income £	Expenditure £	Transfers in/out £	Gains/ (Losses) £	Balance at 31 August 2022 £
Designated funds	1,640,953	92,260	(188,344)	1,250,982	-	2,795,851
General funds	19,256,672	18,796,565	(17,285,574)	(1,234,692)	(224,727)	19,308,244
Restricted funds	8,290,497	264,940	(495,932)	(16,290)	(60,376)	7,982,839
	<u>29,188,122</u>	<u>19,153,765</u>	<u>(17,969,850)</u>	<u>-</u>	<u>(285,103)</u>	<u>30,086,934</u>

24. Analysis of net assets between funds

Analysis of net assets between funds - current year

	Unrestricted funds 2023 £	Restricted funds 2023 £	Total funds 2023 £
Tangible fixed assets	34,292,595	-	34,292,595
Fixed asset investments	3,160,636	1,385,028	4,545,664
Current assets	5,463,643	69,465	5,533,108
Creditors due within one year	(7,854,612)	-	(7,854,612)
Creditors due in more than one year	(6,527,383)	-	(6,527,383)
Total	<u>28,534,879</u>	<u>1,454,493</u>	<u>29,989,372</u>

WORTH ABBEY

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2023**

24. Analysis of net assets between funds (continued)

Analysis of net assets between funds - prior year

	<i>Unrestricted funds 2022 £</i>	<i>Restricted funds 2022 £</i>	<i>Total funds 2022 £</i>
Tangible fixed assets	26,374,865	6,196,465	32,571,330
Fixed asset investments	3,323,557	1,531,863	4,855,420
Current assets	5,608,500	254,511	5,863,011
Creditors due within one year	(7,249,895)	-	(7,249,895)
Creditors due in more than one year	(5,952,933)	-	(5,952,933)
Total	22,104,094	7,982,839	30,086,933

25. Reconciliation of net movement in funds to net cash flow from operating activities

	Group 2023 £	Group 2022 £
Net income/expenditure for the year (as per Statement of Financial Activities)	(97,561)	898,813
Adjustments for:		
Depreciation charges	1,235,012	1,039,811
Gains/(losses) on investments	(283,416)	377,063
Dividends, interests and rents from investments	(220,565)	(109,199)
Interest payable	244,650	102,984
Profit on the sale of fixed assets	(5,281)	(5,281)
Increase in stocks	(46,794)	(72,571)
Increase in debtors	(118,982)	(463,088)
Increase in creditors	331,832	1,222,283
Currency translation gains and investment fees	50,799	(67,387)
Net cash provided by operating activities	1,089,694	2,923,428

WORTH ABBEY

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2023**

26. Analysis of cash and cash equivalents

	Group 2023	Group 2022
	£	£
Cash in hand	4,179,492	4,675,171
Total cash and cash equivalents	4,179,492	4,675,171

27. Analysis of changes in net debt

	At 1 September 2022	Cash flows	New loans	Loan repayments	Other non- cash changes	At 31 August 2023
	£	£	£	£	£	£
Cash at bank and in hand	4,675,172	(1,815,420)	1,500,000	(180,260)	-	4,179,492
Debt due within 1 year	(932,394)	-	-	180,260	(536,744)	(1,288,878)
Debt due after 1 year	(5,526,401)	-	(1,500,000)	-	536,744	(6,489,657)
	(1,783,623)	(1,815,420)	-	-	-	(3,599,043)

28. Pension commitments

The School participates in the Teachers' Pension Scheme (England and Wales) ("the TPS") for its teaching staff. The pension charge for the year includes contributions payable to the TPS of £834,192 (2022: £870,203) and at the year-end £95,176 (2022: £96,454) 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 2020 and the Valuation Report, which was published in October 2023.

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

WORTH ABBEY

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

28. Pension commitments (continued)

The valuation confirmed that the employer contribution rate for the TPS would increase from 23.6% to 28.6% from 1 April 2024. Employers are also required to pay a scheme administration levy of 0.08% giving a total employer contribution rate of 28.68%.

The charity makes defined contributions to a group personal pension scheme for its non-teaching staff and new teaching staff not in TPS. Contributions to this scheme in the year amounted to £354,065 (2022: 274,606).

29. Capital commitments

At the year end the Group had no capital commitments.

30. Operating lease commitments

Commitments under operating leases to make payments in the following year are analysed below by the expiry date of the leases concerned.

	Group 2023 £	<i>Group 2022 £</i>
Not later than 1 year	149,607	129,428
Later than 1 year and not later than 5 years	167,177	65,557
	<u>316,784</u>	<u>194,985</u>

WORTH ABBEY

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

31. Related party transactions

Neither the Trustees nor persons connected with them received any remuneration from the Abbey. The Trustees do however, in common with all other members of Worth Abbey's Monastic Community, receive benefits in kind in the form of payment by the Abbey for their general living expenses. These costs are not allocated between individual members of the Community as it would be impracticable to do so. Trustees of Worth School received a total of £199 for food and travel expenditure incurred whilst travelling on school business (2022: £Nil). The School enters into transactions with parent governors. These transactions occur on an arm's length basis with independent consideration of any bursaries and scholarships which may arise. Trustee Indemnity Insurance is included in the Abbey's insurance policy at no extra cost and covers those members of the Monastic Community serving as Trustees.

The Worth Abbey Group operates in such a way that goods and services are often bought by one entity on behalf of another and then passed on at cost. As a result, during the year Worth Abbey transacted with Worth School, Worth Abbey Construction Limited and Worth Abbey Projects Ltd. Worth School received goods and services from Worth Abbey valued at £1,441,217 (2022: £3,391,176) in the year and passed goods and services to Worth Abbey valued at £2,432,247 (2022: £2,117,577) in the year. Goods and services valued at £358,998 (2022: £137,683) were transferred to Worth Abbey Projects Ltd.

In addition to these transactions, Worth School leased land and buildings from Worth Abbey for £1,077,633 (2022: £1,028,276). Worth Abbey also purchased goods and services from Worth Abbey Projects Ltd to the value of £66,975 (2022: £21,028) on a basis that is equivalent to that paid by other customers of Worth Abbey Projects Ltd.

WORTH ABBEY

England & Wales - Charity number 1093913

Accounts



WORTH
ABBEY

WORTH ABBEY AND ITS SUBSIDIARIES
Annual Report and Consolidated Financial
Statements

for the Year Ended 31 August 2022



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Foreword

Dear Friends,

Through the energy and initiative of many friends and collaborators, during 2021 to 2022 the monks of Worth Abbey have launched a new partnership network, the Worth Abbey Pilgrims.

The Abbey Pilgrims network will promote friendship with Christ and mutual support among those who associate with Worth Abbey in many different ways. It will act as a communication network for information about Worth Abbey; it will support the monks of Worth in hosting a variety of pastoral events. Such events are intended to make the Abbey's resources better known and more widely available to people in the locality and beyond.

It is our aim in this way to activate the ancient tradition of monastic hospitality in a contemporary modality, thereby bringing more people over the Abbey's threshold where they may begin to move from an initial encounter with the Gospel to a deeper relationship with Our Lord Jesus Christ.

Dialogue between monks and the founding members of the Abbey Pilgrims network has assisted Worth Abbey in articulating the four major elements of the Abbey's offer to those among whom we minister:

In a partnership of witness to Christ with our friends and collaborators,

- we offer the **Welcome** characteristic of the western monastic tradition;
- we lift our hearts in **Worship** both in public liturgy and personal prayer;
- we share the **Wisdom** of the Catholic Benedictine tradition; and

- we **Work** in service of our neighbour.

May God bless us all for the year ahead.

The Rt Rev Dr JD Barrett, OSB

The Abbot of Worth & Chair of the Trustees of Worth Abbey

2021/2022 key achievements

- We launched the Worth Abbey Pilgrims initiative, a partnership network of monks and supporters of the Abbey, and hosted the first Easter Sunday Pilgrims celebration as well as a Summer Pilgrims Festival attended by almost 1000 people;
- Worth Abbey continued to offer audio streaming of the Divine Office and video streaming of Mass from the Abbey Church;
- The Abbatial Blessing of Dom Mark Barrett, the seventh Abbot of Worth, by Bishop Richard Moth, Bishop of Arundel and Brighton, took place;
- The monks of Worth worked alongside Worth School as School Governors and by providing priestly sacramental services, worship services, pastoral support and formation for pupils and staff, as well as accommodation for the school's youth ministers, the 'Forerunners';

Foreword

- The Worth Abbey Retreat Centre expanded its client base and extended the availability of retreat experiences;
- We launched a 'Monastic Interns Initiative', by which it will be possible for Catholic men between 18 and 35 to live alongside the monastic community for up to a month at a time;
- We developed the monastic mission of our Brighton community by deepening our partnership with the Diocese of Arundel and Brighton through our involvement in the East Brighton parish and the Universities.

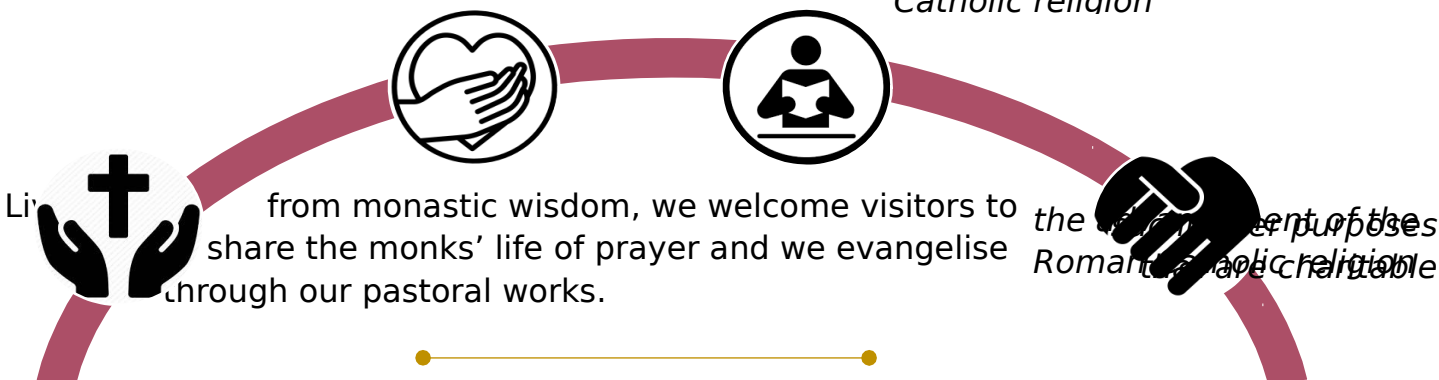
The Trustees, who also served as company directors during the year, are pleased to present their report and the consolidated financial statements for Worth Abbey and its subsidiaries for the year ended 31 August 2022. The Trustees confirm that the financial statements comply with current statutory requirements, those of the various governing documents and the requirements of the Charities SORP (FRS 102).

Worth Abbey is a registered charity based in Turners Hill, near Crawley in West Sussex. The monks of Worth Abbey, in response to the call of Christ, follow the life-giving guidance of the Rule of St. Benedict.

The objectives of the charity are:

the relief of the infirm, aged or poor, and in particular the relief of aged priests and clerics and other persons professing the Roman Catholic religion

the advancement of education including the education and training of priests and persons desirous of becoming priests of the Roman Catholic religion



How our work delivers public benefit

Under section four of the Charities Act 2011, we have a duty to report on the public benefit that we deliver. Taking the Charity Commission's guidance into consideration, the Trustees are satisfied that our public benefit requirements have been met in numerous ways as detailed within this report.

Foreword

Our Monastic Community

The Benedictine Monastic Community of Worth Abbey comprises 19 Benedictine monks. Some live together at Worth Abbey, while others are involved in mission contexts in East Brighton and other places. Every member of the community seeks God through fraternal service, communal and personal prayer, hospitality and pastoral mission.

Abbot Mark received the Abbatial Blessing as the seventh Abbot of Worth Abbey from Bishop Richard Moth of the Diocese of Arundel and Brighton on 11 September 2021.

In the course of 2021-22, we launched the Worth Abbey Pilgrims initiative, a partnership network of monks and supporters of the Abbey, which promotes friendship with Christ and mutual support among those who associate with Worth Abbey in many different ways. The Abbey Pilgrims will act as a communication network for information about Worth Abbey, and will support the monks of Worth in hosting a variety of pastoral events intended to make the Abbey's resources better known by, and more widely available to, people in the locality and beyond. During the year the Abbey Pilgrims hosted a popular family-oriented Easter Sunday Pilgrims celebration, featuring children's games and opportunities to explore the Abbey Estate. The August Bank Holiday saw our first ever Summer Pilgrims Festival, generously hosted by upward of 60 volunteers and attended by almost 1000 people.

The monks have also launched a 'Monastic Interns Initiative', following a successful model employed in several other Abbeys, by which it will be possible for Catholic men between 18 and 35 to live alongside the monastic community for up to a month at a time. In the course of the year a suitable physical facility, 'Archway Lodge', has been prepared for these men to live; we hope to welcome the first participants in 2023.

Following St Benedict's concern that care for the sick must rank above and before all else, and that both the old and the young should be treated with compassion, we continue to monitor the long-term care of those within the Monastic Community who, through age or infirmity are unable to look after themselves. We seek to ensure that they receive the best possible care within our infirmary facilities. To assist us in this respect, we employ a Health and Care Manager who works alongside a monk Infirmarian; they lead in overseeing and providing the necessary medical and other care required. Two occasional nursing staff support this work. The provision of other day carers, while desirable, is currently proving challenging.

Foreword

Worth Abbey staff

In the course of the last year the work streams from previous Abbey staff roles have been re-absorbed into the Abbot's office, and the staffing of the Abbot's Office has been expanded to include a full-time secretarial and administrative Assistant to the Abbot. The work of the monastery continues to be supported by the Chief Operating Officer of Worth School, and the services provided by the support departments of Worth School.

Worth Abbey Music

Music plays a central role in the life and worship of Worth Abbey. To support a high quality of Abbey music we have employed a professional musician to act as Abbey Director of Music and Monastic Organist, alongside our existing professional Abbey Organist. The Abbey Director of Music recruits and leads a Sunday Choir of local vocalists who support the Sunday worship offered in Worth Abbey Church.

Worth School

Worth School is a co-educational Roman Catholic boarding and day independent school for pupils from 11 to 18 years of age. The School is located on the 500-acre Worth Abbey estate. Worth School is a subsidiary charity of Worth Abbey, which is the sole member. The Abbot of Worth is President of the Worth School Board and also a Governor of the School. Two other monastic governors complete the Abbey's support to school governance at Worth. Worth School produces its own annual report which is published separately.

In addition to the support of school governance, Worth Abbey continues to work alongside Worth School in a number of ways:

Sunday Mass and Wednesday School Worship – Monks of the Abbey support the school's religious and sacramental life by celebrating an evening mass in the Abbey Church for the school's boarders each term-time Sunday evening. When the school meets to worship as a body in the course of the school week, usually on a Wednesday, monks are present to hear confessions and also to celebrate mass from time to time.

Senior Leadership Formation — A series of formation retreat periods are timetabled through the school year for members of the Worth School SLT. These are regularly attended by and supported by members of the monastic community, who thereby help to ensure that the Benedictine and Catholic ethos of the School is maintained and strengthened.

Pupil Formation events - Worth School timetables periods of pupil formation, for example the Student Leadership Programme for sixth form students who aspire to positions as Prefects in their final year, in which monks are offered a role as speakers and formators. As with staff formation, this involvement of

Foreword

monks helps to ensure that the Benedictine and Catholic ethos of the School is maintained and strengthened.

School Chaplaincy and the Forerunners — The Chaplaincy is led by the Director of Mission and comprises a team of six youth ministers who are known as 'Forerunners'. Monastic support of the Chaplaincy helps to ensure that the Benedictine and Catholic ethos of the School is maintained and strengthened. This is delivered through regular formation meetings between the Forerunners and members of the Monastic Community.

Worth Abbey further supports the Forerunners by providing them with accommodation in Compass House, situated opposite Worth Abbey Church.

Hospitality and retreats

Hospitality is a hallmark of Benedictine monasteries and the Monastic Community has welcomed many visitors to Worth for retreats, spiritual direction and holistic recreation in the Abbey's beautiful and natural environment.

We normally offer hospitality and retreats in two ways:

The Retreat Centre — men and women from all faiths are welcomed for residential and other retreats which are facilitated by members of the Monastic Community and lay collaborators. The Retreat Centre, based in the St Bruno's building, is a space where we share our own search for God with others who are also seeking God in their daily life. It represents our commitment to responding to the increasing spiritual needs within our society.

Subsequent to the pandemic period, from autumn 2021, the St Bruno's Retreat Centre has been open to visitors and a range of retreat experiences is once again being offered onsite. The improved facility is proving of value to the new retreat programme. In addition to financial resource recently invested in Worth Abbey's retreat offer, the monastery is providing additional monastic personnel to support the running of retreats in the St Bruno's facility.

Monastery guests — We are able to make guest rooms within the Monastery available for up to three male guests who wish to come on residential retreat to share in the liturgical and community life of the monks. This ministry is supported by a monk Guest Master. Meals are taken with the monks in the Monastery refectory and the monastic day centres around the rhythm of the Divine Office and daily Mass.

Worth Abbey Church

Designed by the architect Francis Pollen and opened in 1974, the Grade II listed Abbey Church adjoins the monastery buildings, also designed by Pollen. The Church provides a welcoming place to seek peace, solace and community.

Throughout the year being reported, we have been able to offer public worship in the Abbey Church. In order to follow the guidelines, set down by the Catholic Bishops' Conference of England and Wales, we continue to provide hand

Foreword

sanitisation stations at all entrances to the Church building, as well as making use of face masks for ministers of communion.

In the course of the present year, work began on a major project to renew the fabric of the Abbey Church roof. It is anticipated that the contractor, Marcon, will complete this work towards the end of the year, in 2022.

Worth Abbey Estate

The Worth Abbey estate is within an Area of Outstanding Natural Beauty and spans 500 acres of West Sussex countryside. All of the land and buildings on the estate are owned by Worth Abbey, some of which are leased to Worth School.

In June 2019 Worth Abbey received a generous donation of £6.25m from Lord Michael Spencer of Alresford, an alumnus of Worth School, for the construction and fit out of a new Library and Sixth Form Centre for use by the School. Construction on this building began in September 2020 and was completed in March 2022. The formal opening of the building, by Lord Spencer, took place in April 2022

Begun in December 2020, the now completed Worth Estate Biomass Project provides heating to most School and Abbey buildings. This investment of £2.3m provides an ecologically friendly alternative to our previously used oil-based heating. Wood biomass fuel is sourced locally. Heat began to be provided by the new energy centre in October 2021 and the project achieved practical completion in March 2022.

Quiet Garden

Our Quiet Garden is over 100 years old and was opened to the public in 2000 as part of the Quiet Garden Movement. A publicly accessible space maintained as a place of beauty and tranquillity which attracts many visitors looking for stillness in a busy world, it is maintained personally by the Monastic Community.

The Worth Abbey Parish

The Worth Abbey Parish is part of the Diocese of Arundel and Brighton and was created in the 1960s from the country area between the large town parishes of East Grinstead, Haywards Heath and Crawley. Our Abbey parish numbers approximately 250 parishioners; the parish principally serves local residential communities near the Abbey, but also attracts, particularly to the Sunday Mass, many who live outside the parish boundaries. Fr Paul Fleetwood (a monk of Worth Abbey) has been the parish priest since 2016.

The mission of the Parish is to foster values of welcome and hospitality towards our fellow Christians, and to those of other faiths and none. The Parish is committed to service and outreach to the poor and those in need; to evangelisation; to the young; and to the protection of God's Creation.

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- Catechesis (religious instruction) of both children and adults is an important part of the work of the parish.

Full details of the activities undertaken by the Parish can be found on its website: worthabbeyparish.co.uk. Worth Abbey Parish benefits from the resources and skills of Worth Abbey for its main Sunday celebration in the Abbey Church. Sunday masses are live-streamed via YouTube and Vimeo.

Brighton mission

In the course of the year 2021-22, the Worth Abbey Brighton Mission moved to a new location in Richmond Road, East Brighton, under the name 'Monks in the City'. Their priority remains that of following the Benedictine way of life and witnessing to the gospel, living alongside both the people of East Brighton and the Wellspring Community. They have offered hospitality and engaged in pastoral ministry in the local parish and the locality. The Chaplaincy to the University of Sussex, Falmer, remains an important element of this mission.

Planning into the following year, the Brighton Mission 'Monks in the City' will relocate to become resident in the Presbytery of St John Baptist, Kemp Town; in this context, which will provide more appropriate physical resource for monastic life, mission and worship, the Worth monks will work integrally with the East Brighton Parish team.

Scholarships and publications

Fr Martin McGee has published 'Le Combat Spirituel de Frère Christophe de Tibhirine: Un Bonheur d'Évangile' (7 July, 2022. Parole et Silence).

Other forms of outreach beyond Worth

Members of our Monastic Community continue to operate beyond Worth in a variety of capacities:

- Fr Stephen Ortiger is Episcopal Vicar for Religious in the Diocese of Arundel and Brighton, representing the Bishop to about 40 Orders, Congregations, and Institutes of Religious Sisters, Brothers and Priests. He is also diocesan Coordinator of School Chaplains. In addition to these roles, he is currently serving the diocese as Priest in Residence in the parish of Our Lady Star of the Sea, East Preston, West Sussex;
- Fr Martin McGee helps as an interreligious advisor to the Arundel and Brighton Diocese Diocesan Interfaith Group.

Worth Abbey Outreach Peru (WAOP)

The Restricted Fund WAOP, established 1968, is Worth Abbey's development fund for networks, institutions and people working for the poor in Peru. Over the decades, WAOP finances projects in nutrition, health, education and sustainable development, and provides aid to vulnerable people, mainly though not exclusively, through Peruvian Catholic Church partners. Fr Alexander da

Foreword

Costa Fernandes, Director, monitors projects through the year and usually visits Peru annually.

The Covid-19 pandemic had a profound impact on the running of projects. Peru in July 2021 had the highest number of deaths per capita in the world. The Governmental response of curfews, lockdowns, quarantine, stopping interprovincial travel and closing land frontiers meant that all projects were delayed and moved online where possible. WAOP financed emergency Covid aid to a regional hospital, to an AIDS orphanage and creation of alternative livelihoods for domestic workers left unemployed. A total of 10 projects were supported, the direct beneficiaries of which are estimated at 8,500 and the indirect beneficiaries at 13,500, excluding the incalculable online projects directed at youth.

The WAOP resources expenditure for 2021-22 is set out in Note 15 to the Financial Statements.

The Trustees of Worth Abbey are assisted in their overall responsibility for the Fund by delegating some oversight and decision making to the 'Outreach Peru Committee'.

Our work with our trading subsidiary Worth Abbey Projects Limited (WAP)

WAP is a wholly owned commercial trading subsidiary of Worth Abbey, the purpose of which is to raise funds for Worth Abbey and any charities associated with Worth Abbey.

Worth Abbey Farm and Livery — Our farm is managed by a Farm Manager (employed by Worth Abbey) who is responsible for the farm, woodland, sheep and acts as Livery Supervisor. There are 38 stables used by local residents for DIY livery.

Forty hectares of the grassland pasture is entered in a Countryside Stewardship Agreement and managed with very low inputs and low livestock density to benefit wild birds, pollinators and invertebrate biodiversity. Eighty Hectares of woodland is also managed using a Forestry Commission approved plan and is also entered into a Countryside Stewardship Agreement. Woodland walks and footpaths are kept open and clear to promote access by the local community and visitors.

SECR statement

The parent company utilises less than 40,000KWh of energy per year and the subsidiaries are not within scope of SECR.

Section 172(1) statement

The trustees act in good faith to make decisions, the outcome of which they consider will be most likely to promote the success of the charity for the benefit of its charitable purposes as a whole, both in current periods and in the long term.

Foreword

- In discharging their duties above, the trustees carefully consider, amongst other matters, the impact on and interests of clients, volunteers, staff, funders and suppliers, and factor these into their decision-making process.

Clients

The trustees put considerable time, effort and resources into understanding and responding to the needs of our clients, which are reflected in the Future of Advice strategy and our response to the Covid-19 crisis.

Volunteers and staff

Trustees receive information on volunteer and staff physical and mental well-being and are committed to promoting a healthy workforce. They support the current work to build an inclusive culture and, as such, are committed to attracting and retaining diverse, high-calibre talent which volunteer and staff development helps support.

Funders

The trustees closely monitor our funder relationships and receive regular reports on how we are meeting funder requirements. Our impact section and our 'main services across England and Wales' section of this report demonstrate how we're providing services that deliver a high value-for-money offer for our funders.

Suppliers

The trustees have established procedures to ensure that external suppliers are individually verified to ensure they meet with health and safety, regulatory and financial security standards required by the Charity.

Community and the environment

The Charity recognises the importance of its environmental responsibilities and has measures in place to monitor and control its impact on the local environment and its compliance with any regulatory environmental standards. The Charity seeks to implement policies aimed at reducing any potential harmful environmental impact of its activities. See the 'energy disclosures' section for more details.

Standards and conduct

The Charity has various policies regarding ethical standards and the conduct of business.

Our finances: A review of 2021-22

Financial review and results for the year

General funds

Worth Abbey and its subsidiaries made a net surplus on the general funds for the year ended 31 August 2022 of £276,299 (2021: £269,158 loss). This is stated before unrealised investment losses of £224,727 (2021: £644,901 gain).

Separate financial statements have been prepared for Worth School, Worth school Lettings, Worth Abbey Projects Limited and Worth Abbey Construction Limited and their results are incorporated into these consolidated financial statements.

Designated funds

The trustees of Worth Abbey and Worth School have funds they have designated for specific purposes including development of the abbey, building repairs and capital investment.

In the year ending 31 August 2022, Worth Abbey and its subsidiaries had net income on designated funds of £1,154,899 (2021: £601,819).

The general and designated funds together form the unrestricted funds of the group. The group made a net surplus on its unrestricted funds in the year ending 31 August 2022 of £1,431,198 (2021: £62,292 loss).

Restricted funds

The trustees of Worth Abbey and Worth School have funds that have restricted to specific purposes by donors including Outreach Peru and the Sixth Form Centre.

In the year ending 31 August 2022, Worth Abbey and its subsidiaries made a net loss on restricted funds of £155,322 (2021: £206,866 loss). This is largely as a result of Outreach Peru maintaining its grants in Peru in fulfilment of its primary purpose, irrespective of any amount of income. This is stated before unrealised investment losses of £152,336 (2021: £237,900 gain).

This net loss is largely due to expenditure exceeding donations in Outreach Peru by £294,611 (2021: £165,353) due to the decision to maintain support of projects in Peru, while winding down funds in fulfilling public benefit.

Going concern

With the decline in the COVID-19 pandemic, the trustees no longer anticipate that it will impact significantly on Group finances. Going forward, however, the Group is facing the impact of rising costs, staff shortages and the effects of the war in Ukraine. The Bank of England is forecasting the longest recession on record.

On the other hand, pupil applications to the School remain strong. The School budgeted on opening with 650 pupils in September and the actual pupil number were 660 at September 2022. The school has forecast 660 pupils in September 2023 and is expecting surpluses in both years

When considering going concern, the trustees consider a base case scenario, a reasonable worst-case scenario and a range of mitigating actions that are

Our finances: A review of 2021-22

available to them. Cash is managed through a 12-month rolling forecast for the whole Worth Abbey group: Worth Abbey, Worth School, Worth Abbey Projects Ltd and Worth Abbey Construction Ltd. The Trustees receive regular reports of these forecasts.

The group operating forecasts, together with cash flow forecasts, indicate that the group can expect to meet all its anticipated payments from its anticipated inflows and existing borrowing facilities for the next 12 months even in the reasonable down side scenario. As a result of these factors the Trustees consider that the group remains a going concern.

Our approach to Reserves management

Reserves are held for a number of practical reasons, including the following:

- to provide continuity if income unexpectedly falls;
- to provide working capital to meet upfront expenditure during the year before income is received; and
- to provide resource for investment

The Trustees' policy is to hold general reserves that are equal in amount to the value of the functional fixed assets used operationally by the Group plus one term's operating costs.

At present general reserves are £7 million (2021: £7.2 million) less than the net book value (at historical cost) of the functional fixed assets used by the Group. Part of this shortfall is financed by bank loans totalling £3.9 million (2021: £5 million). As there is an expectation of an ongoing income stream from Worth School with plans for an improved financial performance of the Group post the COVID-19 pandemic, the Trustees can accept the current level of reserves.

In order to meet the target level of reserves, the Trustees expect the financial performance of Worth School and Worth Abbey Projects Limited to improve following the ending of the pandemic and are looking at measures to manage costs within Worth Abbey.

As at 31 August 2022, the Group's general reserves amounted to £19.3 million (2021: £19.3 million). At the same date the Group had negative free reserves of £10.3 million (2021: negative free reserves of £10.7m).

Designated reserves

At 31 August 2022, the Group had designated reserves of £2.8 million (2021: £1.6 million).

These were principally held for planned maintenance work and capital investment in the School (£1.7m) and in the Abbey (£0.8m). The trustees of Worth Abbey and Worth School anticipate that these funds will be used over the next 12 to 36 months.

The remaining designated reserves are for parts of the group that operate with a degree of independence from the main charities including the parent body,

Our finances: A review of 2021-22

Friends of Worth, the alumni association, Worth Society, and the outreach Brighton project. These reserves would expect to be maintained into the future.

Restricted reserves

At 31 August 2022, the Group had restricted reserves of £8 million (2020: £8.3 million).

These represent donations the charities received for particular purposes mainly the Sixth Form Centre, Outreach Peru and Bursary fund.

Our approach to investments

Worth Abbey's investment powers are set out in its governing document, namely its Articles of Association and documentation relating to relevant funds. The Articles of Association permit the funds to be invested in any investments, securities and property of any kind situated anywhere in the world. The Trustees' on-going policy is to achieve long term capital growth whilst maintaining a balanced approach to investment risk.

The Trustees have renewed their Investment Subcommittee with new appointments to monitor and report on investment performance and to recommend any changes to the Trustees.

The majority of Worth Abbey's investments are placed in BlackRock Catholic Charities Growth and Income Fund, a Charity Authorised Investment Fund ('CAIF') managed by BlackRock Investment Management (UK) Limited, chosen on the basis of the Fund's objective of achieving capital growth and a growing level of income whilst adhering to Worth Abbey's ethical investment policy. In November 2015, Fr. Patrick Fludder (Worth Abbey Subprior) was appointed to the Catholic Charities Growth & Income Fund Advisory Board to help maintain the Fund's specifically Roman Catholic ethical policy and oversee the Manager's responsibility in administering the Fund for the benefit of all the Unitholders. In the financial year 01 September 2021 to 31 August 2022, the value of Worth Abbey's investments decreased by 7.9%.

The Fund supporting Worth Abbey's mission in Peru has been managed by Tilney Smith and Williamson in a USD denominated bespoke investment account with a similar ethical policy. In this financial year, the underlying USD value of the Peru investments has decreased by 47% reflecting drawdowns in excess of underlying investment growth. The income is reinvested and grants to the projects that Worth Abbey supports in Peru are made in USD after approval by the Worth Abbey Outreach Peru Committee.

The Trustees periodically review the performance of investments against benchmarks set. The Outreach Peru Fund has broadly matched its benchmark this year whilst the BlackRock fund's total return has outperformed its benchmark over the year.

Risks and uncertainties

Our finances: A review of 2021-22

• The Trustees are responsible for Worth Abbey's systems of internal control and for reviewing its effectiveness. •

Where hazards have been identified, individual risk assessments continue to be undertaken and each core area of Worth Abbey's operations are now working towards completing Risk Registers which highlight key strategic, governance, financial, operational and other risks. The intention of our control processes is to manage risk to within acceptable tolerances rather than eliminating it altogether. Going forward, Trustees will receive a twice-yearly report on all 'red' risks and an annual review of all 'amber' risks.

Action taken to mitigate risks has included purchasing appropriate insurance cover. The Trustees are covered by trustee indemnity insurance which is included in Worth Abbey's insurance policy.



Legal Structure & Governance

Worth Abbey is a company limited by guarantee incorporated in England on 02 July 2002. Our Articles of Association were last amended on 27 April 2021 and provide for a limitation of member liability to £1. Worth Abbey is also a registered charity in England and Wales.

Group structure and relationships

For the purposes of company law, Worth Abbey is the parent company and there are three subsidiaries:

Worth Abbey is the sole member of Worth School.

The School is governed by the School Governors (who are also its

Worth Abbey
Company limited by guarantee (4475556) and a charity registered in England & Wales (1093913)

Directors (three of whom are Trustees of Worth Abbey)

Worth Abbey is the sole shareholder of WACL
KEY:
V - - - - (sole member)
:C - - - - (sole shareholder)
Directors (both are Trustees of Worth Abbey).
WACL is a commercial

Worth School

Company limited by guarantee (4476558) and a charity registered in England & Wales (1093914)

provide education in the Benedictine tradition, advance the Roman Catholic faith and support the work of Worth Abbey.

More details about our work with Worth School can be found on page 5 of this report and within their own annual report.

Worth Abbey Projects Limited ('WAP')

Private company limited by shares (4523776)

and forestry operations, the Church bookshop, Bermondsey Huts and other commercial activities.

More details about our work with WAP can be found on page 9.

Worth Abbey Construction Limited ('WACL')

Private company limited by shares (4074835)

Legal Structure & Governance

The School also set up a new trading subsidiary in August 2021, known as Worth School Lettings Ltd. This subsidiary broke even in 2021-22.

The existing Group structure links us together and provides for certain decisions to be taken by Worth Abbey (in addition to those which are available under the Companies Act in respect of company members and shareholders). The governing documents (Articles) for each of the companies set out what these are.

Trustees of Worth Abbey and appointments

The Trustees of Worth Abbey are the Abbot and his Council. The Council is determined each December. The members of the Council act as the company directors, and under charity law they have legal duties and responsibilities as charity Trustees.

The Abbot is elected by the Monastic Community every eight years and on 8 June 2021 Fr Mark Barrett was duly elected as Abbot. The Abbot then appoints the Prior. The other spaces on the Council are comprised of one appointment made by the Abbot and two representatives elected by the Monastic Community.

The Trustees administer the affairs of Worth Abbey. There is a schedule of matters reserved for its consideration; some of these matters it can decide upon, for others trustees makes recommendations to the Monastic Community. The Company is governed by its Articles of Association and the Constitutions of the Monks of the English Benedictine Congregation.

Abbot & Chair of Trustees: The Right Reverend Dr John Douglas Barrett MA (Cantab), MA, PhD (*elected as Abbot on 8 June 2021*).

Trustees:

- Reverend Philip James Cutts (resigned 17 December 2021)
- The Reverend Alexander Byron da Costa Fernandes BSc, ARCS, BA (resigned 17 December 2021)
- The Reverend Patrick Vincent Fludder BSc, BD, MA (Subprior)
- The Reverend Martin Edward McGee BA MA MST (*resigned 18 Dec 2020, re-appointed 17 Dec 2021*)
- The Very Reverend Christopher Aidan Murray BSc, PhD, BA, PGCE (Prior, *until 18 Dec 2020, appointed Safeguarding Trustee on 09 February 2021*)
- The Very Reverend Peter Mostyn Williams (*Appointed Prior on 15 June 2021*)

Worth Abbey decision-making and committee structure

The Trustees have the ultimate responsibility for running the charity, with their principal duties being to set the strategic direction of the charity and ensure that the charity is solvent, properly run and delivers its charitable purposes.

Legal Structure & Governance

Worth Abbey Trustees are supported by a Trustee Advisory Committee (TAC) whose remit is to provide advice, guidance and/or recommendations on matters relating to strategy and policy which assist Worth Abbey in fulfilling its charitable objects. The members of the TAC are:

Chair: The Reverend Michael Thoms, BA

Members: Alda Andreotti (Independent Pension/HR consultant and Hospital Trust director)

The Rt Reverend J D Barrett MA (Cantab), MA, PhD

Patrick Bergin (Chief Financial Officer and Director of ilke Homes Holdings Ltd and its subsidiaries)

The Reverend P V Fludder BSc, BD, MA

The Very Reverend C A Murray BSc, PhD, BA, PGCE

Kevin Smyth (Solicitor, full time Civil/Commercial and Workplace Mediator and Under Sheriff for The Bailiwick of Sussex)

Monica Turner (Independent HR consultant, Westminster Roman Catholic Diocese)

Worth Abbey also has:

- a Health and Safety Committee;
- an Investment Committee, which meets to decide on how investments are managed and to monitor that the performance and allocation of funds are aligned with the Abbey's Investment policy. There are 4 members of this committee which includes 2 advisers, the Chief Operating Officer (COO), and the Abbey's nominated Bursar;
- a Building Advisory Group, which sits termly to discuss ongoing maintenance and future Building projects for the Abbey and School Estate. This is formed by 3 external advisers, the COO and the Estates Bursar;
- Worth Abbey Outreach Peru Committee (consisting of the Abbot, Subprior, director of AOP and one external advisor) which has some delegated authority from Trustees to make decisions on which projects to fund.

Senior staff

The senior personnel in the Worth Abbey charity are Benedictine Monks, i.e. the Abbot, the Prior and the Subprior. They do not receive any remuneration for their service or position other than being members of the monastery who are all beneficiaries of Worth Abbey.

The Abbey currently relies on senior staff in Worth School for other necessary expertise. The School's key management personnel comprise the Head Master, the Chief Operating Officer and the Second Master. These staff are appointed and remunerated by the governors of Worth School.

Safeguarding

The Trustees understand their responsibility for the safeguarding of children and adults at risk as a foundational dimension of operating as a charity, as well

Legal Structure & Governance

as a Christian duty mandated by the Catholic Church. A lead Trustee for safeguarding assists the Trustees in this area, endeavouring to be especially close to safeguarding matters, as well as supporting the work of the charity's Religious Safeguarding Lead.

Because many of Worth Abbey's activities take place in close geographical proximity to a boarding and day school for children aged 11-18 (Worth School), in safeguarding matters the charity works closely with the safeguarding leads for Worth School, and its safeguarding policies and practices are developed to reflect educational safeguarding requirements when appropriate.

The Trustees have appointed a Religious Safeguarding Lead (RSL) who is externally trained to Designated Safeguarding Lead standard (a training that is regularly updated, and fully refreshed every third year). The RSL has day to day responsibility for all aspects of safeguarding across the charity's activities.

National safeguarding provision for the Roman Catholic Church has been transitioning in the course of the present year from the previous position in which Religious communities were aligned with a local Diocesan Safeguarding Commission to a new structure overseen by a Catholic Safeguarding Standards Agency (NSSA) which provides a Religious Life Safeguarding Service (RLSS) with a national remit.

Like all Catholic charities, Worth Abbey is in process of adjusting to this new arrangement.

GDPR and Data Protection

Worth Abbey is registered with the Information Commissioner's Office (ICO). During the year Worth Abbey has:

- undertaken a review of its Data Protection and GDPR policy and Privacy Notices and has recognised the need to undertake further gap analysis, embedding and training which will be taken forward in 2022-23;
- undertaken a number of Privacy Impact Assessments (PIA's) particularly in relation to the live streaming of Monastic and Parish Masses and online retreats.

Fundraising

Worth Abbey is committed to the Fundraising Promise and adherence to the Code of Fundraising Practice. During the year:

- our fundraising efforts focused on encouraging donations, gifts and legacies via our website;
- we did not use any professional fundraisers or commercial participators to help us raise funds;
- we have not received any complaints about our fundraising activity; and



Legal Structure & Governance

- we have not incurred any material expenditure as a result of fundraising activity.



Statement of Trustees' Responsibilities

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

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

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles of the Charities SORP (FRS 102);
- make judgments and estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards (FRS 102) have been followed, subject to any material departures disclosed and explained in the financial statements;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue to operate.

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

Disclosure of information to auditors

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

Auditors

Crowe UK LLP has expressed its willingness to continue in office as auditor and a resolution proposing its reappointment will be submitted to the Chapter.

Statement of Trustees' Responsibilities

This Annual Report, prepared in accordance with the Statement of Recommended Practice: Accounting and Reporting by Charities (Issued in January 2015), the Charities Act 2011 and the Companies Act 2006, was approved by the Trustees of Worth Abbey on 14 December 2022, including in their capacity as Company Directors approving the Strategic Report contained therein, and is signed as authorised on its behalf by:

The Right Reverend J D Barrett

Chair of Trustees, Worth Abbey

Independent Auditor's Report to the members of Worth

Abbey Opinion

We have audited the financial statements of Worth Abbey (the “charitable company”) and its subsidiaries (the “group”) for the year ended 31 August 2022 which comprise Consolidated statement of financial activities, the Consolidated balance sheet, the Company balance sheet, the Consolidated statement of cash flows and the related note to the financial statements, including significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the group’s and the charitable company’s affairs as at 31 August 2022 and of the group’s incoming resources and application of resources, including its income and expenditure for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for opinion

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

Conclusions relating to going concern

In auditing the financial statements, we have concluded that the trustee's 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.

Independent Auditor's Report to the members of Worth Abbey

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

Other information

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

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 this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Opinions on other matters prescribed by the Companies Act 2006

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

- the information given in the trustees' report, which includes the trustees' report and the strategic report prepared for the purposes of company law, for the financial year for which the financial statements are prepared is consistent with the financial statements; and

Matters on which we are required to report by exception

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

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

- the parent company has not kept adequate accounting records, or returns adequate for our audit have not been received from branches not visited by us; or
- the parent 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

Independent Auditor's Report to the members of Worth Abbey

- we have not received all the information and explanations we require for our audit.

Responsibilities of trustees

As explained more fully in the trustees' responsibilities statement set out on page 19, the trustees (who are also the directors of the charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

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

Auditor's responsibilities for the audit of the financial statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion.

Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

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

We obtained an understanding of the legal and regulatory frameworks within which the company operates, focusing on those laws and regulations that have a direct effect on the determination of material amounts and disclosures in the financial statements. The laws and regulations we considered in this context were the Companies Act 2006 and Charities Act 2011.

We identified the greatest risk of material impact on the financial statements from irregularities, including fraud, to be the override of controls by management. Our audit procedures to respond to these risks included:

- enquiries of management about their own identification and assessment of the risks of irregularities;

Independent Auditor's Report to the members of Worth Abbey

- reviewing board minutes and making enquiries of management regarding any non-compliance with laws and regulations and fraud;
- reviewing the revenue, supplier payments and payroll systems for significant deficiencies or susceptibility to fraud;
- challenging assumptions and judgements made by management in their significant accounting estimates and judgements; and
- reviewing journal entries, in particular any journal entries posted with unusual account combinations.

Owing to the inherent limitations of an audit, there is an unavoidable risk that we may not have detected some material misstatements in the financial statements, even though we have properly planned and performed our audit in accordance with auditing standards. We are not responsible for preventing non-compliance and cannot be expected to detect non-compliance with all laws and regulations.

These inherent limitations are particularly significant in the case of misstatement resulting from fraud as this may involve sophisticated schemes designed to avoid detection, including deliberate failure to record transactions, collusion or the provision of intentional misrepresentations. A further description of our responsibilities for the audit of the financial statements is available 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.

Ian Weekes

Senior Statutory Auditor

For and on behalf of

Crowe U.K. LLP

Statutory Auditor

Riverside House

Independent Auditor's Report to the members of Worth

Abbey

40-46 High Street

Maidstone

Kent

ME14 1JH

Consolidated Statement of Financial Activities including an Income & Expenditure Account for the year ended 31 August 2022

	Note	General Funds (£)	Designat ed Funds (£)	Restrict ed Funds (£)	Total 2022 (£)	Total 2021 (£)
INCOMING RESOURCES						
Voluntary income						
Donations, gifts & legacies		167,001	-	227,820	394,821	337,771
Charitable activities						
Advancement of religion		154,672	5,854	-	160,526	224,648
Advancement of education	4	17,162,154	-	-	17,162,154	14,394,694
Other charitable activities		160,665			160,665	-
Activities for raising funds						
Investment income	5a	83,597	-	25,602	109,199	128,576
Courses and lettings		414,788	-	-	414,788	115,648
Other income	5b	476,756	86,406	11,518	574,680	323,752
TOTAL INCOMING RESOURCES		18,619,633	92,260	264,940	18,976,833	15,525,089
RESOURCES EXPENDED						
Cost of raising funds						
Investment management fees		13,356	-	13,806	27,162	34,234
Courses and lettings		453,643	-	-	453,643	107,307
Other costs		522,450	-	-	522,450	445,036
		989,449	-	13,806	1,003,255	596,577
Net incoming resources available for charitable application		17,630,184	92,260	251,134	17,973,578	14,928,512
Charitable expenditure:						
Advancement of religion	6b	986,366	48,317	15,774	1,050,457	1,160,549
Advancement of education	6b	15,227,115	140,026	158,976	15,526,117	13,750,174
Outreach Peru	6b	-	-	302,337	302,337	207,860
Other charitable activities	6b	82,644	-	5,040	87,684	2,040
TOTAL RESOURCES EXPENDED		16,296,125	188,343	482,127	16,966,595	15,120,623
Net incoming resources before transfers and revaluations		1,334,059	(96,083)	(230,993)	1,006,983	(192,111)
Transfers between funds	15	(1,234,692)	1,250,982	(16,290)	-	-
Net incoming resources before revaluations		99,367	1,154,899	(247,283)	1,006,983	(192,111)
Other recognised gains/		176,932	-	-	176,932	-

Consolidated Statement of Financial Activities including an Income & Expenditure Account for the year ended 31 August 2022

(losses)						
Realised gain/(loss) on investment assets		-	-	91,961	91,961	(77,047)
NET INCOME/ (EXPENDITURE) FOR THE YEAR		276,299	1,154,899	(155,322)	1,275,876	(269,158)
Unrealised gain/(loss) on investments		(224,727)	-	(152,336)	(377,063)	644,901
NET MOVEMENT IN FUNDS INCLUDING NET INCOME FOR THE YEAR		51,572	1,154,899	(307,658)	898,813	375,743
Reserves at 1 September	15,16,	19,256,673	1,640,951	8,290,497	29,188,121	28,812,378
RESERVES AT 31 AUGUST	15,16	19,308,245	2,795,850	7,982,839	30,086,934	29,188,121

The notes on pages 27 to 53 form part of these financial statements.

Consolidated Balance Sheet for the year ended 31 August 2022

	Notes	2022 (£)	2021 (£)
FIXED ASSETS			
Tangible fixed assets	7	32,571,330	30,626,759
Investments	8a	4,855,420	5,240,516
		37,426,750	35,867,275
CURRENT ASSETS			
Stock	10	204,778	132,207
Debtors	11	983,061	519,973
Cash at bank and in hand		4,675,171	6,009,652
		5,863,010	6,661,832
CREDITORS: amounts falling due within one year	12	(7,249,893)	(6,183,934)
NET CURRENT (LIABILITIES)/ASSETS		(1,386,883)	477,898
TOTAL ASSETS LESS CURRENT LIABILITIES		36,039,867	36,345,173
CREDITORS: amounts falling due after more than one year	13	(5,952,933)	(7,157,052)
TOTAL NET ASSETS		30,086,934	29,188,121
FUNDS			
Restricted funds	15	7,982,839	8,290,497
Designated funds	15	2,795,850	1,640,951
General funds	15	19,308,245	19,256,673
TOTAL FUNDS	16a	30,086,934	29,188,121

The financial statements were approved and authorised by the Trustees on 14 December 2022, and signed on their behalf and authorised for issue by:

**The Right Reverend John Douglas Barrett
Fludder**
Trustee

The Reverend P V
Trustee

The notes on pages 28 to 54 form part of these financial statements.

Charity Balance Sheet for the year ended 31 August 2022

	Notes	2022 (£)	2021 (£)
FIXED ASSETS			
Tangible fixed assets	7	32,011,943	30,144,971
Investments	8b	3,958,955	4,499,088
Investments in subsidiaries	9	1,100	1,100
		<u>35,971,998</u>	<u>34,645,159</u>
CURRENT ASSETS			
Stock	10	1,864	2,042
Debtors	11	960,774	707,848
Cash at bank and in hand		199,722	3,309,614
		<u>1,162,360</u>	<u>4,019,504</u>
CREDITORS: amounts falling due within one year	12	<u>(7,039,558)</u>	<u>(7,173,160)</u>
NET CURRENT ASSETS/ (LIABILITIES)		<u>(5,877,198)</u>	<u>(3,151,656)</u>
TOTAL ASSETS LESS CURRENT LIABILITIES		30,094,800	31,491,503
CREDITORS: amounts falling due after more than one year	13	<u>(3,447,435)</u>	<u>(4,316,184)</u>
TOTAL NET ASSETS		<u>26,647,365</u>	<u>27,175,319</u>
FUNDS			
Restricted funds	15	6,923,357	7,309,188
Designated funds	15	917,629	649,218
General funds	15	18,806,379	19,216,913
TOTAL FUNDS	16b	<u>26,647,365</u>	<u>27,175,319</u>

The company's net movement in funds for the year was a decrease of £527,954 (2021: £223,540 decrease).

The notes on pages 27 to 53 form part of these financial statements.

The financial statements were approved by the Trustees on 14 December 2022 and signed and authorised for issue on their behalf by:

**The Right Reverend John Douglas Barrett
Fludder**
Trustee

The Reverend P V
Trustee

Consolidated Cash Flow Statement for the year ended 31 August 2022

	Notes	2022 (£)	2021 (£)
RECONCILIATION OF OPERATING RESULT TO NET CASH INFLOW FROM OPERATING ACTIVITIES			
Changes in resources before transfers and revaluation		1,275,876	(269,158)
Returns on investments and the servicing of finance	17a	(6,215)	(70,400)
Disposal of fixed assets		(5,281)	-
Currency translation gain and investment fees		(67,387)	97,084
		1,196,993	(242,474)
Depreciation		1,039,811	821,297
Decrease in stock		(72,571)	16,524
(Increase) in debtors		(463,088)	80,922
Increase/(decrease) in creditors		1,222,283	(216,631)
NET CASH INFLOW FROM OPERATING ACTIVITIES		2,923,428	459,638

CASH FLOW STATEMENT

	Notes	2022 (£)	2021 (£)
Cash flows from operating activities			
Net cash inflow from operating activities		2,923,428	459,638
Returns on investments and the servicing of finance	17a	6,215	70,400
Payments to acquire tangible fixed assets		(2,988,850)	(5,839,166)
Receipts from sale of fixed assets		9,750	-
Payments to acquire investments	8a	(200,000)	-
Draw downs on investments	17b	275,418	165,469
Net cash (outflow)/inflow from investing activities		(2,899,467)	(5,603,297)
Net cash (outflow)/inflow from financing activities	17c	(1,360,442)	2,518,388
Increase in cash in the year		(1,334,481)	(2,625,271)
Cash and cash equivalents brought forward		6,009,652	8,634,923
Cash and cash equivalents carried forward		4,675,171	6,009,652

The notes on pages 27 to 53 form part of these financial statements.

Notes to the Financial Statements

1. CHARITY INFORMATION

Worth Abbey is a company limited by guarantee incorporated in England and Wales (company registration number 4475556 and charity number 1093913). The principal activities of the Group are the advancement of the Roman Catholic religion and the advancement of education through the running of an independent school. Its registered address is at: Paddockhurst Road, Turners Hill, Crawley, West Sussex, RH10 4SB.

2. ACCOUNTING POLICIES

a) Basis of preparation of financial statements

The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2015) – (Charities SORP (FRS 102)), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006. The charity has adjusted the formats from those prescribed by the Companies Act 2006 to include headings that are relevant to its activities, to enable it to show a true and fair view.

Worth Abbey meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy.

The consolidated financial statements consolidate the accounts of the charity and its subsidiary undertakings at 31 August 2022. All transactions and balances relate to external transactions only. Under the provisions of the Companies Act 2006 Section 408, the Trustees have taken advantage of the dispensation not to publish the Statement of Financial Activities including an Income and Expenditure Account for Worth Abbey.

b) Going Concern

With the decline in the COVID-19 pandemic, the trustees no longer anticipate that it will impact significantly on Group finances. Going forward, however, the Group is facing the impact of rising costs, staff shortages and the effects of the war in Ukraine. The Bank of England is forecasting the longest recession on record.

On the other hand, pupil applications to the School remain strong. The School budgeted on opening with 650 pupils in September and the actual pupil number were 660 at September 2022. The school has forecast 660 pupils in September 2023 and is expecting surpluses in both years

When considering going concern, the trustees consider a base case scenario, a reasonable worst-case scenario and a range of mitigating actions that are available to them. Cash is managed through a 12-month rolling forecast for the whole Worth Abbey group: Worth Abbey, Worth School, Worth Abbey Projects Ltd and Worth Abbey Construction Ltd. The

Notes to the Financial Statements

Trustees receive regular reports of these forecasts.

The group operating forecasts, together with cash flow forecasts, indicate that the group can expect to meet all its anticipated payments from its anticipated inflows and existing borrowing facilities for the next 12 months even in the reasonable down side scenario. As a result of these factors the Trustees consider that the group remains a going concern.

c) Company Status

The Charity is a company limited by guarantee. The members of the company are the Trustees (as set out on page 14) and such other persons as shall from time to time be members of the Chapter. In the event of the Charity being wound up, the liability in respect of the guarantee is limited to £1 per member of the charity.

d) Fund accounting

General funds are available to spend on activities that further any of the purposes of the Charity.

Designated funds are unrestricted funds which the trustees have decided at their discretion to set aside for a specific purpose.

Restricted funds are funds subject to specific restrictive conditions imposed by donors or by the purpose of the appeal. The purpose and use of the restricted funds are set out in Note 15 to the financial statements.

All income and expenditure are shown in the Statement of Financial Activities.

e) Income and liability recognition

Fees receivable and charges for services and use of premises are accounted for in the period in which the service is provided. Fees receivable are stated after deducting scholarships, bursaries and other allowances. Interest is accounted for on a receivable basis and dividends on a received basis.

Realised gains are gains resulting from the sale of investments.

Unrealised gains represent changes in market value on investments still held at the year end.

Liabilities are recognised when an obligation arises to transfer economic benefits as a result of past transactions or events.

f) Donations and legacies

Donations and legacies received in cash are accounted for when they are received. In the case of assets received, they are accounted for when full legal title has passed to the Group.

g) Gifts in kind

The values attributed to gifts in kind are either the amounts actually realised or an estimate of their value. They are recognised as incoming resources when received.

Notes to the Financial Statements

h) Resources expended

All resources expended are accounted for on an accruals basis and are detailed under the following headings:

- **Costs of generating funds:** this includes non-charitable trading activities together with their related support costs.
- **Charitable activities:** this includes that expenditure incurred directly in connection with the objects of the charity and includes the cost of services, management and support costs.
- **Governance costs:** these are costs associated with constitutional and statutory requirements.

Expenditure is summarised under functional headings either on a direct cost basis or, for overhead costs, apportioned according to management estimates of expenditure incurred. The irrecoverable element of VAT is included with the item of expense to which it relates.

i) Fixed assets

The Abbey's land and buildings are carried at historical cost (including the cost of subsequent additions), less depreciation charged to date.

Recapitalisation of buildings begins when planning permission is granted and depreciated from when it first begins to be used. General repairs and maintenance expenditure are written off in the year to which it relates.

Where the Trustees recognise that there has been a significant fall in the carrying value of one of their assets this is treated as an impairment and written off to the Statement of Financial Activities.

Woodlands are professionally valued periodically in accordance with FRS102 and no depreciation is charged. The last valuation was in August 2022.

Assets under construction are accounted for at cost, based on the value of direct or other costs incurred at the year end date. They are not depreciated until the accounting period in which they are brought into use. Interest of £19,004 has been capitalised during the year

(note 7).

When a tangible fixed asset is funded through an appeal or by way of a grant or donation, the accounting treatment of the asset acquired will depend on the circumstances of each case. In deciding whether the asset is categorised as restricted or unrestricted, Trustees should consider the terms of the gift:

- require the charity to hold the tangible asset acquired for an on-going basis for a specific purpose;
- are met once the specified asset is acquired, so allowing the charity to use the asset acquired on an unrestricted basis for any charitable purpose.

j) Capitalisation and depreciation

Notes to the Financial Statements

Items costing less than £2,500 are written off as an expense as acquired.

Depreciation is provided on all tangible fixed assets at rates calculated to write off the cost on a straight line basis over their expected useful economic life as follows:

Motor vehicles	4 years
Computer equipment	3 - 4 years
Plant and machinery	between 2 and 10 years
Fixtures and fittings	5 years
Freehold property	50 years

k) Investment assets

Investments are stated at market value other than works of art which are held at cost. Market value is taken to be the middle market price ruling at the balance sheet date.

l) Stock

Stocks are valued at the lower of cost and net realisable value. Livestock are measured at their fair value less sale costs. The fair value of livestock is determined based on market prices of livestock of similar age, breed and genetic merit.

m) Debtors

Trade and other debtors are recognised at the settlement amount after any trade discount offered. Prepayments are valued at the amount prepaid net of any trade discounts due. Known bad debts are written off and a provision is made for any considered to be doubtful.

n) Cash at bank and in hand

Cash at bank and in hand includes cash and short term highly liquid investments with a short maturity of three months or less from the date of acquisition or opening of the deposit or similar account.

o) Liabilities and provisions

Liabilities are recognised when there is an obligation at the balance sheet date as a result of a past event, it is probable that a transfer of economic benefit will be required in settlement, and the amount of the settlement can be estimated reliably. Liabilities are recognised at the amount that the charity anticipates it will pay to settle the debt or the amount it has received as advanced payments for the goods or services it must provide. Provisions are measured at the best estimate of the amounts required to settle the obligation. Where the effect of the time value of money is material, the provision is based on the present value of those amounts, discounted at the pre-tax discount rate that reflects the risks specific to the liability. The unwinding of the discount is recognised within interest payable and similar charges.

Fees received in advance are carried forward for credit in the period to

Notes to the Financial Statements

which they relate.

p) Financial instruments

The charity mainly enters into basic financial instrument transactions that result in the recognition of financial assets and liabilities like trade and other debtors and creditors, loans from banks and other third parties, loans to related parties and investments in non-puttable ordinary shares.

q) Foreign currencies

Transactions in foreign currencies are recorded at the rate of exchange at the date of the transaction. Monetary assets and liabilities denominated in foreign currencies are translated into sterling at the rates of exchange prevailing at the balance sheet date and any gain or loss arising from a change in exchange rates is included as a gain or loss on investment assets in the Statement of Financial Activities.

r) Pensions

The pension costs charged in the financial statements represent the contributions payable by the charity and group during the year.

Worth School contributes to the Teachers' Pension Defined Benefits Scheme ("TPS"). The TPS is an unfunded scheme and contributions are calculated so as to spread the cost of pensions over employees' working lives with the school in such a way that the pension cost is a substantially level percentage of current and future pensionable payroll. The contributions are determined by the Government Actuary on the basis of quinquennial valuations using a prospective benefit method. As stated in Note 24, the TPS is a multi-employer scheme and the school is unable to identify its share of the underlying assets and liabilities of the scheme on a consistent and reasonable basis. The TPS is therefore treated as a defined contribution scheme and the contributions recognised as they are paid each year.

The Abbey and School also contribute to a Group Personal Pension Plan for non-teaching staff who have more than 3 months service, at 8% of annual basic pay, and these costs are recognised on an accrual's basis.

s) Operating leases

The rentals payable under operating leases are charged in the Statement of Financial Activities on a straight-line basis over the lease term.

t) Leasing and hire purchase

Assets obtained under hire purchase contracts and finance leases are capitalised as tangible fixed assets. Assets acquired by finance lease are depreciated over the shorter of the lease term and their useful lives.

Assets acquired by hire purchase are depreciated over their useful lives.

Finance leases are those where substantially all of the benefits and risks of ownership are assumed by the charity. Obligations under such agreements are included in creditors net of the finance charge allocated to

Notes to the Financial Statements

future periods. The finance element of the rental payment is charged to the Statement of Financial Activities so as to produce a constant periodic rate of charge on the net obligation outstanding in each period.

u) Acceptance Deposits

When a pupil is accepted into the School, parents are required to pay an Acceptance Deposit which is refunded, without interest, after the pupil leaves the School. Acceptance deposits due for return in more than one year are treated as part of net debt.

v) Fee prepayments

Fee prepayments are included within creditors and aged according to the expected year of release assuming that the pupil remains in the School.

w) Grants receivable

Grants are included in the Statement of Financial Activities on a receivable basis. The balance of income received for a specific purpose but not expended during the period is shown in the relevant funds on the balance sheet. Where income is received in advance of entitlement of receipt its recognition is deferred and included in creditors as deferred income. Where entitlement occurs before income is received, the income is accrued.

x) Financial assets at fair value through profit and loss

The charity has an interest rate cap arrangement with its bank. This is not a basic financial instrument. This arrangement was initially recognised at fair value on the date the contract was entered into and has subsequently been re-measured at its fair value. Changes in the fair value are recognised in profit or loss in finance costs or income as appropriate.

y) Critical accounting estimates and areas of judgement

The charity makes estimates and assumptions concerning the future. The resulting accounting estimates and assumptions will, by definition, seldom equal the related actual results. The estimates and assumptions that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next financial year are discussed below.

- i. **Tangible fixed assets:** The Trustees annually assess the residual value of these assets, that they are still in use and their expected useful life based on experience.
- ii. **Recoverability of trade debtors:** The Trustees annually assess whether a bad debt provision is required for any bad or doubtful debtor balances.
- iii. **Stock provisions:** The Trustees regularly assess the age and quality of stock and will make necessary provisions based on the net realisable value of the stock held.
- iv. **Woodlands revaluation:** The estimation of uncertainty involves the use of judgement employed by the Trustees, however, the Trustees

Notes to the Financial Statements

have relied on and independent valuer.

- v. **Interest rate swap:** The Trustees have an interest rate swap agreement on variable rate loans which exchanges payments on periodic interest rate payments

Notes to the Financial Statements

3. INCOME & EXPENDITURE YEAR ENDED 31 AUGUST 2021

	Note s	General Funds (£)	Designat ed Funds (£)	Restrict ed Funds (£)	Total 2021 (£)
INCOMING RESOURCES					
Voluntary income					
Donations, gifts & legacies		250,327	-	87,444	337,771
Charitable activities					
Advancement of religion		224,648	-	-	224,648
Advancement of education	4	14,394,694	-	-	14,394,694
Activities for raising funds					
Investment income	5	80,069	-	48,507	128,576
Courses and lettings		115,648	-	-	115,648
Other income		281,180	40,215	2,357	323,752
TOTAL INCOMING RESOURCES		<u>15,346,566</u>	<u>40,215</u>	<u>138,308</u>	<u>15,525,089</u>
RESOURCES EXPENDED					
Cost of raising funds					
Investment management fees		13,988	-	20,246	34,324
Courses and lettings		107,307	-	-	107,307
Other costs		455,036	-	-	455,036
		<u>576,331</u>	<u>-</u>	<u>20,246</u>	<u>596,577</u>
Net incoming resources available for charitable application		<u>14,770,235</u>	<u>40,215</u>	<u>118,062</u>	<u>14,928,512</u>
Charitable expenditure:					
Advancement of religion	6b	1,103,138	57,080	331	1,160,549
Advancement of education	6b	13,696,565	26,180	27,429	13,750,174
Outreach Peru	6b	-	-	207,860	207,860
Other charitable activities	6b	-	-	2,040	2,040
TOTAL RESOURCES EXPENDED		<u>14,799,703</u>	<u>83,260</u>	<u>237,660</u>	<u>15,120,623</u>
Net incoming resources before transfers and revaluations		<u>(29,468)</u>	<u>(43,045)</u>	<u>(119,598)</u>	<u>(192,111)</u>
Transfers between funds	15,16	(634,500)	644,864	(10,364)	-
Net incoming resources before revaluations		<u>(663,968)</u>	<u>601,819</u>	<u>(129,962)</u>	<u>(192,111)</u>
Realised gain/(loss) on investment assets		<u>(143)</u>	<u>-</u>	<u>(76,904)</u>	<u>(77,047)</u>
NET INCOME/(LOSS) FOR THE YEAR		<u>(664,111)</u>	<u>601,819</u>	<u>(206,866)</u>	<u>(269,158)</u>
Unrealised gain on investment assets:		407,001	-	237,900	644,901

Notes to the Financial Statements

NET MOVEMENT IN FUNDS INCLUDING NET INCOME FOR THE YEAR		<u>(257,110)</u>	<u>601,819</u>	<u>31,034</u>	<u>375,743</u>
Reserves at 1 September	15,16,1 7	<u>19,513,78 3</u>	<u>1,039,132</u>	<u>8,259,463</u>	<u>28,812,3 78</u>
RESERVES AT 31 AUGUST	15,16,1 7	<u>19,256,6 73</u>	<u>1,640,95 1</u>	<u>8,290,49 7</u>	<u>29,188, 121</u>

Notes to the Financial Statements

4. ADVANCEMENT OF EDUCATION

	2022 (£)	2021 (£)
Fee income for the year	17,992,798	16,722,144
Release of fee prepayments	708,459	659,102
Extras	877,043	572,188
Entrance fees	72,589	61,532
	<u>19,650,889</u>	<u>18,014,966</u>
LESS:		
Allowances and remissions:		
Scholarships granted	1,459,737	1,395,422
Bursaries and other remissions	1,028,998	2,224,850
	<u>2,488,735</u>	<u>3,620,272</u>
	<u>17,162,154</u>	<u>14,394,694</u>

5A. INVESTMENT INCOME

	2022 (£)	2021 (£)
Investment income from listed securities - general funds	83,597	80,069
Investment income from listed securities - restricted funds	-	21,410
Interest receivable	25,602	27,097
	<u>109,199</u>	<u>128,576</u>

5B. OTHER INCOME

	2022 (£)	2021 (£)
Furlough grants received	323	234,620
Government grants	137,731	22,591
Rental Income	196,344	6,835
Membership fees	80,980	17,314
Domestic services	61,464	2,723
Other income	97,838	39,669
	<u>574,680</u>	<u>323,752</u>

6. RESOURCES EXPENDED

	2022 (£)	2021 (£)
Employment costs include:		
Wages and salaries	7,815,050	7,684,648
Social security costs	796,351	740,709
Pension contributions	1,155,498	1,161,942
	<u>9,766,899</u>	<u>9,587,299</u>

The average number of employees in the year was:	2022 Number	2021 Number
Teaching & teaching support	112	108
Welfare	60	53
Premises	36	41
Management, administration & fundraising	70	68
	<u>278</u>	<u>270</u>

Notes to the Financial Statements

The number of employees whose emoluments exceeded £60,000 was:	2022 Number	2021 Number
£60,000 - £70,000	21	21
£70,001 - £80,000	9	9
£80,001 - £90,000	2	3
£90,001 - £100,000	2	2
£100,001 - £110,000	2	-
£110,001 - £120,000	1	3
£120,001 - £130,000		1
£130,001 - £140,000		-
£140,001 - £150,000		-
£170,001 - £180,000	1	-
£200,001 - £210,000		1

Thirty-four of the above employees were members of defined benefit pension schemes. Total pension contributions payable for these employees amounted to £493,894 (2021: 34 employees, £503,498) in the year.

Four (2021: Six) of the above were members of a defined contribution pension scheme. Total pension contributions payable for these employees amounted to £28,092 (2021: £40,417) in the year.

The key management personnel received total remuneration for the year of £409,219 (2021: £636,356).

6b. EXPENDITURE - Analysis of Total Resources Expended

	Staff costs (£)	Other (£)	Depreciation (£)	Total 2022 (£)	2021 (£)
Costs of generating funds					
Courses and lettings	195,877	257,766	-	453,643	107,307
Other	281,983	215,085	25,382	522,450	455,036
Investment Management Fees	-	27,162	-	27,162	34,234
	477,860	500,013	25,382	1,003,255	596,577
Charitable activities					
Advancement of religion	212,793	641,663	196,001	1,050,457	1,160,549
Advancement of education	9,355,877	5,352,843	817,397	15,526,117	13,750,174
Outreach Peru	847	301,490	-	302,337	207,860
Other charitable activities	-	87,684	-	87,684	2,040
	9,569,511	6,383,860	1,013,398	16,966,505	15,120,663

Notes to the Financial Statements

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Notes to the Financial Statements

PRIOR YEAR EXPENDITURE - Analysis of Total Resources Expended

	Staff costs (£)	Other (£)	Depreciation (£)	Total 2021 (£)
Costs of generating funds				
Courses and lettings	76,033	31,274	-	107,307
Other	275,157	148,197	31,682	455,036
Investment Management Fees	-	34,234	-	34,234
	351,190	213,705	31,682	596,577
Charitable activities				
Advancement of religion	430,778	553,112	176,659	1,160,549
Advancement of education	8,938,446	4,198,772	612,956	13,750,174
Outreach Peru	9,996	197,84	-	207,860
Other charitable activities	-	2,040	-	2,040
	9,379,220	4,951,788	789,615	15,120,623

6c. EXPENDITURE - Other disclosures

	2022(£)	2021 (£)
Consolidated costs include:		
Auditors' remuneration:		
For audit	38,132	33,300
Interest payable	102,984	58,176
Operating leases - other	134,094	266,084
Depreciation of tangible fixed assets: owned by the charitable company and its subsidiaries	1,039,811	821,297
(Profit)/loss on disposal of fixed assets	(5,281)	-
Foreign exchange (gains) and losses	(64,799)	111,281
<u>Costs of an unusual or exceptional nature:</u>		
Future relationship costs	60	22,783
10 Year plan	108,572	-
	108,632	22,783

Notes to the Financial Statements

7. TANGIBLE FIXED ASSETS

CONSOLIDATED

	Freehold Property (£)	Motor Vehicles (£)	Plant and Machinery (£)	Fixture and fittings (£)	Computer Equipment (£)	Sports Equipment (£)	Assets under constructi on (£)	Total (£)
Cost								
At 1 September 2021	34,940,353	260,543	2,059,505	499,397	578,722	114,615	6,015,956	44,469,091
Additions	-	23,050	-	-	-	-	2,965,800	2,988,850
Transfers	6,033,011	-	2,439,791	247,661	-	-	(8,720,463)	-
Disposals	-	(5,500)	-	-	-	-	-	(5,500)
At 31 August 2022	<u>40,973,364</u>	<u>278,093</u>	<u>4,499,296</u>	<u>747,058</u>	<u>578,722</u>	<u>114,615</u>	<u>261,293</u>	<u>47,452,441</u>
Depreciation								
At 1 September 2021	10,863,582	229,562	2,010,216	141,296	516,445	81,231	-	13,842,332
Charge for the year	838,748	20,752	18,751	125,341	20,262	15,957	-	1,039,811
Disposals	-	(1,031)	-	-	-	-	-	(1,031)
At 31 August 2022	<u>11,702,330</u>	<u>249,283</u>	<u>2,028,967</u>	<u>266,637</u>	<u>536,707</u>	<u>97,188</u>	<u>-</u>	<u>14,881,112</u>
Net book value								
At 31 August 2022	<u>29,271,034</u>	<u>28,811</u>	<u>2,470,329</u>	<u>480,421</u>	<u>42,015</u>	<u>17,427</u>	<u>261,293</u>	<u>32,571,330</u>
<i>At 1 September 2021</i>	<u>24,076,770</u>	<u>30,981</u>	<u>49,289</u>	<u>358,101</u>	<u>62,277</u>	<u>33,384</u>	<u>6,015,956</u>	<u>30,626,759</u>

Assets under construction is for work in progress on the church roof and the library conversion to classrooms.

Notes to the Financial Statements

PRIOR YEAR CONSOLIDATED

	Freehold Property (£)	Motor Vehicles (£)	Plant and Machinery (£)	Fixtures and fittings (£)	Computer equipment (£)	Sports equipment (£)	Assets under constructi on (£)	Total (£)
Cost								
At 1 September 2020	34,867,762	255,043	2,039,497	279,967	518,415	114,615	554,625	38,629,924
Additions	72,591	5,500	30,793	205,981	60,307	-	5,474,780	5,849,952
Transfer from subsidiary	-	-	(10,785)	-	-	-	-	(10,785)
Transfers	-	-	-	13,449	-	-	(13,449)	-
At 31 August 2021	<u>34,940,353</u>	<u>260,043</u>	<u>2,059,505</u>	<u>499,397</u>	<u>578,722</u>	<u>114,615</u>	<u>6,015,956</u>	<u>44,469,091</u>
Depreciation								
At 1 September 2020	10,166,227	205,760	1,989,667	83,509	510,598	65,274	-	13,021,035
Charge for the year	697,355	23,802	20,549	57,787	5,847	15,957	-	821,297
Disposals	-	-	-	-	-	-	-	-
At 31 August 2021	<u>10,863,582</u>	<u>229,562</u>	<u>2,010,216</u>	<u>141,296</u>	<u>516,445</u>	<u>81,231</u>	<u>-</u>	<u>13,842,332</u>
Net book value								
At 31 August 2021	<u>24,076,771</u>	<u>30,981</u>	<u>49,289</u>	<u>358,101</u>	<u>62,277</u>	<u>33,384</u>	<u>6015,956</u>	<u>30,626,759</u>
<i>At 1 September 2020</i>	<u>24,701,535</u>	<u>49,283</u>	<u>49,830</u>	<u>196,458</u>	<u>7,817</u>	<u>49,341</u>	<u>554,625</u>	<u>25,608,889</u>

Notes to the Financial Statements

CHARITY

	Freehold Property (£)	Motor Vehicle s (£)	Plant and machin ery (£)	Fixtures and fittings (£)	Assets under Construc tion (£)	Total (£)
Cost						
At 1 September 2021	34,940,353	81,618	999,118		6,015,955	42,037,04
Additions		23,050			2,731,320	2,754,370
Transfers	6,033,011		2,439,79	247,661	(8720,463	
Disposals		(5,500)				(5,500)
At 31 August 2022	<u>40,973,364</u>	<u>99,168</u>	<u>3,438,90</u>	<u>247,661</u>	<u>26,812</u>	<u>44,785,91</u>
Depreciation						
At 1 September 2021	10,863,582	75,431	953,060			11,892,07
Charge for the year	838,748	2,773	15,947	25,461		882,929
Disposals	-	(1,031)	-	-	-	(1,031)
At 31 August 2022	<u>11,702,330</u>	<u>77,173</u>	<u>969,007</u>	<u>25,461</u>		<u>12,773,97</u>
Net book value						
At 31 August 2022	<u>29,271,03</u>	<u>21,995</u>	<u>2,469,9</u>	<u>222,200</u>	<u>26,812</u>	<u>32,011,9</u>
			02			43
At 1 September 2021	<u>24,076,771</u>	<u>6,187</u>	<u>46,058</u>		<u>6,015,955</u>	<u>30,144,97</u>

Assets under construction is for work in progress on the church roof.

Prior year	Freehold Property (£)	Motor Vehicles (£)	Plant and Machinery (£)	Assets under construct ion (£)	Total (£)
Cost					
At 1 September 2020	34,867,762	76,118	968,325	541,175	36,453,380
Additions	72,591	5,500	30,793	5,747,780	5,583,664
Disposals		-	-		
At 31 August 2021	<u>34,940,353</u>	<u>81,618</u>	<u>999,118</u>	<u>6,015,955</u>	<u>42,037,044</u>
At 1 September 2020	10,166,277	72,109	934,814		11,173,150
Charge for the year	697,323	3,322	18,246		718,923
Dispo		-	-		
At 31 August 2021	<u>10,863,582</u>	<u>75,431</u>	<u>953,060</u>		<u>11,892,073</u>

Notes to the Financial Statements

At 31 August 2021	<u>24,076,77</u>	<u>6,187</u>	<u>46,058</u>	<u>6,015,95</u>	<u>30,144,97</u> 1
<i>At 1 September 2020</i>	<u>24,701,535</u>	<u>4,009</u>	<u>33,511</u>	<u>541,175</u>	<u>25,280,230</u>

Notes to the Financial Statements

8A. INVESTMENTS CONSOLIDATED

	Works of Art (£)	Woodlands (£)	Listed Investments		Total (£)
			General & Designated (£)	Restricted (£)	
		Market value	Market value	Market value	
At 1 September 2021	41,000	564,191	2,956,450	1,678,875	5,240,516
Additions to investments	-	-	-	200,000	200,000
Management Fees	-	-	(13,356)	(11,220)	(24,576)
Foreign exchange Gains/(losses)	-	-	-	91,961	91,961
Draw down on investments	-	-	-	(275,418)	(275,418)
Unrealised investment Gains/(losses)	-	(64,180)	(160,547)	(152,336)	(377,063)
Market value at 31 August 2021	41,000	500,011	2,782,547	1,531,862	4,855,420
Historical cost to the charity	41,000	67,463	1,556,270	1,025,378	2,690,111

PRIOR YEAR INVESTMENTS CONSOLIDATED

	Works of Art (£)	Woodlands (£)	Listed Investments		Total (£)
			General & Designated (£)	Restricted (£)	
		Market value	Market value	Market value	
At 1 September 2020	41,000	564,191	2,563,437	1,689,539	4,858,167
Additions to investments	-	-	-	-	-
Management Fees	-	-	(13,988)	(11,658)	(25,646)
Foreign exchange Gains/(losses)	-	-	-	(71,437)	(71,437)
Draw down on investments	-	-	-	(165,469)	(165,469)
Unrealised investment Gains/(losses)	-	-	407,001	237,900	644,901
Market value at 31 August 2021	41,000	564,191	2,956,450	1,678,875	5,240,516
Historical cost to the charity	41,000	67,463	1,556,270	1,025,378	2,690,111

Notes to the Financial Statements

Notes to the Financial Statements

8B. INVESTMENTS CHARITY

	Works of Art (£)	Woodlands (£) Market value	Listed Investments		Total (£)
			General & Designated (£) Market value	Restricted (£) Market value	
At 1 September 2021	41,000	564,191	2,956,450	937,447	4,499,088
Management Fees	-	-	(13,356)	(7,246)	(20,602)
Foreign exchange Gains/(losses)	-	-	-	91,961	91,961
Draw down on investments	-	-	-	(275,418)	(275,418)
Unrealised investment Gains/(losses)	-	(64,180)	(160,547)	(111,347)	(336,074)
Market value at					
31 August 2022	41,000	500,011	2,782,547	635,397	3,958,955

PRIOR YEAR INVESTMENTS CHARITY

	Works of Art (£)	Woodlands (£) Market value	Listed Investments		Total (£)
			General & Designated (£) Market value	Restricted (£) Market value	
At 1 September 2021	41,000	564,191	2,563,437	1,046,673	4,215,301
Management Fees	-	-	(13,988)	(8,151)	(22,139)
Foreign exchange Gains/(losses)	-	-	-	(71,437)	(71,437)
Draw down on investments	-	-	-	(165,469)	(165,469)
Unrealised investment Gains/(losses)	-	-	407,001	135,831	542,832
Market value at					
31 August 2021	41,000	564,191	2,956,450	937,447	4,499,088

9. INVESTMENT IN SUBSIDIARIES

	Shares in Subsidiaries (£)
Cost 31 August 2022 (31 August 2021 £1,100)	1,100

Notes to the Financial Statements

During the year, Worth Abbey was the sole member of Worth School, a company limited by guarantee, whose total incoming resources were £17,844,617 (2021: £14,869,715).

The company also has the following subsidiary undertakings:

	Class of shares held	% of shares held	Turnover (£)	Nature of business	Aggregate of capital and reserves at 31 August 2021 (£)
Worth Abbey Construction Ltd (incorporated in England)	Ordinary	100%	4,452	Planning and building contractors	1,000
Worth Abbey Projects Ltd (incorporated in England)	Ordinary	100%	266,023	General commercial company	(174,137)
Worth School Lettings Ltd (an indirect subsidiary incorporated in England)	Ordinary	100%	414,788	Letting of lands and buildings	1

Details of how the above activities relate to those of the charity are outlined in the Trustees Report. Separate financial statements have been produced for each of the above companies whose results have been incorporated into these consolidated financial statements.

10. STOCK

	2022 (£)	Charity 2022	Consolidated 2021 (£)	Charity 2021 (£)
Livestock			7,671	
General stores	204,778	1,864	124,536	2,042
	204,778	1,864	132,207	2,042

The difference between purchase price or production cost of stocks and their replacement cost is not material.

11. DEBTORS

	Consolidated 2022 (£)	Charity 2022	Consolidated 2021 (£)	Charity 2021 (£)

Notes to the Financial Statements

School fees and extras less bad debt provision	121,815		161,262	
VAT			148	-
Other debtors	196,856		55,720	101
Amounts owed by group undertakings		636,356		673,489
Financial instruments	176,932	176,932		
Income	487,458	147,481	<u>302,843</u>	<u>34,258</u>
	983,061	960,774	<u>519,973</u>	<u>707,848</u>

Monies owed by Worth Abbey Construction are recoverable on demand and lent at commercial rates of interest.

Monies owed by Worth Abbey Projects are recoverable on demand and are interest free.

12. CREDITORS: amounts falling due within one year

	Consolidated	Charity	<i>Consolidated</i>	<i>Charity</i>
	2022	2022	2021	2021
	(£)		(£)	(£)
Bank loans and overdraft	479,408	479,408	668,269	668,269
Fee prepayments (note 14)	717,161		590,348	
Acceptance deposits (note 14)	452,986		447,515	
School fees and extras received in advance	3,854,15		2,779,867	
Trade creditors	339,409	34,567	568,034	45,121
Amounts owed to Group Undertakings		6,347,1		6,426,8
Other taxes and social security costs	201,603	5,390	188,799	10,980
Clubs and societies	915		3,085	
Other creditors	200,987		190,706	
VAT	21,188	219	6,664	
Accruals and deferred income	982,080	172,78	740,647	21,876
	7,249,89	7,039,5	<u>6,183,934</u>	<u>7,173,1</u>

Included in consolidated other creditors are outstanding pension contributions of £136,398 (2021: £138,246).

Amounts owed to Worth Abbey School are interest free and repayable on demand

13. CREDITORS: amounts falling due after more than one year

	Consolidated	Charity	<i>Consolidated</i>	<i>Charity</i>
	2021	2021	2021	2021
	(£)		(£)	(£)
Bank loan and overdraft	3,447,435	3,447,435	4,316,184	4,316,184
Fee prepayments (note 14)	426,532	-	453,599	-
Acceptance deposits	2,078,966	-	2,387,269	-

Notes to the Financial Statements

	5,952,933	3,447,435	<u>7,157,052</u>	4,316,184
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The Abbey had an overdraft facility at year end of £1.5 million which bears interest at base rate plus 2% and is subject to annual review. The Abbey was not utilising this facility at year end.

The Abbey also has three long term loans which are under monthly repayments. One loan bears interest at base rate plus 1.5%. An additional £500k was paid against this loan in August 2022 and the loan was settled in October 2022. The outstanding balance at year end was £27k. The second loan bears interest at base rate plus 1.95% and is due to be repaid in March 2030. The outstanding balance on this loan at year end was £1.8 million. The third loan bears interest at base rate plus 2.5% and is due to be repaid in November 2025. The outstanding balance on this loan at year end was £2 million.

Notes to the Financial Statements

14. PARENTS' DEPOSITS AND FEE PREPAYMENTS

	2022 (£)	2021 (£)
Fee prepayments	1,143,693	1,043,947
Less: amount to be released within one year	<u>(717,161)</u>	<u>(590,348)</u>
On account of fees falling due after more than one year	426,532	453,599
Acceptance deposits	2,531,952	2,834,784
Less amounts due to be repaid in September	<u>(452,986)</u>	<u>(447,515)</u>
Acceptance deposits and fee prepayments falling due after more than one year at 31 August	<u><u>2,505,498</u></u>	<u><u>2,840,868</u></u>

Fee prepayments on account of fees falling due after more than one year are aged on the assumption that the pupil remains in the School until the prepayment is exhausted.

15. RESTRICTED & DESIGNATED FUNDS

The restricted & designated funds of the Group and the unexpended balances are as follows:

	At 1 September 2021 (£)	Incomin g resourc es (£)	Resour ces expend ed (£)	Investme nt and foreign currency gain/ (loss) (£)	Transfe rs (£)	At 31 August 2022 (£)
Restricted Funds						
Bursary Fund	955,270	133,854	(3,972)	(40,989)	(12,540)	1,031,623
Annual Fund	13,889	80,337	(74,768)	-	(3,750)	15,708
Sports Facilities	12,151	-	-	-	-	12,151
Outreach Peru			(309,583)			
	962,883	14,972	3)	(19,387)	-	648,885
6 th Form Centre	6,323,730	12,063	(86,795)	-	-	6,248,998
Other funds	22,574	23,714	(20,814)	-	-	25,473
Total	<u><u>8,290,497</u></u>	<u><u>264,940</u></u>	<u><u>(495,932)</u></u>	<u><u>(60,376)</u></u>	<u><u>(16,290)</u></u>	<u><u>7,982,839</u></u>
Designated Funds						
Hardship fund	123,483	-	-	-	(123,483)	-
Maintenance funds	723,399	-	(50,340)	-	1,211,000	1,884,059
Worth Society	109,565	60,845	(46,415)	-	2,994	126,989
Friends of Worth	35,286	25,561	(43,271)	-	5,595	23,171
Abbey funds	633,023	5,854	(3,361)	-	91,805	727,321
Brighton project	15,889	-	(44,010)	-	55,644	27,523
Other funds	308	-	(947)	-	7,426	6,787
Total	<u><u>1,640,950</u></u>	<u><u>92,260</u></u>	<u><u>(188,343)</u></u>	<u><u>-</u></u>	<u><u>1,250,982</u></u>	<u><u>2,795,850</u></u>

Notes to the Financial Statements

Notes to the Financial Statements

The restricted and designated funds of the charity and the unexpended balances are as follows:

	At 1 September 2021 (£)	Incomin g resourc es (£)	Resourc es expende d (£)	Investmen t and foreign currency gain/(loss) (£)	Transf ers (£)	At 31 August 2022 (£)
Restricted funds						
Outreach						
Peru	962,883	14,972	(309,583)	(19,387)	-	648,885
6 th Form Centre	6,323,730	12,063	(86,795)	-	-	6,248,998
Other funds	22,574	23,714	(20,814)	-	-	25,473
Total	7,309,187	50,749	(417,192)	(19,387)	-	6,923,357
Designated Funds						
Abbey fund	633,023	5,854	(3,361)	-	91,805	723,321
Backlog maintenance	-	-	-	-	156,000	156,000
Brighton project	15,889	-	(44,010)	-	55,644	27,523
Other funds	306	-	(947)	-	7,426	6,785
Charity	649,218	5,854	(48,318)	-	310,875	917,629

PRIOR YEAR RESTRICTED AND DESIGNATED FUNDS

The 2021 restricted and designated funds of the Group and the unexpended balances are as follows:

	At 1 September 2020 (£)	Incomin g resourc es (£)	Resourc es expende d (£)	Investmen t and foreign currency gain/(loss) (£)	Transf ers (£)	At 31 August 2021 (£)
Restricted Funds						
Bursary Fund	816,759	52,235	(3,509)	102,069	(12,285)	955,269
Annual Fund	40,563	4,505	(27,429)	-	(3,750)	13,889
Sports Facilities	12,151	-	-	-	-	12,151
Outreach Peru	1,069,309	50,658	(216,011)	58,927	-	962,883
6 th Form Centre	6,305,221	27,097	(8,587)	-	-	6,323,731
Other funds	15,460	3,814	(2,371)	-	5,671	22,574
Total	8,259,463	138,309	(257,907)	160,996	(10,364)	8,290,497
Designated						

Notes to the Financial Statements

Funds						
Hardship fund	208,607	-	-	-	(85,124)	123,483
Maintenance fund	219,000	-	-	-	504,399	723,399
Worth Society	-	17,939	(13,742)	-	105,368	109,565
Friends of Worth Church fund	-	22,276	(12,439)	-	25,449	35,286,
Brighton project	462,874	-	(14,872)	-	36,948	633,023
Other funds	578	-	(41,955)	-	57,266	15,889
	-	-	(252)	-	558	306
Total	1,039,132	40,215	(83,260)	-	644,864	1,640,951

The 2021 restricted & designated funds of the charity and the unexpended balances are as follows:

	At 1 September 2020 (£)	Incoming resources (£)	Resources expended (£)	Investment and foreign currency gain/(loss) (£)	Transfers (£)	At 31 August 2021 (£)
Restricted funds						
Outreach Peru	1,069,309	50,658	(216,011)	58,927	-	962,883
6 th Form Centre	6,305,221	27,097	(8,587)	-	-	6,323,731
Other funds	15,460	3,814	(2,371)	-	5,671	22,574
Total	7,389,990	81,569	(226,969)	58,927	5,671	7,309,188
Designated Funds						
Church fund	610,947	-	(14,872)	-	36,948	633,023
Brighton project	578	-	(41,955)	-	57,266	15,889
Other funds	-	-	(252)	-	558	306
Charity	611,525	-	(57,079)	-	94,772	649,218

- **Bursary Fund:** The Bursary Fund was established with a donation received for the express purpose of providing Worth School bursaries. The Fund is represented by investments and cash deposits.
- **Outreach Peru:** This Fund was established through legacies and the donations, covenants and fundraising receipts of Outreach Peru and under its previous name, the Friends of Peru. It is used to make grants for the

Notes to the Financial Statements

- relief of poverty and the improvement of educational and healthcare facilities through institutions in Peru.
- **Sports facilities:** This Fund, managed by the Trustees of Worth School, was established to assist with funding for new sports facilities for Worth School including a 3G pitch.
- **Annual Fund:** The Annual Fund was set up to provide curriculum-enhancing resources across the School.
- **Sixth Form Centre:** An alumnus of the school donated £6.25 million to Worth Abbey for the purpose of building and fitting out a new Sixth Form Centre for Worth School. This generous donation will be transformational for the school in years to come. The new centre was officially open on 25th April 2022. A retention was held for the completion of the snagging lists. In the interim the building contractors went under administration. The remaining funds of £134k are being held to cover the cost of the snags and the Sixth Form Centre will be move to unrestricted funds on completion.
- **Hardship Fund:** The Hardship Fund was established during 2019-2020 to assist families who were economically affected by COVID-19. This fund was fully utilised in 2021-22.
- **Maintenance and Capital Investment Fund:** This Fund was established during 2019-2020 to provide funding for essential maintenance that needs to take place in the School. It has been updated to include investment capital projects. The funds will be utilised during 2022-23 and 2023-24 for approved projects.
- **Friends of Worth School:** Friends of Worth is funded through subscriptions levied and fund-raising events with the funds being utilised to support extra school costs needs. The transactions between the general fund and the designated fund are processed as transfers.
- **Worth Society:** In February 2021 Worth Society donated all its funds to, and was incorporated into, Worth School. The final dissolution of the company became effective on 13 July 2021 at Companies House. Worth Society is a body consisting largely of alumni who continue to support the School.
- **Church Fund:** The church fund was established in 2016-2017 to cover improvements and furniture for the Church. Work will begin in 2022-23 to renovate church furniture.
- **Brighton Project:** The Brighton mission was established to create a more intentional Monastic Community. Their priority is that of following the Benedictine way of life and witnessing to the gospel, living alongside both the people of East Brighton and the Wellspring Community.

The general funds of the group and the unexpended balances are as follows:

CONSOLIDATED

Notes to the Financial Statements

	At 1 September 2021 (£)	Incoming resources (£)	Resources expended (£)	Investment and foreign currency gain/ (loss) (£)	Transfer s (£)	At 31 August 2022 (£)
General fund	19,256,673	18,796,565	(17,285,574)	(224,727)	(1,234,692)	19,308,245

PRIOR YEAR CONSOLIDATED

	At 1 September 2020 (£)	Incoming resources (£)	Resources expended (£)	Investment and foreign currency gain/ (loss) (£)	Transfer s (£)	At 31 August 2021 (£)
General fund	19,513,783	15,346,565	(15,376,176)	407,001	(634,500)	19,256,673

Transfers on reserves amounting to -£16,290 from restricted to general funds are set out in the table above representing the depreciation on a coffee van purchased (£3,750) and a bursary for a pupil (£12,540). Transfers between general and designated funds of £1,250,982 consisted of a net transfer from to hardship bursaries (-£123,483), a transfer for the backlog of maintenance projects (£1,211,000), and donations to Friends of Worth (£5,595), Worth Society (£2,994), the Brighton Project (£55,644), Abbey Development (£91,805) and the Jamison Fund (£7,426).

The general funds of the charity and the unexpended balances are as follows:

CHARITY

	At 1 September 2021 (£)	Incoming resources (£)	Resources expended (£)	Investment and foreign currency gain/ (loss) (£)	Transfer s (£)	At 31 August 2022 (£)
General fund	19,216,913	1,832,660	(1,707,592)	(224,727)	(310,875)	18,806,379

PRIOR YEAR CHARITY

Notes to the Financial Statements

	At 1 September 2020 (£)	Incoming resources (£)	Resource expend ed (£)	Investme nt and foreign currency gain/ (loss) (£)	Transfer s (£)	At 31 August 2021 (£)
General fund	19,397,074	1,234,595	(1,721,324)	407,001	(100,433)	19,216,913

16. ANALYSIS OF NET ASSETS BETWEEN FUNDS

A) CONSOLIDATED AS AT 31 AUGUST 2022

	Tangible fixed assets (£)	Investmen ts (£)	Net current assets/ (liabilities) (£)	Long term liabilitie s (£)	Total (£)
Restricted Funds					
Bursary Fund	-	896,466	135,157	-	1,031,623
Outreach Peru 6 th Form Centre	-	635,397	13,488	-	648,885
Sports facilities	6,196,465	-	52,533	-	6,248,998
Other funds	-	-	12,151	-	12,151
	-	-	41,182	-	41,182
	<u>6,196,465</u>	<u>1,531,863</u>	<u>254,511</u>	<u>-</u>	<u>7,982,839</u>
Designated funds					
Hardship fund	-	-	-	-	-
Maintenance fund	-	-	1,884,059	-	1,884,059
Worth Society Friends of Worth Abbey fund	-	-	126,989	-	126,989
Brighton Project	-	-	23,171	-	23,171
Other funds	-	-	727,321	-	727,321
	-	-	27,523	-	27,523
	-	-	6,787	-	6,787
	<u>-</u>	<u>-</u>	<u>2,795,850</u>	<u>-</u>	<u>2,795,850</u>
General funds					
	<u>26,374,865</u>	<u>3,323,557</u>	<u>(4,437,244)</u>	<u>(5,952,933)</u>	<u>19,308,245</u>
Total reserves	32,571,330	4,855,420	(1,386,883)	(5,952,933)	30,086,934

AS AT 31 AUGUST 2021

	Tangible fixed	Investmen ts	Net current assets/	Long term	Total
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Notes to the Financial Statements

	assets (£)	(£)	(liabilities) (£)	liabilities (£)	(£)
Restricted Funds					
Bursary Fund	-	741,426	213,843	-	955,269
Outreach Peru	-	937,448	25,435	-	962,883
6 th Form Centre	4,199,910	-	2,123,821	-	6,323,731
Sports facilities	-	-	12,151	-	12,151
Other restricted funds	-	-	34,463	-	36,463
	<u>4,199,910</u>	<u>1,678,874</u>	<u>2,411,713</u>	<u>-</u>	<u>8,290,497</u>
Designated funds					
Hardship fund	-	-	123,483	-	123,483
Maintenance fund	-	-	723,399	-	723,399
Worth Society	-	-	109,565	-	109,565
Friends of Worth	-	-	35,289	-	35,289
Church fund	-	-	633,023	-	633,023
Brighton Project	-	-	15,889	-	15,889
Other funds	-	-	306	-	306
	<u>-</u>	<u>-</u>	<u>1,640,951</u>	<u>-</u>	<u>1,640,951</u>
General funds	26,426,849	3,561,642	(3,574,766)	(7,157,052)	19,253,673
Total reserves	<u>30,626,759</u>	<u>5,240,516</u>	<u>477,898</u>	<u>(7,157,052)</u>	<u>29,188,121</u>

B) CHARITY AS AT 31 AUGUST 2022

	Tangible fixed assets (£)	Investments (£)	Net current assets/ (liabilities) (£)	Long term liabilities (£)	Total (£)
Restricted Funds					
6 th Form Centre	6,196,465	-	52,533	-	6,248,998
Outreach Peru	-	635,397	13,488	-	648,885
Other restricted funds	-	-	25,473	-	25,473
	<u>6,196,465</u>	<u>635,397</u>	<u>91,495</u>	<u>-</u>	<u>6,923,357</u>
Designated Funds					
Abbey fund	-	-	727,321	-	723,321
Brighton Project	-	-	27,523	-	27,523
Maintenance fund	-	-	156,000	-	156,000
Other funds	-	-	6,785	-	6,785
	<u>-</u>	<u>-</u>	<u>917,629</u>	<u>-</u>	<u>917,629</u>

Notes to the Financial Statements

General Funds	25,815,478	<u>3,324,658</u>	<u>(6,886,322)</u>	(3,447,435)	<u>18,806,379</u>
Total reserves	<u>32,011,943</u>	<u>3,960,055</u>	<u>(5,877,198)</u>	<u>(3,447,435)</u>	<u>26,647,635</u>

AS AT 31 AUGUST 2021

	Tangible fixed assets (£)	Investments (£)	Net current assets/(liabilities) (£)	Long term liabilities (£)	Total (£)
Restricted Funds					
6 th Form Centre	4,199,910	-	2,123,821	-	6,323,731
Outreach Peru	-	937,448	25,435	-	962,883
Other restricted funds	-	-	22,574	-	22,574
	<u>4,199,910</u>	<u>937,448</u>	<u>2,171,830</u>	-	<u>7,309,188</u>
Designated Funds					
Church fund	-	-	633,023	-	633,023
Brighton Project	-	-	15,889	-	15,889
Other funds	-	-	306	-	306
General Funds	<u>25,945,061</u>	<u>3,562,740</u>	<u>(5,974,704)</u>	<u>(4,316,184)</u>	<u>19,216,913</u>
Total reserves	<u>30,144,971</u>	<u>4,500,188</u>	<u>(3,153,656)</u>	<u>(4,316,184)</u>	<u>27,175,319</u>

17. ANALYSIS OF CASH FLOWS

a) Returns on investments and the servicing of finance		2022 (£)	2021 (£)
Investment income	Note 5a	83,597	101,479
Interest received	Note 5a	25,602	27,097
Interest paid	Note 6c	(102,984)	(58,176)
Net cash inflow/(outflow)		<u>6,215</u>	<u>70,400</u>
b) Investments			
During the year, £275,458 was drawn down from the investments designated for Outreach Peru and used to meet the expenditure of that Fund (2021: £165,469).			
c) Financing		2022 (£)	2021 (£)
Decrease/(Increase) in parents' acceptance deposits		(302,832)	(765,159)

Notes to the Financial Statements

Decrease/ (Increase) in new loans	-	(2,194,435)
Decrease/(Increase) in loan repayments	(1,057,610)	<u>441,206</u>
Net cash outflow	1,360,442	(2,518,388)

18. ANALYSIS OF CHANGES IN NET DEBT

	At 31 August 2021 (£)	Cash flow (£)	At 31 August 2022 (£)
Cash in hand and at bank	6,009,652	(1,334,481)	4,675,171
Loans due in less than one year	(668,269)	188,861	(479,408)
Loans due after one year	(4,316,184)	868,749	(3,447,435)
Parents' acceptance deposits	(2,834,784)	302,832	(2,531,952)
Net Debt	(1,809,585)	25,961	(1,783,624)

PRIOR YEAR

	At 31 August 2020 (£)	Cash flow (£)	At 31 August 2021 (£)
Cash in hand and at bank	8,634,924	(2,625,272)	6,009,652
Loans due in less than one year	(492,149)	(176,120)	(668,269)
Loans due after one year	(2,739,077)	(1,577,107)	(4,316,184)
Parents' acceptance deposits	(2,069,623)	(765,161)	(2,834,784)
Net Debt	3,334,075	(5,143,660)	(1,809,585)

19. CAPITAL COMMITMENTS

At the year end the Group had capital commitments to convert the Library block to classroom (£1.5 million) and to replace the church roof (£1.5 million).

20. OPERATING LEASE COMMITMENTS

Commitments under operating leases to make payments in the following year are analysed below by the expiry date of the leases concerned.

	Other operating leases	
	2022 (£)	2021 (£)
Under 1 year	129,428	103,971
Between 2 and 5 years	65,557	162,113
	194,985	266,084

21. FINANCIAL INSTRUMENTS

Notes to the Financial Statements

	Consolidated 2022 (£)	Charity 2022 (£)	<i>Consolidated 2021 (£)</i>	<i>Charity 2021 (£)</i>
Financial Assets				
Financial assets measured at fair value through profit and loss	176,932	176,932		-
Financial assets measured at amortised cost	4,872,027	199,727	6,067,350	3,311,545
	<u>5,048,959</u>	<u>376,659</u>	<u>6,067,350</u>	<u>3,311,545</u>
Financial Liabilities				
Financial liabilities measured at amortised cost	(13,202,826)	(4,139,801)	<i>(13,340,985)</i>	<i>(5,062,514)</i>

Financial assets measured at fair value through profit and loss comprise financial instruments.

Financial assets measured at amortised cost comprise cash at bank, trade debtors and other debtors.

Financial liabilities measured at amortised cost comprise bank loans, trade creditors, other creditors and accruals.

22. RELATED PARTY TRANSACTIONS

Neither the Trustees nor persons connected with them received any remuneration from the Abbey. The Trustees do however, in common with all other members of Worth Abbey's Monastic Community, receive benefits in kind in the form of payment by the Abbey for their general living expenses. These costs are not allocated between individual members of the Community as it would be impracticable to do so. Trustees of Worth School received a total of £Nil for food and travel expenditure incurred whilst travelling on school business (2021: £Nil). The School enters into transactions with parent governors. These transactions occur on an arm's length basis with independent consideration of any bursaries and scholarships which may arise. Trustee Indemnity Insurance is included in the Abbey's insurance policy at no extra cost and covers those members of the Monastic Community serving as Trustees.

The Worth Abbey Group operates in such a way that goods and services are often bought by one entity on behalf of another and then passed on at cost. As a result, during the year Worth Abbey transacted with Worth School, Worth Abbey Construction Limited and Worth Abbey Projects Ltd. Worth School received goods and services from Worth Abbey valued at £3,391,176 (2021: £1,108,179) in the year and passed goods and services to Worth Abbey valued at £2,117,577 (2021: £1,131,754) in the year. Goods and services valued at £137,683 (2021: £246,727) were transferred to Worth Abbey Projects Ltd.

Notes to the Financial Statements

In addition to these transactions, Worth School leased land and buildings from Worth Abbey for £1,028,276 (2021: £828,276). Worth Abbey also purchased goods and services from Worth Abbey Projects Ltd to the value of £21,028 (2021: £44,431) on a basis that is equivalent to that paid by other customers of Worth Abbey Projects Ltd.

As at the year end, £6,347,191 was owed to Worth School by Worth Abbey (2021: £6,426,830), £180,744 was owed from Worth Abbey Projects Limited (2021: £220,025) and £455,611 was owed from Worth Abbey Construction Limited (2021: £453,464) to Worth Abbey.

23. PENSION COMMITMENTS

The School participates in the Teachers' Pension Scheme (England and Wales) ("the TPS") for its teaching staff. The pension charge for the year includes contributions payable to the TPS of £870,203 (2021: £895,642) and at the year-end £96,454 (2021: £104,116) 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 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 latest valuation report in respect of the TPS was prepared as at 31 March 2016 and the Valuation Report, which was published in March 2019, confirmed that the TPS would increase from 16.4% to 23.6% effective 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 of Education prior to the ruling in the 'McCloud/Sargeant case'. This case has required the courts to consider cases regarding the implementation of the 2015 reforms to Public Service Pensions including the Teachers Pensions.

On 27 June 2019 the Supreme Court denied the Government permission to appeal the Court of Appeal's judgment that transitional provisions introduced to the reformed pension schemes in 2015 gave rise to unlawful age discrimination. The Government is respecting the Court's decision and has said it will engage fully with the Employment Tribunal as well as employer and member representatives to agree how the discriminations will be remedied. The government announced on 4 February 2021 that it intends to proceed with a deferred choice underpin under which members will be able to choose either legacy or reformed scheme benefits in respect of their service during the

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period between 1 April 2015 and 31 March 2022 at the point they become payable.

The TPS is subject to a cost cap mechanism which was put in place to protect taxpayers against unforeseen changes in scheme costs. The Chief Secretary to the Treasury, having in 2018 announced that there would be a review of this cost cap mechanism, in January 2019 announced a pause to the cost cap mechanism following the Court of Appeal's ruling in the McCloud/Sargeant case and until there is certainty about the value of pensions to employees from April 2015 onwards. The pause was lifted in July 2020, and a consultation was launched on 24 June on proposed changes to the cost control mechanism following a review by the Government Actuary. Following a public consultation, the Government has accepted three key proposals recommended by the Government Actuary, and are aiming to implement these changes in time for the 2020 valuations.

The 2016 cost control valuations have since been completed in January 2022, and the results indicated that there would be no changes to benefits or member contributions required. The results of the cost cap valuation are not used to set the employer contribution rate, the HM treasury has confirmed that any changes to the employer contribution rate resulting from the 2020 valuations will take effect in April 2024.

Until the 2020 valuation is completed it is not possible to conclude on any financial impact or future changes to the contribution rates of the TPS. Accordingly, no provision for any additional past pension benefit is included in these financial statements.

The School is in a phased withdrawal from the Teacher's Pension Scheme with effect from 1 September 2022 with new teaching staff members being enrolled into the defined contributions group personal pension scheme

The charity makes defined contributions to a group personal pension scheme for its non-teaching staff. Contributions to this scheme in the year amounted to £274,606 (2021: £244,666).



Reference & Administrative details

Registered Office

Worth Abbey
Paddockhurst Road
Turners Hill, Crawley
West Sussex
RH10 4SB
Tel: 01342 710310
worthabbey.net

Company registration number: 4475556

Charity Registration number: 1093913

Bankers & Principal Advisors

Bankers

HSBC, 9 The Boulevard, Crawley, West Sussex, RH10 1UT

Auditors

Crowe UK LLP, Riverside House, High Street, Maidstone, Kent, ME14 1JH

Investment Managers

BlackRock Investment Managers Limited, 12 Throgmorton Avenue, London, EC2N 2DL

Flagstone Investment Management (deposit accounts), 1st Floor, Clareville House, 26-27 Oxendon Street, London, SW1Y 4EL

Smith & Williamson, 25 Moorgate, London, EC2R 6AY

Solicitors

Farrer & Co, 66 Lincoln's Inn Fields, London, WC2A 3LH

Stone King, 13 Queen Square, Bath, BA1 2HJ

Womble Bond Dickinson (UK) LLP, Newcastle St Ann's, 112 Quayside, Newcastle Upon Tyne, NE1 3DX



WORTH
ABBHEY

WORTH ABBEY

England & Wales - Charity number 1093913

Accounts



WORTH

ABBEY

WORTH ABBEY AND ITS SUBSIDIARIES
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for the Year Ended 31 August 2021



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Foreword

Dear Friends,

This is the first annual report since my election as the Seventh Abbot of Worth Abbey on 8 June 2021. Thanks are due to my predecessor, Abbot Luke Jolly, for his work over eight years as Chairman of Worth Abbey.

I would like also to take this opportunity to note the significance for Worth Abbey's future of the many initiatives he undertook on behalf of the monastery to develop Worth Abbey's mission including, but not limited to, the outreach work represented by the Brighton Mission and the Forerunner Project. It is my hope, as Abbot, to build on these initiatives so as to help move people from an initial encounter with the Gospel to a deeper relationship with Our Lord Jesus Christ.

2020-21 was marked by a partial return to normality following COVID-19. We re-opened the church for public liturgy, albeit with restrictions in place, and re-opened The Open Cloister and monastery guest facilities.

COVID-19 has not been kind to our finances. We made a net loss of £0.7m on the group's general funds in the year ending 31 August 2021 (2020: £0.6m loss). Such losses are not sustainable and we have sadly had to say goodbye to a number of employees. This, and pupil number growth within Worth School, has placed our finances on a more stable footing as we move forward.

Two major building projects, a new Sixth Form Centre and a new Biomass energy centre, achieved practical completion in March 2022. Beyond these developments, we anticipate that 2021-22 will be a time of discernment and planning for the future as the trustees develop their strategy.

May God bless us all for the year ahead.

The Rt Rev Dr JD Barrett, OSB

The Abbot of Worth & Chair of
the Trustees of Worth Abbey

2020/2021 key achievements

- Provided audio streaming for the Divine Office and Mass and re-opened the Abbey church for public liturgy;
- Dom David Jarmy was ordained to the presbyterate;
- Dom Mark Barrett was elected as the seventh Abbot of Worth;
- Continued to work alongside Worth School by providing monastic chaplains, accommodation for the 'Forerunners' and worship services, pastoral support and formation for pupils and staff;
- Refurbished some of the guest rooms and then re-opened The Open Cloister retreat centre and Monastery guest-wing to retreatants and other visitors;
- Expanded the Brighton mission by establishing a more intentional monastic community of four monks living in East Brighton.

Trustees' Report 2020–21 (incorporating the Strategic Report)

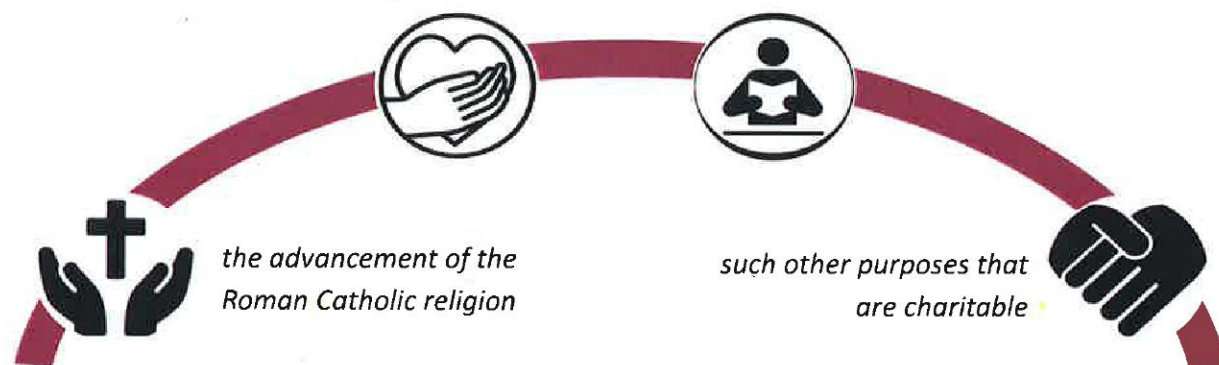
The Trustees, who also served as company directors during the year, are pleased to present their report and the consolidated financial statements for Worth Abbey and its subsidiaries for the year ended 31 August 2021. The Trustees confirm that the financial statements comply with current statutory requirements, those of the various governing documents and the requirements of the Charities SORP (FRS 102).

Worth Abbey is a registered charity based in Turners Hill, near Crawley in West Sussex. The monks of Worth Abbey, in response to the call of Christ, follow the life-giving guidance of the Rule of St. Benedict.

The objectives of the charity are:

the relief of the infirm, aged or poor, and in particular the relief of aged priests and clerics and other persons professing the Roman Catholic religion

the advancement of education including the education and training of priests and persons desirous of becoming priests of the Roman Catholic religion



Living from monastic wisdom, we welcome visitors to share the monks' life of prayer and we evangelise through our pastoral works.

How our work delivers public benefit

Under section four of the Charities Act 2011, we have a duty to report on the public benefit that we deliver. Taking the Charity Commission's guidance into consideration, the Trustees are satisfied that our public benefit requirements have been met in numerous ways as detailed within this report.



Our Monastic Community

The Benedictine Monastic Community of Worth Abbey comprises 19 Benedictine monks. Some live together at Worth Abbey, while others are involved in mission contexts in other places. Every member of the community seeks God through fraternal service, communal and personal prayer, and pastoral mission.

On the 8 June 2021, Abbot Luke Jolly's eight-year term as leader of the Monastic Community came to an end. The monastic Chapter (the formal gathering of all the monks of the monastery) met to elect a successor, guided by Abbot Geoffrey Scott, the First Assistant to the Abbot President of the English Benedictine Congregation. The monks of Worth chose Dom Mark Barrett to become the seventh Abbot of Worth. Abbot Mark received the Abbatial Blessing from Bishop Richard Moth of the Dioceses of Arundel and Brighton on 11 September 2021.

In the course of the year being reported the monastic community has been blessed with a new vocation to the ordained priesthood, that of Dom David Jarmy. Dom David Jarmy was ordained at Worth Abbey by Bishop Richard Moth, Bishop of Arundel and Brighton, on 22 March 2021.

Following St Benedict's concern that care for the sick must rank above and before all else, and that both the old and the young should be treated with compassion, we continue to monitor the long-term care of those within the Monastic Community who, through age or infirmity are unable to look after themselves. We seek to ensure that they receive the best possible care within our infirmary facilities. To assist us in this respect, we employ a Health and Care Manager, a live-in carer, two part-time nursing staff and other day carers who assist us in providing the necessary medical and other care required.

One recipient of this infirmary care, over more than 10 years, has been Fr Ian Condon. After being cared for in the monastery infirmary over this extended period, Fr Ian died peacefully among his brethren on 20 December 2021.

The coronavirus lockdown had a significant impact on the Monastic Community and their day-to-day living but we are pleased to report that at the time of finalising this report there have been no confirmed cases (one positive LFT test) of COVID-19 amongst our community. The monastery and its ministries have slowly reopened to visitors since the end of the national lockdown, but access continues to be somewhat limited in order to protect the vulnerable and to support those working within the Monastery's health service.

We have welcomed back local friends who join the community for Sunday and weekday Mass, or come to the daily pattern of monastic prayer. At the same time, our community has continued to live, pray and meet by use of audio streaming Monastic Offices via YouTube and videoconferencing. Thanks to this technology, we continue to reach out to the immediate locality and to the wider world.

Worth Abbey staff

COVID-19 has affected many employers across the UK and, as outlined above, Worth Abbey has been no exception. As a result of the ongoing challenges we face as an organisation, we announced a restructuring of our executive team which resulted in the departure of our Chief Executive Office, our Company Secretary and our Finance Director over the summer months.

The work stream from these roles have been re-absorbed into the Abbot's office supported by the Group finance team and the Chief Operating Officer of Worth School.

Worth School

Worth School is a co-educational Roman Catholic boarding and day independent school for pupils from 11 to 18 years of age. The School is located on the 500-acre Worth Abbey estate. Worth School is a subsidiary charity of Worth Abbey who is the sole member. The Abbot of Worth is President of the Worth School Board and also a Governor of the School. Dom David Jarmy (a Worth Abbey monk) also joins the Abbot as a Governor. Worth School produces its own annual report which is published separately.

Worth Abbey continues to work alongside Worth School in a number of ways:

School Chaplaincy and the Forerunners — The Chaplaincy is led by the Director of Mission and comprises a team of six youth ministers who are known as 'Forerunners'. Monastic support of the Chaplaincy helps to ensure that the Benedictine and Catholic ethos of the School is maintained and strengthened. This is delivered through regular formation meetings between the Forerunners and members of the Monastic Community.

The Forerunners at Worth seek to awaken dignity in young people by helping them discover their God-given identity. They do this by bringing about a culture of discipleship in the School and preparing the way for Jesus Christ in people's hearts. Worth Abbey further supports the Forerunners by providing them with accommodation in Compass House, situated opposite Worth Abbey Church.

Among the activities engaged in by the Forerunners are the following: staff induction, parent seminars, a whole school weekly act of worship (called Wednesday Worship), Sunday Mass, morning and night prayer in the Houses, the Sacrament of Reconciliation, sacramental preparation for Baptism, Holy Communion and Confirmations, days of reflection, pilgrimages, voluntary service and hospitality in the Chaplaincy.

Worth Abbey expresses its thanks and gratitude to the School Governors, School Leadership Team and its teachers and support staff for their tremendous efforts in response to the impacts of the coronavirus pandemic and the subsequent successful reopening of Worth School, which ensured the continuity of the provision of education.

Hospitality and retreats

Hospitality is a hallmark of Benedictine monasteries and the Monastic Community has welcomed many visitors to Worth for retreats, spiritual direction and holistic recreation in the Abbey's beautiful and natural environment.

We normally offer hospitality and retreats in two ways:

The Retreat Centre — men and women from all faiths are welcomed for midweek and weekend retreats which are facilitated by members of the Monastic Community and lay collaborators. The Retreat Centre, based in the St Bruno's building, is a space where we share our own search for God with others who are also seeking God in their daily life. It represents our commitment to responding to the increasing spiritual needs within our society.

During the pandemic lockdown in 2020–2021 the necessary closure of retreats offered an opportunity for a reinvestment in the physical facilities of the Retreat Centre. The Trustees were able to spend some £73k on the physical refurbishment of the St Bruno's facility, with a specific focus upon bathroom facilities. At the same time, we began to offer online retreat experiences to enable those who were at that time unable to visit us in person to continue to benefit from the offer of space for reflection and for the deepening of personal values.

Subsequently, from autumn 2021, the St Bruno's Retreat Centre has been able to re-open to visitors and a range of retreat experiences is once again being offered onsite. The improved facility is proving of value to the new retreat programme. In addition to financial resource recently invested in Worth Abbey's retreat offer, the monastery is providing additional monastic personnel to support the running of retreats in the St Bruno's facility.

Monastery guests — We are able to make a small number of guest rooms within the Monastery available for male guests who wish to come on retreat to share in the liturgical and community life of the monks. This ministry is supported by the Monastery Guest Master (Fr James Cutts). Meals are taken with the monks in the Monastery refectory, in silence, with reading, and the monastic day centres around the rhythm of the Divine Office and daily Mass.

While the lockdown lasted, no guest ministry was possible at Worth. Since the end of the lockdown, we have been able to re-open a somewhat restricted guest ministry, currently only for two guests at a time, and are finding a route forward for monastic hospitality in this fashion.

Worth Abbey Church

Designed by the architect Francis Pollen and opened in 1974, the Grade II listed Abbey Church adjoins the monastery buildings, also designed by Pollen. The Church provides a welcoming place to seek peace, solace and community.

We are mindful of the impacts and difficulties that the coronavirus pandemic and the imposed restrictions have had on all of us. Catholic communities try to make full use of church buildings and they are an essential contribution to the wellbeing, resilience and health of our society.



Trustees' Report 2020–21 (incorporating the Strategic Report)

We are pleased to have been able to begin welcoming our parishioners and others once again to worship in the Abbey Church. In order to support national policies on controlling the spread of the virus, and following the guidelines set down by the Catholic Bishops' Conference of England and Wales, we have provided hand sanitisation stations at all entrances to the Church building, advised those who attend services to maintain a safe distance from one another, and required, and later recommended, the wearing of face masks in the congregation.

Worth Abbey Estate

The Worth Abbey estate is within an Area of Outstanding Natural Beauty and spans 500 acres of West Sussex countryside. All of the land and buildings on the estate are owned by Worth Abbey, some of which are leased to Worth School.

In June 2019 Worth Abbey received a generous donation of £6.25m from Lord Michael Spencer of Alresford, an alumnus of Worth School, for the construction and fit out of a new Library and Sixth Form Centre for use by the School. Construction on this building began in September 2020 and was completed in March 2022.

In December 2020, Worth Abbey and Worth School agreed to implement the Worth Estate Biomass Project which will provide heating to most School and Abbey buildings for years to come. This investment of £2.3m provides an ecologically friendly alternative to existing oil-based heating. Wood biomass fuel is to be sourced locally. Heat began to be provided by the new energy centre in October 2021 and the project achieved practical completion in March 2022.

On 1 February 2021 the employment of the Buildings and Maintenance (B&M) department was transferred to Worth School, a process governed by the Transfer of Undertakings and Protection of Employment Regulations (as amended), known as 'TUPE'. The key reason for this transfer was to assist Worth School in delivering and implementing the Worth Estate Biomass Project, and other future developments, in the best interests of both charities, by being better placed to direct the activities of the B&M department.

Quiet Garden

Our Quiet Garden is over 100 years old and was opened to the public in 2000 as part of the Quiet Garden Movement. A publicly accessible space maintained as a place of beauty and tranquillity which attracts many visitors looking for stillness in a busy world, it is maintained personally by the Monastic Community.

The Worth Abbey Parish

The Worth Abbey Parish is part of the Diocese of Arundel and Brighton and was created in the 1960s from the country area between the large town parishes of East Grinstead, Haywards Heath and Crawley. Our local parish numbers approximately 300 parishioners and serves the communities of Turners Hill, Balcombe, Crawley Down, Ardingly, Sharpthorne and West Hoathly. The Parish also attracts, particularly to the Sunday Mass, many who live outside the parish boundaries. Fr Paul Fleetwood (a monk of Worth Abbey) has been the parish priest since 2015.

Worth Abbey is grateful and thankful to the active members of the parish community who have continued to support and volunteer on a number of initiatives despite the coronavirus pandemic.



Trustees' Report 2020–21 (incorporating the Strategic Report)

Full details of the activities undertaken by the Parish can be found on its website:

worthabbeyparish.co.uk. Worth Abbey Parish benefits from the resources and skills of Worth Abbey for its main Sunday celebration in the Abbey Church. Where this has not been possible (due to coronavirus) services have been audio-streamed via YouTube and Vimeo.

Catechesis (religious instruction) of both children and adults is an important part of the work of the parish. This work has continued, despite the coronavirus pandemic, by utilising virtual technology.

Brighton mission

In 2021, building on the experience of 2019 and 2020 of sending two monks to live alongside the Wellspring community in Elm Grove, East Brighton, we have moved to a new phase of the Brighton mission by establishing a more intentional Monastic Community of four monks. Their priority is to follow the Benedictine way of life and to be a witness to the gospel, living alongside both the Wellspring Community and the people of East Brighton. From their arrival in January 2021 in a small terraced house in Elm Grove, as far as COVID restrictions allow, they have offered hospitality and engaged in pastoral ministry in the local parish and with Wellspring. Fr Roderick, one of the four monks currently in Brighton, continues in his role as the Catholic Chaplain to Sussex University.

Scholarships and publications

Fr Martin McGee has published 'The Certainty of Being Loved', a spiritual biography of the martyred Algerian bishop, Pierre Claverie OP (Dominican Publications, 2021).

Other forms of outreach beyond Worth

Members of our Monastic Community continue to operate beyond Worth in a variety of capacities:

- Fr Stephen Ortiger is Episcopal Vicar for Religious in the Diocese of Arundel and Brighton, representing the Bishop to about 40 Orders, Congregations, and Institutes of Religious Sisters, Brothers and Priests. He is also diocesan Coordinator of School Chaplains. In addition to these roles, he is currently serving the diocese as Priest in Residence in the parish of Our Lady Star of the Sea, East Preston, West Sussex;
- Fr Martin McGee helps as an interreligious advisor to the Arundel and Brighton Diocese Diocesan Interfaith Group.

Worth Abbey Outreach Peru (WAOP)

Established in 1968, WAOP is a Restricted Fund of Worth Abbey. Though the monks are no longer resident in Peru, WAOP works together with our five major partners of the Peruvian Catholic Church towards a society where poverty is ended so that physical, social and spiritual wellbeing of the people of Peru is assured.

Fr Alexander da Costa Fernandes is the monk Director of Outreach Peru. Fr. Alexander's last visit to Peru was in November 2019, prior to the coronavirus pandemic taking hold, and he welcomed the opportunity to see the impact that WAOP has had by visiting the Ayacucho Children's Home,



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Fe y Alegria, Centro de Estudios y Publicaciones (CEP), Instituto Bartolome de las Casas (IBC) and the rural communities of Pucara.

The WAOP resources expenditure for 2020–21 is set out in Note 6b to the Financial Statements.

The Trustees of Worth Abbey have overall responsibility for the Fund but have delegated certain tasks and decision making to the 'Outreach Peru Committee'.

The Fund is also supported by a part-time administrator, who was furloughed from the start of the pandemic and has subsequently moved to other employment; this position is currently vacant.

Our work with our trading subsidiary Worth Abbey Projects Limited (WAP)

WAP is a wholly owned commercial trading subsidiary of Worth Abbey, the purpose of which is to raise funds for Worth Abbey and any charities associated with Worth Abbey.

In July 2021, the WAP Commercial Manager moved to alternative employment, and the Trustees took the decision not to seek to recruit into this post in the current financial climate. This decision was part of a wider slowing down of the commercial development of the Worth Abbey estate agreed by the Trustees as part of their strategy to support the Worth Abbey Group as it moves through the immediate experience and consequences of the pandemic.

Lettings — Our lettings programme for 2020-21 was largely cancelled due to the coronavirus pandemic. In July 2021, Trustees voted to allow Worth School to establish a trading subsidiary called '*Worth School Lettings Limited*' which will be the legal vehicle through which the lettings of school buildings and sports facilities will occur in the future. This shift in the management of lettings has been arranged to improve (i) the School's management of its safeguarding risk (and so more easily remain compliant with its regulators by directly managing the use of the school site 365 days of the year); (ii) business continuity (so the lettings operation can potentially expand while still working around and not interfering with the School's provision of education); and (iii) also in order to seek to maximise profitability from the leasing of school buildings.

Worth Abbey Farm and Livery — Our farm is managed by a Farm Manager (employed by Worth Abbey) who is responsible for the farm, woodland, sheep and acts as Livery Supervisor. Prime butchered lamb meat is available to purchase from September to March via a box scheme. There are 38 stables used by local residents for DIY livery.

Forty hectares of the grassland pasture is entered in a Countryside Stewardship Agreement and managed with very low inputs and low livestock density to benefit wild birds, pollinators and invertebrate biodiversity. Eighty Hectares of woodland is also managed using a Forestry Commission approved plan and is also entered into a Countryside Stewardship Agreement. Woodland walks and footpaths are kept open and clear to promote access by the local community and visitors.



Financial review and results for the year

General funds

Worth Abbey and its subsidiaries made a net loss on the general funds for the year ended 31 August 2021 of £664,000 (2020: £596,000). This is stated before unrealised investment gains of £407,000 (2020: £365,000). The cause of the weaker performance was a reduction in incoming resources of £585,000 which could not be fully offset through cost reductions. The reduction in incoming resources was largely caused by a fees rebate during lockdown in Worth School and lower furlough grant from the government.

Separate financial statements have been prepared for Worth School, Worth Abbey Projects Limited and Worth Abbey Construction Limited and their results are incorporated into these consolidated financial statements.

Designated funds

The trustees of Worth Abbey and Worth School have funds they have designated for specific purposes including development of the church, building repairs and alleviating parental hardship caused by COVID-19.

In the year ending 31 August 2021, Worth Abbey and its subsidiaries had net income on designated funds of £602,000 (2020: £576,000).

The general and designated funds together form the unrestricted funds of the group. The group made a net loss on its unrestricted funds in the year ending 31 August 2021 of £62,000 (2020: £20,000 loss).

Restricted funds

The trustees of Worth Abbey and Worth School have funds that have restricted to specific purposes by donors including Outreach Peru and the Sixth Form Centre.

In the year ending 31 August 2021, Worth Abbey and its subsidiaries made a net loss on restricted funds of £207,000 (2020: £89,000 loss). This is largely as a result of Outreach Peru maintaining its grants in Peru in fulfilment of its primary purpose, irrespective of any amount of income. This is stated before unrealised investment gains of £238,000 (2020: £109,000).

This net loss is largely due to expenditure exceeding donations in Outreach Peru by £165,000 (2020: £181,000) due to the decision to maintain support of projects in Peru, while winding down of the funds in fulfilling public benefit. The trustees anticipate that the net loss on restricted funds will increase in the future when the Sixth Form Centre starts depreciating.

Going concern

Looking to the future, the risk of COVID-19 has reduced and trustees no longer anticipate that it will impact significantly on Group finances. However, the Group is facing new risks from rising costs of utilities and rising wage expectations and staff shortages.

On the other hand, pupil applications to the School remain strong. The School opened on 640 pupils in September 2021 and expects to grow slightly to September 2022. On the basis of this, the Group is forecasting a strong operating surplus in 2021-22 and 2022-23.

When considering going concern, the trustees consider a base case scenario, a reasonable worst



Our finances: A review of 2020/2021

case scenario and a range of mitigating actions that are available to them. Cash is managed through a 12-month rolling forecast for the whole Worth Abbey group. The Trustees receive regular reports of these forecasts.

The Group operating forecasts, together with cash flow forecasts, indicate that the Group can expect to meet all its anticipated payments from its anticipated inflows and existing borrowing facilities for the next 12 months even in the reasonable worst-case scenario. As a result of these factors the Trustees consider that the Group remains a going concern.

Our approach to reserves management

Reserves are held for a number of practical reasons, including the following:

- to provide continuity if income unexpectedly falls;
- to provide working capital to meet upfront expenditure during the year before income is received; and
- to provide resource for investment

The Trustees policy is to hold general reserves that are equal in amount to the value of the functional fixed assets used operationally by the Group plus one term's operating costs, although it is recognised this may require review in light of the COVID-19 pandemic.

At present general reserves are £7.2 million (2020: £5.6 million) less than the net book value (at historical cost) of the functional fixed assets used by the Group. Part of this shortfall is financed by bank loans totalling £5.0 million (2020: £3.2 million). As there is an expectation of an ongoing income stream from Worth School with plans for an improved financial performance of the Group, the Trustees can accept the current level of reserves.

In order to meet the target level of reserves, the Trustees expect the financial performance of Worth School and Worth Abbey Projects Limited to improve following the ending of the pandemic and are looking at measures to manage costs within Worth Abbey.

As at 31 August 2021, the Group's general reserves amounted to £19.3 million (2020: £19.5 million). At the same date the Group had negative free reserves of £10.7 million (2020: negative free reserves of £8.5m).

Designated reserves

At 31 August 2021, the Group had designated reserves of £1.6 million (2020: £1 million).

These were principally held for planned maintenance work on the School buildings (£0.7m), planned works on the Abbey church (£0.6m) and to alleviate parental hardship caused by COVID-19 (£0.1m). The trustees of Worth Abbey and Worth School anticipate that these funds will be used over the next 12 to 36 months.

The remaining designated reserves are for parts of the group that operate with a degree of independence from the main charities including the parent body, Friends of Worth, the alumni

Our finances: A review of 2020/2021

association, Worth Society, and the outreach Brighton project. These reserves would expect to be maintained into the future.

Restricted reserves

At 31 August 2021, the Group had restricted reserves of £8.3 million (2020: £8.2million).

These represents donations the charities received for particular purposes mainly the Sixth Form Centre, Outreach Peru and Bursary fund.

Our approach to investments

Worth Abbey's investment powers are set out in its governing document, namely its Articles of Association and documentation relating to relevant funds. The Articles of Association permit the funds to be invested in any investments, securities and property of any kind situated anywhere in the world. The Trustees' on-going policy is to achieve long term capital growth whilst maintaining a balanced approach to investment risk.

The Trustees have renewed their Investment Subcommittee with new appointments to monitor and report on investment performance and to recommend any changes to the Trustees.

The majority of Worth Abbey's investments are placed in BlackRock Catholic Charities Growth and Income Fund, a Charity Authorised Investment Fund ('CAIF') managed by BlackRock Investment Management (UK) Limited, chosen on the basis of the Fund's objective of achieving capital growth and a growing level of income whilst adhering to Worth Abbey's ethical investment policy. In November 2015, Fr. Patrick Fludder (Worth Abbey Sub-Prior) was appointed to the Catholic Charities Growth & Income Fund Advisory Board to help maintain the Fund's specifically Roman Catholic ethical policy and oversee the Manager's responsibility in administering the Fund for the benefit of all the Unitholders. In the financial year 01 September 2020 to 31 August 2021, the value of Worth Abbey's investments increased by 12.40% in addition to the dividends received that represent a return of 2.94%.

The Fund supporting Worth Abbey's mission in Peru has been managed by Smith and Williamson in a USD denominated bespoke investment account with a similar ethical policy. In this financial year, the underlying USD value of the Peru investments has decreased by 10% reflecting drawdowns in excess of underlying investment growth. The income is reinvested and grants to the projects that Worth Abbey supports in Peru are made in USD after approval by the Worth Abbey Outreach Peru Committee.

The Trustees periodically review the performance of investments against benchmarks set. The Outreach Peru Fund has broadly matched its benchmark this year whilst the BlackRock fund's total return has outperformed benchmark over the year.

Risks and uncertainties

The Trustees are responsible for Worth Abbey's systems of internal control and for reviewing its effectiveness.

Where hazards have been identified, individual risk assessments continue to be undertaken and each core area of Worth Abbey's operations are now working towards completing Risk Registers

Our finances: A review of 2020/2021

which highlight key strategic, governance, financial, operational and other risks. The intention of our control processes is to manage risk to within acceptable tolerances rather than eliminating it altogether. Going forward, Trustees will receive a twice-yearly report on all 'red' risks and an annual review of all 'amber' risk.

Action taken to mitigate risks has included purchasing appropriate insurance cover. The Trustees are covered by trustee indemnity insurance which is included in Worth Abbey's insurance policy.

The principal risk facing the charity and its subsidiary undertakings during the year was the impact from the coronavirus pandemic. This led to the temporary closure of Worth School and the cancellation of the lettings programme (inc. retreats, monastery guests and the Bermondsey Huts). This led to a significant financial loss for the Worth Group as a whole.

The Group took similar actions to the previous year to mitigate the risks. As 2021-22 started, the signs were more optimistic that the impact of COVID-19 was reducing significantly.

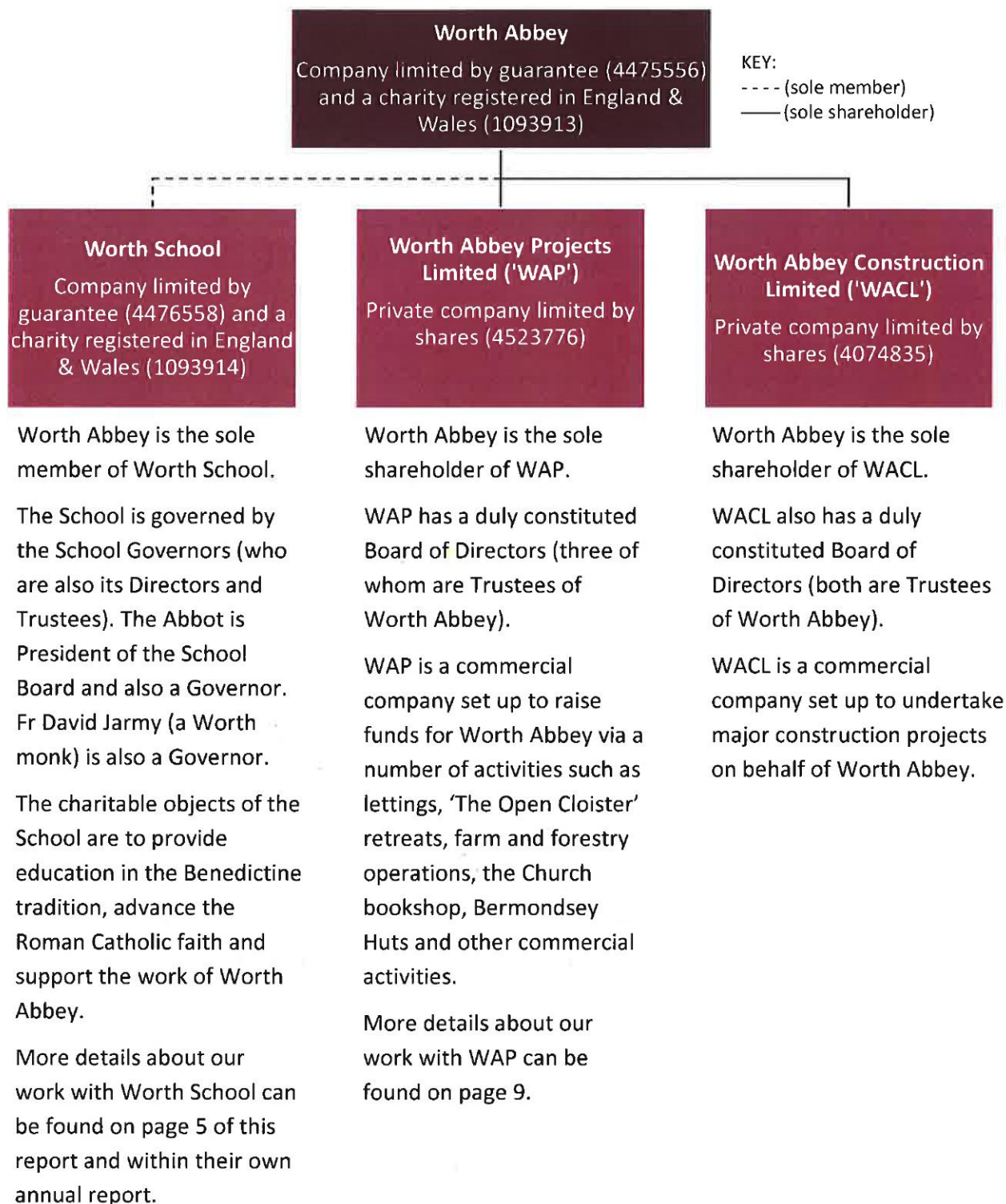


Legal Structure & Governance

Worth Abbey is a company limited by guarantee incorporated in England on 02 July 2002. Our Articles of Association were last amended on 27 April 2021 and provide for a limitation of member liability to £1. Worth Abbey is also a registered charity in England and Wales.

Group structure and relationships

For the purposes of company law, Worth Abbey is the parent company and there are three subsidiaries:



Legal Structure & Governance

During the year, the alumni association of Worth School, known as Worth Society, was merged into the School. The School also set up a new trading subsidiary in August 2021, known as Worth School Lettings Ltd. This subsidiary did not trade in 2021-22.

The existing Group structure links us together and provides for certain decisions to be taken by Worth Abbey (in addition to those which are available under the Companies Act in respect of company members and shareholders). The governing documents (Articles) for each of the companies set out what these are.

Trustees of Worth Abbey and appointments

The Trustees of Worth Abbey are the Abbot and his Council. The Council is determined each December. The members of the Council act as the company directors, and under charity law they have legal duties and responsibilities as charity Trustees.

The Abbot is elected by the Monastic Community every eight years and on 8 June 2021 Fr Mark Barrett was duly elected as Abbot. The Abbot then appoints the Prior. The other four spaces on the Council are comprised of two appointments made by the Abbot and two representatives elected by the Monastic Community.

The Trustees administer the affairs of Worth Abbey and during the year held 14 meetings. There is a schedule of matters reserved for its consideration; some of these matters it can decide upon, for others it makes recommendations to the Monastic Community. The Company is governed by its Articles of Association and the Constitutions of the Monks of the English Benedictine Congregation.

Abbot & Chair of Trustees: The Right Reverend Richard Luke Jolly BA, DSW (to 8 June 2021)
The Right Reverend John Douglas Barrett MA (Cantab), MA, PhD
(Religious Safeguarding Lead, appointed as Prior on 18 Dec 2020, elected as Abbot on 8 June 2021).

Trustees: Brother Anthony Brockman BSc BTh (Safeguarding Trustee, *resigned 18 Dec 2020*)
Reverend Philip James Cutts (appointed 18 Dec 2020, resigned 17 December 2021)
The Reverend Alexander Byron da Costa Fernandes BSc, ARCS, BA (appointed 18 Dec 2020, resigned 17 December 2021)
The Reverend Patrick Vincent Fludder BSc, BD, MA (Sub-Prior)
The Reverend Martin Edward McGee BA MA MST (*resigned 18 Dec 2020, re-appointed 17 Dec 2021*)
The Very Reverend Christopher Aidan Murray BSc, PhD, BA, PGCE (Prior, *until 18 Dec 2020, appointed Safeguarding Trustee on 09 February 2021*)
The Very Reverend Peter Mostyn Williams (*Appointed Prior on 15 June 2021*)



Legal Structure & Governance

Worth Abbey decision-making and committee structure

The Trustees have the ultimate responsibility for running the charity, with their principal duties being to set the strategic direction of the charity and ensure that the charity is solvent, properly run and delivers its charitable purposes.

Worth Abbey is committed to high standards of governance and in January 2021, became a member of the National Council for Voluntary Organisations (NCVO). Our membership has assisted us in strengthening our internal governance arrangements, a process which is ongoing. Going forward it is our intention to formally adopt the Charity Governance Code which we will use as a tool for embarking on our governance 'journey'. It will provide Worth Abbey with the building blocks towards high standards of governance through its seven key principles.

Worth Abbey Trustees are supported by a Trustee Advisory Committee (TAC) whose remit is to provide advice, guidance and/or recommendations on matters relating to strategy and policy which assist Worth Abbey in fulfilling its charitable objects. The members of the TAC are:

Chair: The Right Reverend R L Jolly BA, DSW (*resigned as chair 19 March 2021, resigned as a member 8 June 2021*)

The Reverend Michael Thoms, BA (Hons) (*appointed 19 March 2021*)

Members: Alda Andreotti (Independent Pension/HR consultant and Hospital Trust director) (*Appointed 25 May 2021*)

The Rt Reverend J D Barrett MA (Cantab), MA, PhD

Patrick Bergin (Chief Financial Officer and Director of ilke Homes Holdings Ltd and its subsidiaries) (*Appointed 25 May 2021*)

The Reverend P V Fludder BSc, BD, MA

The Very Reverend C A Murray BSc, PhD, BA, PGCE

Martyn Sullivan (Chartered Accountant FCA) (*resigned 4 May 2021*)

Kevin Smyth (Solicitor, full time Civil/Commercial and Workplace Mediator and Under Sheriff for The Bailiwick of Sussex)

Monica Turner (Independent HR consultant, Westminster Roman Catholic Diocese)

Worth Abbey also has:

- two Health and Safety Committees (in 2021-22 one of these committees was merged with an existing committee in Worth School);
- a Health and Care Advisory Committee (consisting of the Abbot, Prior, Sub-Prior and Infirmarian) provides support, feedback and guidance to the Infirmarian and Care & Health Manager on the service(s) provided by the Monastery Healthcare Team, monitors the provision of safe and compliant health and medical care for the Monastic Community and advises and makes recommendations to the Worth Abbey Trustees;
- A Safeguarding Core Team consisting of the Religious Safeguarding Lead (RSL), deputy RSL, Worth Abbey Safeguarding Trustee, and the Abbot;



Legal Structure & Governance

- Worth Abbey Outreach Peru Committee (consisting of the Abbot, Sub-Prior, director of WAOP and one external advisor) which has some delegated authority from Trustees to make decisions on which projects to fund.

Senior staff

The senior personnel in the Worth Abbey charity are Benedictine Monks, i.e. the Abbot, the Prior and the Sub prior. They do not receive any remuneration for their service or position other than being members of the monastery who are all beneficiaries of Worth Abbey.

During 2021 the employed senior staff were either made redundant or their contracts were not renewed when they came to an end. The Abbey currently relies on senior staff in Worth School for necessary expertise.

The School's key management personnel (note 6) comprise the Head Master, the Chief Operating Officer and the Second Master. These staff are appointed and remunerated by the governors of Worth School.

Safeguarding

The Trustees understand their responsibility for the safeguarding of children and adults at risk as a foundational dimension of operating as a charity, as well as a Christian duty mandated by the Catholic Church. They actively engage with the oversight of policy and practice in this regard across the range of the charity's activities, receiving regular safeguarding reports at their meetings, monitoring the operational application of the Abbey's Safeguarding Policy, and where necessary amending it. A lead Trustee for safeguarding assists the Trustees in this area, endeavouring to be especially close to safeguarding matters, as well as supporting the work of the charity's Religious Safeguarding Lead. Because operationally Worth Abbey works regularly with groups which include children and the elderly, the Trustees as a body recognise the absolute necessity of ensuring the protection and safety of all those whom the charity serves, its staff, and volunteers.

Worth Abbey is supported and overseen in the exercise of its safeguarding responsibilities by a number of external agencies. As a Roman Catholic faith organisation, Worth Abbey is aligned with the Safeguarding Commission of the Diocese of Arundel and Brighton, and is supported by the Safeguarding Officer of the Diocese; the charity's safeguarding policies are developed in accord with the guidance of the national Catholic Safeguarding Advisory Service (CSAS) and the National Catholic Safeguarding Commission (NCSC). Worth Abbey works with the West Sussex Safeguarding Children Board, through its designated officer, to ensure a transparent relationship with statutory authorities. Advice received from the Safeguarding Children Board's designated officer is always of great value in front line issues.

Worth Abbey's safeguarding provision is externally audited by the US based *Praesidium* organisation (praesidiuminc.com). The *Praesidium* organisation is a specialist in child protection services with over 20 years' experience of developing a standards-based approach to safeguarding across a range of different organisational contexts. *Praesidium's* methodology is assisting the charity in achieving a consistency of approach across the full range of safeguarding matters. In the course of the year, Worth Abbey began to work with an external specialist in support for abuse

Legal Structure & Governance

survivors, who advises in respect of how best to address the pastoral and other needs of survivors who may approach Worth Abbey, as well as being available to contact and listen to survivors and victims of abuse. Because many of Worth Abbey's activities take place in close geographical proximity to a boarding and day school for children aged 11-18 (Worth School), in safeguarding matters the charity works closely with the safeguarding leads for Worth School, and its safeguarding policies and practices are developed to reflect educational safeguarding requirements when appropriate.

The Trustees have appointed a Religious Safeguarding Lead (RSL) and a Deputy (DRSL), who are externally trained to Designated Safeguarding Lead standard (a training that is regularly updated, and fully refreshed every third year). The RSL has day to day responsibility for all aspects of safeguarding across the charity's activities. The RSL and DRSL work closely with the lead Trustee for safeguarding. Because of the close working relationship that necessarily exists with the neighbouring Worth School, an Abbey and School Safeguarding Co-ordinating Committee meets termly at Trustee level, as well as there being regular operational co-ordination between Abbey and School safeguarding teams which includes consultation of the safeguarding representative of the Catholic parish that meets for worship on the Abbey site.

GDPR and Data Protection

Worth Abbey is a member of a joint committee (with Worth School) which oversees compliance with GDPR regulations. We are also registered with the Information Commissioner's Office (ICO). During the year Worth Abbey has:

- undertaken a review of its Data Protection and GDPR policy and Privacy Notices and has recognised the need to undertake further gap analysis, embedding and training which will be taken forward in 2021-22;
- undertaken a number of Privacy Impact Assessments (PIA's) particularly in relation to the live streaming of Monastic and Parish Masses and online retreats.

Fundraising

Worth Abbey is committed to the Fundraising Promise and adherence to the Code of Fundraising Practice. During the year:



- our fundraising efforts focused on encouraging donations, gifts and legacies via our website;
 - we did not use any professional fundraisers or commercial participators to help us raise funds;
 - we have not received any complaints about our fundraising activity; and
 - we have not incurred any material expenditure as a result of fundraising activity.
-

Statement of Trustees' Responsibilities

The Trustees are responsible for preparing the Trustees' Report and the Financial Statements in accordance with applicable law and regulations.

Company law requires the Trustees to prepare Financial Statements for each financial year 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 its net incoming resources for that period. In preparing these financial statements, the Trustees are required to:

- select suitable accounting policies and then apply them consistently;
- make judgments and estimates that are reasonable and prudent; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue to operate.

The Trustees are responsible for keeping proper 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 the Companies Act 2006. They are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Disclosure of information to auditors

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

Auditors

Crowe UK LLP has expressed its willingness to continue in office as auditor and a resolution proposing its reappointment will be submitted to the Chapter.

This Annual Report, prepared in accordance with the Statement of Recommended Practice: Accounting and Reporting by Charities (Issued in January 2015), the Charities Act 2011 and the Companies Act 2006, was approved by the Trustees of Worth Abbey on 13 May 2022, including in their capacity as Company Directors approving the Strategic Report contained therein, and is signed as authorised on its behalf by:



The Right Reverend J D Barrett
Chair of Trustees, Worth Abbey

Independent Auditor's Report to the members of Worth Abbey

Opinion

We have audited the financial statements of Worth Abbey (the "charitable company") and its subsidiaries (the "group") for the year ended 31 August 2021 which comprise Consolidated statement of financial activities, the Consolidated balance sheet, the Company balance sheet, the Consolidated statement of cash flows and the related note to the financial statements, including significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the group's and the charitable company's affairs as at 31 August 2021 and of the group's incoming resources and application of resources, including its income and expenditure for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for opinion

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

Conclusions relating to going concern

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

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

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

Other information

The trustees are responsible for the other information contained within the annual report. The other information comprises the information included in the annual report, other than the

Independent Auditor's Report to the members of Worth Abbey

financial statements and our auditor's report thereon. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

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 this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Opinions on other matters prescribed by the Companies Act 2006

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

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

Matters on which we are required to report by exception

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

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

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

Responsibilities of trustees

As explained more fully in the trustees' responsibilities statement set out on page 19, the trustees (who are also the directors of the charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable

Independent Auditor's Report to the members of Worth Abbey

the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

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

Auditor's responsibilities for the audit of the financial statements

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

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

We obtained an understanding of the legal and regulatory frameworks within which the company operates, focusing on those laws and regulations that have a direct effect on the determination of material amounts and disclosures in the financial statements. The laws and regulations we considered in this context were the Companies Act 2006 and Charities Act 2011.

We identified the greatest risk of material impact on the financial statements from irregularities, including fraud, to be the override of controls by management. Our audit procedures to respond to these risks included:

- enquiries of management about their own identification and assessment of the risks of irregularities;
- reviewing board minutes and making enquiries of management regarding any non-compliance with laws and regulations and fraud;
- reviewing the revenue, supplier payments and payroll systems for significant deficiencies or susceptibility to fraud;
- challenging assumptions and judgements made by management in their significant accounting estimates and judgements; and
- reviewing journal entries, in particular any journal entries posted with unusual account combinations.

Owing to the inherent limitations of an audit, there is an unavoidable risk that we may not have detected some material misstatements in the financial statements, even though we have properly

Independent Auditor's Report to the members of Worth Abbey

planned and performed our audit in accordance with auditing standards. We are not responsible for preventing non-compliance and cannot be expected to detect non-compliance with all laws and regulations.

These inherent limitations are particularly significant in the case of misstatement resulting from fraud as this may involve sophisticated schemes designed to avoid detection, including deliberate failure to record transactions, collusion or the provision of intentional misrepresentations. A further description of our responsibilities for the audit of the financial statements is available 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.



Ian Weekes

Senior Statutory Auditor

For and on behalf of

Crowe U.K. LLP

Statutory Auditor

Riverside House

40-46 High Street

Maidstone

Kent

ME14 1JH

23rd May 2022

**Consolidated Statement of Financial Activities including an Income & Expenditure Account
for the year ended 31 August 2021**

	Notes	General Funds (£)	Designated Funds (£)	Restricted Funds (£)	Total 2021 (£)	Total 2020 (£)
INCOMING RESOURCES						
Voluntary income						
Donations, gifts & legacies		250,327	-	87,444	337,771	283,958
Charitable activities						
Advancement of religion		224,648	-	-	224,648	308,640
Advancement of education	4	14,394,694	-	-	14,394,694	14,608,766
Activities for raising funds						
Investment income	5a	80,069	-	48,507	128,576	189,516
Courses and lettings		115,648	-	-	115,648	155,578
Other income	5b	281,180	40,215	2,357	323,752	764,437
TOTAL INCOMING RESOURCES		15,346,566	40,215	138,308	15,525,089	16,310,895
RESOURCES EXPENDED						
Cost of raising funds						
Investment management fees		13,988	-	20,246	34,234	34,827
Courses and lettings		107,307	-	-	107,307	207,549
Other costs		455,036	-	-	455,036	443,935
		<u>576,331</u>	<u>-</u>	<u>20,246</u>	<u>596,577</u>	<u>686,311</u>
Net incoming resources available for charitable application		14,770,235	40,215	118,062	14,928,512	15,624,584
Charitable expenditure:						
Advancement of religion	6b	1,103,138	57,080	331	1,160,549	1,133,970
Advancement of education	6b	13,696,565	26,180	27,429	13,750,174	14,366,266
Outreach Peru	6b	-	-	207,860	207,860	200,787
Other charitable activities	6b	-	-	2,040	2,040	7,326
TOTAL RESOURCES EXPENDED		14,799,703	83,260	237,660	15,120,623	15,708,349
Net incoming resources before transfers and revaluations		(29,468)	(43,045)	(119,598)	(192,111)	(83,765)
Transfers between funds	15,16	<u>(634,500)</u>	<u>644,864</u>	<u>(10,364)</u>	<u>-</u>	<u>-</u>
Net incoming resources before revaluations		(663,968)	601,819	(129,962)	(192,111)	(83,765)
Realised gain/(loss) on investment assets		(143)	-	(76,904)	(77,047)	(25,531)
NET INCOME/(EXPENDITURE) FOR THE YEAR		(664,111)	601,819	(206,866)	(269,158)	(109,296)
Unrealised gain/(loss) on investments		407,001	-	237,900	644,901	473,858
NET MOVEMENT IN FUNDS INCLUDING NET INCOME FOR THE YEAR		(257,110)	601,819	31,034	375,743	364,562
Reserves at 1 September	15,16,17	<u>19,513,783</u>	<u>1,039,132</u>	<u>8,259,463</u>	<u>28,812,378</u>	<u>28,447,816</u>
RESERVES AT 31 AUGUST	15,16,17	19,256,673	1,640,951	8,290,497	29,188,121	28,812,378

All amounts relate to continuing operations. The notes on pages 28 to 54 form part of these financial statements.

Consolidated Balance Sheet for the year ended 31 August 2021

	Notes	2021 (£)	2020 (£)
FIXED ASSETS			
Tangible fixed assets	7	30,626,759	25,608,889
Investments		5,240,516	4,858,167
		35,867,275	30,467,056
CURRENT ASSETS			
Stock	10	132,207	148,730
Debtors	11	519,973	600,895
Cash at bank and in hand		6,009,652	8,634,924
		6,661,832	9,384,549
CREDITORS: amounts falling due within one year	12	(6,183,934)	(5,827,941)
NET CURRENT (LIABILITIES)/ASSETS		477,898	3,556,608
TOTAL ASSETS LESS CURRENT LIABILITIES		36,345,173	34,023,664
CREDITORS: amounts falling due after more than one year	13	(7,157,052)	(5,211,286)
TOTAL NET ASSETS		29,188,121	28,812,378
FUNDS			
Restricted funds	15	8,290,497	8,259,463
Designated funds	15	1,640,951	1,039,132
General funds	16	19,256,673	19,513,783
TOTAL FUNDS	17a	29,188,121	28,812,378

The financial statements were approved and authorised by the Trustees on 13 May 2022, and signed on their behalf by:



The Right Reverend John Douglas Barrett
Trustee



The Reverend P V Fludder
Trustee

The notes on pages 28 to 54 form part of these financial statements.

Charity Balance Sheet for the year ended 31 August 2021

	Notes	2021 (£)	2020 (£)
FIXED ASSETS			
Tangible fixed assets	7	30,144,971	25,280,230
Investments		4,499,088	4,215,301
Investments in subsidiaries	9	1,100	1,100
		34,645,159	29,496,631
CURRENT ASSETS			
Stock	10	2,042	61,598
Debtors	11	707,848	778,754
Cash at bank and in hand		3,309,614	5,844,713
		4,019,504	6,685,065
CREDITORS: amounts falling due within one year	12	(7,173,160)	(6,044,030)
NET CURRENT ASSETS/(LIABILITIES)		(3,151,656)	641,035
TOTAL ASSETS LESS CURRENT LIABILITIES		31,491,503	30,137,666
CREDITORS: amounts falling due after more than one year	13	(4,316,184)	(2,739,077)
TOTAL NET ASSETS		27,175,319	27,398,589
FUNDS			
Restricted funds	15	7,309,188	7,389,990
Designated funds	15	649,218	611,525
General funds	16	19,216,913	19,397,074
TOTAL FUNDS	17	27,175,319	27,398,589

The company's net movement in funds for the year was a decrease of £223,540 (2020: £6,032 increase).

The financial statements were approved by the Trustees on 13 May 2022 and signed on their behalf by:

The Right Reverend John Douglas Barrett
Trustee

The Reverend P V Fludder
Trustee

The notes on pages 28 to 54 form part of these financial statements.

Consolidated Cash Flow Statement for the year ended 31 August 2021

	Notes	2021 (£)	2020 (£)
RECONCILIATION OF OPERATING RESULT TO NET CASH INFLOW FROM OPERATING ACTIVITIES			
Changes in resources before transfers and revaluation		(269,158)	(83,765)
Returns on investments and the servicing of finance	18	(70,400)	(108,622)
Additions fixed assets		-	-
Currency translation gain and investment fees		97,084	27,469
		(242,474)	(164,918)
Depreciation		821,297	856,467
Decrease in stock		16,524	31,711
(Increase) in debtors		80,922	(9,998)
Increase/(decrease) in creditors		(216,631)	(312,212)
NET CASH INFLOW FROM OPERATING ACTIVITIES		459,638	401,050

CASH FLOW STATEMENT

	Notes	2021 (£)	2020 (£)
Cash flows from operating activities			
Net cash inflow from operating activities		459,638	401,050
Returns on investments and the servicing of finance	18a	70,400	108,622
Payments to acquire tangible fixed assets		(5,839,166)	(734,326)
Payments to acquire investments	8	-	(200,000)
Draw downs on investments	18b	165,469	142,045
Net cash (outflow)/inflow from investing activities		(5,603,297)	(683,659)
Net cash (outflow)/inflow from financing activities	18c	2,518,388	(854,864)
Increase in cash in the year		(2,625,271)	(1,137,473)
Cash and cash equivalents brought forward		8,634,923	9,772,397
Cash and cash equivalents carried forward		6,009,652	8,634,924

The notes on pages 28 to 54 form part of these financial statements.

Notes to the Financial Statements

1. CHARITY INFORMATION

Worth Abbey is a company limited by guarantee incorporated in England and Wales (company registration number 4475556 and charity number 1093913). The principal activities of the Group are the advancement of the Roman Catholic religion and the advancement of education through the running of an independent school. Its registered address is at: Paddockhurst Road, Turners Hill, Crawley, West Sussex, RH10 4SB.

2. ACCOUNTING POLICIES

a) Basis of preparation of financial statements

The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2015) – (Charities SORP (FRS 102)), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006. The charity has adjusted the formats from those prescribed by the Companies Act 2006 to include headings that are relevant to its activities, to enable it to show a true and fair view.

Worth Abbey meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy.

The consolidated financial statements consolidate the accounts of the charity and its subsidiary undertakings at 31 August 2021. All transactions and balances relate to external transactions only. Under the provisions of the Companies Act 2006 Section 408, the Trustees have taken advantage of the dispensation not to publish the Statement of Financial Activities including an Income and Expenditure Account for Worth Abbey.

b) Going Concern Update

Looking to the future, the risk of COVID-19 has reduced and trustees no longer anticipate that it will impact significantly on Group finances. However, the Group is facing new risks from rising costs of utilities and rising wage expectations and staff shortages.

On the other hand, pupil applications to the School remain strong. The School opened on 640 pupils in September 2021 and expects to grow slightly to September 2022. On the basis of this, the Group is forecasting a strong operating surplus in 2021-22 and 2022-23.

When considering going concern, the trustees consider a base case scenario, a reasonable worst case scenario and a range of mitigating actions that are available to them. Cash is managed through a 12-month rolling forecast for the whole Worth Abbey group. The Trustees receive regular reports of these forecasts.

The Group operating forecasts, together with cash flow forecasts, indicate that the Group can expect to meet all its anticipated payments from its anticipated inflows and existing borrowing facilities for the next 12 months even in the reasonable worst-case scenario. As a result of these factors the Trustees consider that the Group remains a going concern.

Notes to the Financial Statements

c) Company Status

The Charity is a company limited by guarantee. The members of the company are the Trustees (as set out on page 14) and such other persons as shall from time to time be members of the Chapter. In the event of the Charity being wound up, the liability in respect of the guarantee is limited to £1 per member of the charity.

d) Fund accounting

General funds are available to spend on activities that further any of the purposes of the Charity.

Designated funds are unrestricted funds which the trustees have decided at their discretion to set aside for a specific purpose.

Restricted funds are funds subject to specific restrictive conditions imposed by donors or by the purpose of the appeal. The purpose and use of the restricted funds are set out in Note 15 to the financial statements.

All income and expenditure are shown in the Statement of Financial Activities.

e) Income and liability recognition

Fees receivable and charges for services and use of premises are accounted for in the period in which the service is provided. Fees receivable are stated after deducting scholarships, bursaries and other allowances. Interest is accounted for on a receivable basis and dividends on a received basis.

Realised gains are gains resulting from the sale of investments. Unrealised gains represent changes in market value on investments still held at the year end.

Liabilities are recognised when an obligation arises to transfer economic benefits as a result of past transactions or events.

f) Donations and legacies

Donations and legacies received in cash are accounted for when they are received. In the case of assets received, they are accounted for when full legal title has passed to the Group.

g) Gifts in kind

The values attributed to gifts in kind are either the amounts actually realised or an estimate of their value. They are recognised as incoming resources when received.

h) Resources expended

All resources expended are accounted for on an accruals basis and are detailed under the following headings:

- **Costs of generating funds:** this includes non-charitable trading activities together with their related support costs.
- **Charitable activities:** this includes that expenditure incurred directly in connection with the objects of the charity and includes the cost of services, management and support costs.

Notes to the Financial Statements

- **Governance costs:** these are costs associated with constitutional and statutory requirements.

Expenditure is summarised under functional headings either on a direct cost basis or, for overhead costs, apportioned according to management estimates of expenditure incurred. The irrecoverable element of VAT is included with the item of expense to which it relates.

i) Fixed assets

The Abbey's land and buildings are carried at historical cost (including the cost of subsequent additions), less depreciation charged to date. Recapitalisation of buildings begins when planning permission is granted and depreciated from when it first begins to be used. General repairs and maintenance expenditure are written off in the year to which it relates.

Where the Trustees recognise that there has been a significant fall in the carrying value of one of their assets this is treated as an impairment and written off to the Statement of Financial Activities.

Woodlands are professionally valued periodically in accordance with FRS102 and no depreciation is charged. The last valuation was in August 2020.

Assets under construction are accounted for at cost, base on the value of direct or other costs incurred at the year end date. They are not depreciated until the accounting period in which they are brought into use. Interest of £19,526 has been capitalised during the year (note 7).

j) Capitalisation and depreciation

Items costing less than £2,500 are written off as an expense as acquired.

Depreciation is provided on all tangible fixed assets at rates calculated to write off the cost on a straight line basis over their expected useful economic life as follows:

Motor vehicles	4 years
Computer equipment	3 - 4 years
Plant and machinery	between 2 and 10 years
Fixtures and fittings	5 years
Freehold property	50 years

k) Investment assets

Investments are stated at market value other than works of art which are held at cost. Market value is taken to be the middle market price ruling at the balance sheet date.

l) Stock

Stocks are valued at the lower of cost and net realisable value. Livestock are measured at their fair value less sale costs. The fair value of livestock is determined based on market prices of livestock of similar age, breed and genetic merit.

Notes to the Financial Statements

m) Debtors

Trade and other debtors are recognised at the settlement amount after any trade discount offered. Prepayments are valued at the amount prepaid net of any trade discounts due. Known bad debts are written off and a provision is made for any considered to be doubtful.

n) Cash at bank and in hand

Cash at bank and in hand includes cash and short term highly liquid investments with a short maturity of three months or less from the date of acquisition or opening of the deposit or similar account.

o) Liabilities and provisions

Liabilities are recognised when there is an obligation at the balance sheet date as a result of a past event, it is probable that a transfer of economic benefit will be required in settlement, and the amount of the settlement can be estimated reliably. Liabilities are recognised at the amount that the charity anticipates it will pay to settle the debt or the amount it has received as advanced payments for the goods or services it must provide. Provisions are measured at the best estimate of the amounts required to settle the obligation. Where the effect of the time value of money is material, the provision is based on the present value of those amounts, discounted at the pre-tax discount rate that reflects the risks specific to the liability. The unwinding of the discount is recognised within interest payable and similar charges.

Fees received in advance are carried forward for credit in the period to which they relate.

p) Financial instruments

The charity mainly enters into basic financial instrument transactions that result in the recognition of financial assets and liabilities like trade and other debtors and creditors, loans from banks and other third parties, loans to related parties and investments in non-puttable ordinary shares.

q) Foreign currencies

Transactions in foreign currencies are recorded at the rate of exchange at the date of the transaction. Monetary assets and liabilities denominated in foreign currencies are translated into sterling at the rates of exchange prevailing at the balance sheet date and any gain or loss arising from a change in exchange rates is included as a gain or loss on investment assets in the Statement of Financial Activities.

r) Pensions

The pension costs charged in the financial statements represent the contributions payable by the charity and group during the year.

Worth School contributes to the Teachers' Pension Defined Benefits Scheme ("TPS"). The TPS is an unfunded scheme and contributions are calculated so as to spread the cost of pensions over employees' working lives with the school in such a way that the pension cost is a substantially level percentage of current and future pensionable payroll. The contributions are determined by the Government Actuary on the basis of quinquennial

Notes to the Financial Statements

valuations using a prospective benefit method. As stated in Note 24, the TPS is a multi-employer scheme and the school is unable to identify its share of the underlying assets and liabilities of the scheme on a consistent and reasonable basis. The TPS is therefore treated as a defined contribution scheme and the contributions recognised as they are paid each year.

The Abbey and School also contribute to a Group Personal Pension Plan for non-teaching staff who have more than 3 months service, at 8% of annual basic pay, and these costs are recognised on an accrual's basis.

s) Operating leases

The rentals payable under operating leases are charged in the Statement of Financial Activities on a straight-line basis over the lease term.

t) Leasing and hire purchase

Assets obtained under hire purchase contracts and finance leases are capitalised as tangible fixed assets. Assets acquired by finance lease are depreciated over the shorter of the lease term and their useful lives.

Assets acquired by hire purchase are depreciated over their useful lives.

Finance leases are those where substantially all of the benefits and risks of ownership are assumed by the charity. Obligations under such agreements are included in creditors net of the finance charge allocated to future periods. The finance element of the rental payment is charged to the Statement of Financial Activities so as to produce a constant periodic rate of charge on the net obligation outstanding in each period.

u) Acceptance Deposits

When a pupil is accepted into the School, parents are required to pay an Acceptance Deposit which is refunded, without interest, after the pupil leaves the School. Acceptance deposits due for return in more than one year are treated as part of net debt.

v) Fee prepayments

Fee prepayments are included within creditors and aged according to the expected year of release assuming that the pupil remains in the School.

w) Grants receivable

Grants are included in the Statement of Financial Activities on a receivable basis. The balance of income received for a specific purpose but not expended during the period is shown in the relevant funds on the balance sheet. Where income is received in advance of entitlement of receipt its recognition is deferred and included in creditors as deferred income. Where entitlement occurs before income is received, the income is accrued.

x) Financial assets at fair value through profit and loss

The charity has an interest rate cap arrangement with its bank. This is not a basic financial instrument. This arrangement was initially recognised at fair value on the date the contract was entered into and has subsequently been re-measured at its fair value. Changes in the

Notes to the Financial Statements

fair value are recognised in profit or loss in finance costs or income as appropriate.

y) **Critical accounting estimates and areas of judgement**

The charity makes estimates and assumptions concerning the future. The resulting accounting estimates and assumptions will, by definition, seldom equal the related actual results. The estimates and assumptions that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next financial year are discussed below.

- i. **Tangible fixed assets:** The Trustees annually assess the residual value of these assets, that they are still in use and their expected useful life based on experience.
- ii. **Recoverability of trade debtors:** The Trustees annually assess whether a bad debt provision is required for any bad or doubtful debtor balances.
- iii. **Stock provisions:** The Trustees regularly assess the age and quality of stock and will make necessary provisions based on the net realisable value of the stock held.

Notes to the Financial Statements

3. INCOME & EXPENDITURE YEAR ENDED 31 AUGUST 2020

	Notes	General Funds (£)	Designated Funds (£)	Restricted Funds (£)	Total 2020 (£)
INCOMING RESOURCES					
Voluntary income					
Donations, gifts & legacies		2,727	193,274	87,957	283,958
Charitable activities					
Advancement of religion		308,640	-	-	308,640
Advancement of education	4	14,608,766	-	-	14,608,766
Activities for raising funds					
Investment income	5	95,840	-	93,676	189,516
Courses and lettings		155,578	-	-	155,578
Other income		760,067	-	4,370	764,437
TOTAL INCOMING RESOURCES		15,931,618	193,274	186,003	16,310,895
RESOURCES EXPENDED					
Cost of raising funds					
Investment management fees		12,835	-	21,992	34,827
Courses and lettings		207,549	-	-	207,549
Other costs		443,935	-	-	443,935
		664,319	-	21,992	686,311
Net incoming resources available for charitable application		15,267,299	193,274	164,011	15,624,584
Charitable expenditure:					
Advancement of religion	6b	1,087,324	42,408	4,238	1,133,970
Advancement of education	6b	14,306,262	38,607	21,397	14,366,266
Outreach Peru	6b	-	-	200,787	200,787
Other charitable activities	6b	-	-	7,326	7,326
TOTAL RESOURCES EXPENDED		15,393,586	81,015	233,748	15,708,349
Net incoming resources before transfers and revaluations		(126,287)	112,259	(69,737)	(83,765)
Transfers between funds	15,16	(447,964)	463,999	(16,035)	-
Net incoming resources before revaluations		(574,251)	576,258	(85,772)	(83,765)
Realised gain/(loss) on investment assets		(22,217)	-	(3,314)	(25,531)
NET INCOME/(LOSS) FOR THE YEAR		(596,468)	576,258	(89,086)	(109,296)
Unrealised gain on investment assets:		364,762	-	109,096	473,858
NET MOVEMENT IN FUNDS INCLUDING NET INCOME FOR THE YEAR		(231,706)	576,258	20,010	364,562
Reserves at 1 September	15,16,17	19,745,489	462,874	8,239,453	28,447,816
RESERVES AT 31 AUGUST	15,16,17	19,513,783	1,039,132	8,259,463	28,812,378

Notes to the Financial Statements

4. ADVANCEMENT OF EDUCATION

	2021 (£)	2020 (£)
Fee income for the year	16,722,144	17,160,067
Release of fee prepayments	659,102	598,017
Extras	572,188	489,867
Entrance fees	61,532	62,482
	<u>18,014,966</u>	<u>18,310,433</u>
LESS:		
Allowances and remissions:		
Scholarships granted	1,395,422	1,352,423
Bursaries and other remissions	2,224,850	2,349,244
	<u>3,620,272</u>	<u>3,701,667</u>
	<u>14,394,694</u>	<u>14,608,766</u>

5A. INVESTMENT INCOME

	2021 (£)	2020 (£)
Investment income from listed securities – general funds	80,069	95,840
Investment income from listed securities – restricted funds	21,410	21,996
Interest receivable	27,097	71,680
	<u>128,576</u>	<u>189,516</u>

5B. OTHER INCOME

	2021 (£)	2020 (£)
Furlough grants received	234,620	667,666
Government grants	22,591	36,581
Other income	66,541	60,190
	<u>323,752</u>	<u>764,437</u>

6. RESOURCES EXPENDED

	2021 (£)	2020 (£)
Employment costs include:		
Wages and salaries	7,684,648	7,770,650
Social security costs	740,709	748,295
Pension contributions	1,161,942	1,173,542
	<u>9,587,299</u>	<u>9,692,487</u>

The average number of employees in the year was:	2021 Number	2020 Number
Teaching & teaching support	108	106
Welfare	53	55
Premises	41	45
Management, administration & fundraising	68	65
	<u>270</u>	<u>271</u>

Notes to the Financial Statements

The number of employees whose emoluments exceeded £60,000 was:	2021 Number	2020 Number
£60,000 - £70,000	21	20
£70,001 - £80,000	9	9
£80,001 - £90,000	3	4
£90,001 - £100,000	2	3
£100,001 - £110,000	-	2
£110,001 - £120,000	3	-
£120,001 - £130,000	1	-
£130,001 - £140,000	-	-
£140,001 - £150,000	-	1
£150,001 - £160,000	-	-
£200,001 - £210,000	1	-

Thirty-four of the above employees were members of defined benefit pension schemes. Total pension contributions payable for these employees amounted to £503,498 (2020: 33 employees, £455,239) in the year.

Six (2020: Seven) of the above were members of a defined contribution pension scheme. Total pension contributions payable for these employees amounted to £40,417 (2020: £31,850) in the year.

The key management personnel received total remuneration for the year of £636,356 (2020: £540,900).

6b. EXPENDITURE – Analysis of Total Resources Expended

	Staff costs (£)	Other (£)	Depreciation (£)	Total 2021 (£)	2020 (£)
Costs of generating funds					
Courses and lettings	76,033	31,274	-	107,307	207,549
Other	275,157	148,197	31,682	455,036	443,935
Investment Management Fees	-	34,234	-	34,234	34,827
	351,190	213,705	31,682	596,577	686,311
Charitable activities					
Advancement of religion	430,778	553,112	176,659	1,160,549	1,133,970
Advancement of education	8,938,446	4,198,772	612,956	13,750,174	14,366,266
Outreach Peru	9,996	197,864	-	207,860	200,787
Other charitable activities	-	2,040	-	2,040	7,326
	9,379,220	4,951,788	789,615	15,120,623	15,708,349

Notes to the Financial Statements

PRIOR YEAR EXPENDITURE – Analysis of Total Resources Expended

	Staff costs (£)	Other (£)	Depreciation (£)	Total 2020 (£)
Costs of generating funds				
Courses and lettings	99,785	90,918	16,846	207,549
Other	176,228	266,403	1,304	443,935
Investment Management Fees	-	34,827	-	34,827
	276,013	392,148	18,150	686,311
Charitable activities				
Advancement of religion	403,013	560,726	170,231	1,133,970
Advancement of education	9,142,972	4,555,208	668,086	14,366,266
Outreach Peru	12,014	188,773	-	200,787
Other charitable activities		7,326		7,326
	9,557,999	5,312,033	838,317	15,708,349

6c. EXPENDITURE – Other disclosures

	2021 (£)	2020 (£)
Consolidated costs include:		
Auditors' remuneration:		
For audit	27,750	27,195
Interest payable	58,176	80,894
Operating leases – other	266,084	305,379
Depreciation of tangible fixed assets:		
owned by the charitable company and its subsidiaries	821,297	828,894
Foreign exchange (gains) and losses	111,281	25,531
Costs of an unusual or exceptional nature:		
Costs associated with providing evidence for the Independent Inquiry into Child Sexual Abuse	-	(11,332)
Future relationship costs	22,783	182,726
10 Year plan	-	80,192
	22,783	251,586

Notes to the Financial Statements

7. TANGIBLE FIXED ASSETS

CONSOLIDATED

Cost	Freehold Property (£)	Motor Vehicles (£)	Plant and Machinery (£)	Fixture and fittings (£)	Computer Equipment (£)	Sports Equipment (£)	Assets under construction (£)	Total (£)
At 1 September 2020	34,867,762	255,043	2,039,497	279,967	518,415	114,615	554,625	38,629,924
Additions	72,591	5,500	30,793	205,981	60,307	-	5,474,780	5,849,952
Transfer from subsidiary	-	-	(10,785)	-	-	-	-	(10,785)
Transfers	-	-	-	13,449	-	-	(13,449)	-
At 31 August 2021	34,940,353	260,543	2,059,505	499,397	578,722	114,615	6,015,956	44,469,091
Depreciation								
At 1 September 2020	10,166,227	205,760	1,989,667	83,509	510,598	65,274	-	13,021,035
Charge for the year	697,355	23,802	20,549	57,787	5,847	15,957	-	821,297
Disposals	-	-	-	-	-	-	-	-
At 31 August 2021	10,863,582	229,561	2,010,216	141,296	516,445	81,231	-	13,842,332
Net book value								
At 31 August 2021	24,076,771	30,982	49,289	358,101	62,277	33,384	6,014,125	30,626,759
At 1 September 2020	24,701,535	49,283	49,830	196,458	7,817	49,341	554,625	25,608,889

Assets under construction is for work in progress on the 6th Form Centre and the Biomass plant. The Biomass plant includes capitalised interest of £19,526.

Notes to the Financial Statements

PRIOR YEAR CONSOLIDATED

	Freehold Property (£)	Motor Vehicles (£)	Plant and Machinery (£)	Fixtures and fittings (£)	Computer equipment (£)	Sports equipment (£)	Assets under construction (£)	Total (£)
Cost								
At 1 September 2019	34,867,762	255,043	2,056,284	165,348	518,415	60,318	-	37,923,170
Additions	-	-	10,785	114,619	-	54,297	554,625	734,326
Disposals	-	-	(27,572)	-	-	-	-	(27,572)
At 31 August 2020	34,867,762	255,043	2,039,497	279,967	518,415	114,615	554,625	38,629,924
Depreciation								
At 1 September 2019	9,468,904	175,865	1,946,307	50,439	500,020	50,605	-	12,192,140
Charge for the year	697,323	29,895	70,932	33,070	10,578	14,669	-	856,467
Disposals	-	-	(27,572)	-	-	-	-	(27,572)
At 31 August 2020	10,166,227	205,760	1,989,667	83,509	510,598	65,274	-	13,021,035
Net book value								
At 31 August 2020	24,701,535	49,283	49,830	196,458	7,817	49,341	554,625	25,608,889
At 1 September 2019	25,398,858	79,178	109,977	114,909	18,395	9,713	-	25,731,030

Notes to the Financial Statements

CHARITY

	Freehold Property (£)	Motor Vehicles (£)	Plant and machinery (£)	Assets under Construction (£)	Total (£)
Cost					
At 1 September 2020	34,867,762	76,118	968,325	541,175	36,453,380
Additions	72,591	5,500	30,793	5,474,780	5,583,664
Disposals	-	-	-	-	-
At 31 August 2021	34,940,353	81,618	999,118	6,015,955	42,037,044
Depreciation					
At 1 September 2020	10,166,227	72,109	934,814	-	11,173,150
Charge for the year	697,355	3,322	18,246	-	718,923
Disposals	-	-	-	-	-
At 31 August 2021	10,863,582	75,431	953,060	-	11,892,073
Net book value					
At 31 August 2021	24,076,771	6,187	46,058	6,015,955	30,144,971
<i>At 1 September 2020</i>	<i>24,701,535</i>	<i>4,009</i>	<i>33,511</i>	<i>541,175</i>	<i>25,280,230</i>

Assets under construction is for work in progress on the 6th Form Centre and the Biomass plant. The Biomass plant includes capitalised interest of £19,526.

	Freehold Property (£)	Motor Vehicles (£)	Plant and Machinery (£)	Assets under construction (£)	Total (£)
Cost					
At 1 September 2019	34,867,762	76,118	995,897	-	35,939,777
Additions	-	-	-	541,175	541,175
Disposals	-	-	(27,572)	-	(27,572)
At 31 August 2020	34,867,762	76,118	968,325	541,175	36,453,380
At 1 September 2019	9,468,904	67,694	935,527	-	10,472,125
Charge for the year	697,323	4,415	26,859	-	728,597
Dispo	-	-	(27,572)	-	(25,752)
At 31 August 2020	10,166,227	72,109	934,814	-	11,173,150
At 31 August 2020	24,701,535	4,009	33,511	541,175	25,280,230
<i>At 1 September 2019</i>	<i>25,395,859</i>	<i>8,424</i>	<i>60,370</i>	<i>-</i>	<i>25,290,230</i>

Notes to the Financial Statements

8A. INVESTMENTS CONSOLIDATED

	Works of Art (£)	Woodlands (£) Market value	Listed Investments		Total (£)
			General & Designated (£) Market value	Restricted (£) Market value	
At 1 September 2020	41,000	564,191	2,563,437	1,689,539	4,858,167
Additions to investments					-
Management Fees			(13,988)	(11,658)	(25,646)
Foreign exchange					
Gains/(losses)				(71,437)	(71,437)
Draw down on investments				(165,469)	(165,469)
Unrealised investment					
Gains/(losses)			407,001	237,900	644,901
Market value at 31 August 2021	41,000	564,191	2,956,450	1,678,875	5,240,516
Historical cost to the charity	41,000	67,463	1,556,270	1,025,378	2,690,111

PRIOR YEAR INVESTMENTS CONSOLIDATED

	Works of Art (£)	Woodlands (£) Market value	Listed Investments		Total (£)
			General & Designated (£) Market value	Restricted (£) Market value	
At 1 September 2019	41,000	173,317	2,602,384	1,562,653	4,379,354
Additions to investments				200,000	200,000
Management Fees			(12,835)	(12,037)	(24,872)
Foreign exchange					
Gains/(losses)				(28,129)	(28,129)
Draw down on investments				(142,044)	(142,044)
Unrealised investment					
Gains/(losses)		390,874	(26,112)	109,096	473,858
Market value at 31 August 2020	41,000	564,191	2,563,437	1,689,539	4,858,167
Historical cost to the charity	41,000	67,463	1,556,270	1,025,378	2,690,111

Notes to the Financial Statements

8B. INVESTMENTS CHARITY

	Works of Art (£)	Woodlands (£) Market value	Listed Investments		Total (£)
			General & Designated (£) Market value	Restricted (£) Market value	
At 1 September 2020	41,000	564,191	2,563,436	1,046,674	4,215,301
Management Fees			(13,988)	(8,151)	(22,139)
Foreign exchange Gains/(losses)				(71,437)	(71,437)
Draw down on investments				(165,469)	(165,469)
Unrealised investment Gains/(losses)			407,001	135,831	542,832
Market value at 31 August 2021	41,000	564,191	2,956,449	937,448	4,499,088

PRIOR YEAR INVESTMENTS CHARITY

	Works of Art (£)	Woodlands (£) Market value	Listed Investments		Total (£)
			General & Designated (£) Market value	Restricted (£) Market value	
At 1 September 2019	41,000	173,317	2,602,384	1,103,322	3,920,023
Management Fees			(12,835)	(9,146)	(21,981)
Foreign exchange Gains/(losses)				(28,129)	(28,129)
Draw down on investments				(142,044)	(142,044)
Unrealised investment Gains/(losses)		390,874	(26,113)	122,671	487,432
Market value at 31 August 2020	41,000	564,191	2,563,436	1,046,674	4,215,301

9. INVESTMENT IN SUBSIDIARIES

	Shares in Subsidiaries (£)
Cost 31 August 2021 (31 August 2020 £1,100)	1,100

During the year, Worth Abbey was the sole member of Worth School, a company limited by guarantee, whose total incoming resources were £14,869,715 (2020: £15,327,354).

Worth School Lettings, a company limited by guarantee, was incorporated on 24 August 2021.

Notes to the Financial Statements

The company also has the following subsidiary undertakings:

	Class of shares held	% of shares held	Turnover & expenditure (£)	Nature of business	Aggregate of capital and reserves at 31 August 2021 (£)
Worth Abbey Construction Ltd (incorporated in England)	Ordinary	100%	4,830	Planning and building contractors	1,000
Worth Abbey Projects Ltd (incorporated in England)	Ordinary	100%	209,090	General commercial company	(185,784)
Worth School Lettings Ltd (an indirect subsidiary incorporated in England)	Ordinary	100%	-	Letting of lands and buildings	1

Details of how the above activities relate to those of the charity are outlined in the Trustees Report. Separate financial statements have been produced for each of the above companies whose results have been incorporated into these consolidated financial statements.

10. STOCK

	Consolidated 2021 (£)	Charity 2021 (£)	Consolidated 2020 (£)	Charity 2020 (£)
Livestock	7,671	-	5,675	-
General stores	124,536	2,042	143,055	61,598
	<u>132,207</u>	<u>2,042</u>	<u>148,730</u>	<u>61,598</u>

The difference between purchase price or production cost of stocks and their replacement cost is not material.

11. DEBTORS

	Consolidated 2021 (£)	Charity 2021 (£)	Consolidated 2020 (£)	Charity 2020 (£)
School fees and extras less bad debt provision	161,262	-	178,601	-
VAT	148	-	-	-
Other debtors	55,720	101	123,888	407
Amounts owed by group undertakings	-	673,489	-	730,488
Interest rate cap financial asset	-	-	-	-
Prepayments and accrued income	302,843	34,258	298,406	47,859
	<u>519,973</u>	<u>707,848</u>	<u>600,895</u>	<u>778,754</u>

Monies owed by Worth Abbey Construction are recoverable on demand and lent at commercial rates of interest.

Notes to the Financial Statements

Monies owed by Worth Abbey Projects are recoverable on demand and are interest free.

12. CREDITORS: amounts falling due within one year

	Consolidated 2021 (£)	Charity 2021 (£)	<i>Consolidated</i> 2020 (£)	<i>Charity</i> 2020 (£)
Bank loans and overdraft	668,269	668,269	492,149	492,149
Fee prepayments (note 14)	590,348	-	606,821	-
Acceptance deposits (note 14)	447,515	-	515,613	-
School fees and extras received in advance	2,779,867	-	2,389,336	-
Trade creditors	568,034	45,121	497,742	37,037
Amounts owed to Group Undertakings	-	6,426,830	-	5,425,060
Other taxes and social security costs	188,799	10,980	197,517	29,398
Clubs and societies	3,085	-	2,659	-
Other creditors	190,706	-	242,072	-
VAT	6,664	84	2,974	1,080
Accruals and deferred income	740,647	21,876	881,058	59,306
	<u>6,183,934</u>	<u>7,173,160</u>	<u>5,827,941</u>	<u>6,044,030</u>

Included in consolidated other creditors are outstanding pension contributions of £138,246 (2020: £118,110).

Amounts owed to Worth Abbey School are interest free and repayable on demand

13. CREDITORS: amounts falling due after more than one year

	Consolidated 2021 (£)	Charity 2021 (£)	<i>Consolidated</i> 2020 (£)	<i>Charity</i> 2020 (£)
Bank loan and overdraft	4,316,184	4,316,184	2,739,077	2,739,077
Fee prepayments (note 14)	453,599	-	402,586	-
Acceptance deposits	2,387,269	-	2,069,623	-
	<u>7,157,052</u>	<u>4,316,184</u>	<u>5,211,286</u>	<u>2,739,077</u>

The Abbey had an overdraft facility at year end of £1.5 million which bears interest at base rate plus 2% and is subject to annual review. The Abbey was not utilising this facility at year end.

The Abbey also has three long term loans which are under monthly repayments. One loan bears interest at base rate plus 1.5%. This loan is due to be repaid in December 2024 and the outstanding balance at year end was £784k. The second loan bears interest at base rate plus 1.95% and is due to be repaid in March 2030. The outstanding balance on this loan at year end was £2 million. A third loan was raised in December 2020 for £2.3 million. This loan bears interest at base rate plus 2.5% and is due to be repaid in November 2025. The outstanding balance on this loan at year end was £2.2 million

Notes to the Financial Statements

14. PARENTS' DEPOSITS AND FEE PREPAYMENTS

	2021 (£)	2020 (£)
Fee prepayments	1,043,947	1,009,407
Less: amount to be released within one year	<u>(590,348)</u>	<u>(606,821)</u>
On account of fees falling due after more than one year	453,599	402,586
Acceptance deposits	2,834,784	2,585,236
Less amounts due to be repaid in September	<u>(447,515)</u>	<u>(515,613)</u>
Acceptance deposits and fee prepayments falling due after more than one year at 31 August	<u>2,840,868</u>	<u>2,472,209</u>

Fee prepayments on account of fees falling due after more than one year are aged on the assumption that the pupil remains in the School until the prepayment is exhausted.

15. RESTRICTED & DESIGNATED FUNDS

The restricted & designated funds of the Group and the unexpended balances are as follows:

	At 1 September 2020 (£)	Incoming resources (£)	Resources expended (£)	Investment and foreign currency gain/(loss) (£)	Transfers (£)	At 31 August 2021 (£)
<u>Restricted Funds</u>						
Bursary Fund	816,759	52,235	(3,509)	102,069	(12,285)	955,269
Annual Fund	40,563	4,505	(27,429)	-	(3,750)	13,889
Sports Facilities	12,151	-	-	-	-	12,151
Outreach Peru	1,069,309	50,658	(216,011)	58,927	-	962,883
6 th Form Centre	6,305,221	27,097	(8,587)	-	-	6,323,731
Other funds	15,460	3,814	(2,371)	-	5,671	22,574
Total	<u>8,259,463</u>	<u>138,309</u>	<u>(257,907)</u>	<u>160,996</u>	<u>(10,364)</u>	<u>8,290,497</u>
<u>Designated Funds</u>						
Hardship fund	208,607	-	-	-	(85,124)	123,483
Maintenance fund	219,000	-	-	-	504,399	723,399
Worth Society	-	17,939	(13,742)	-	105,368	109,565
Friends of Worth	-	22,276	(12,439)	-	25,449	35,286
Church funds	610,947	-	(14,872)	-	36,948	633,023
Brighton project	578	-	(41,955)	-	57,266	15,889
Other funds	-	-	(252)	-	558	306
Total	<u>1,039,132</u>	<u>40,215</u>	<u>(83,260)</u>	<u>-</u>	<u>644,864</u>	<u>1,640,951</u>

Notes to the Financial Statements

The restricted and designated funds of the charity and the unexpended balances are as follows:

	At 1 September 2020 (£)	Incoming resources (£)	Resources expended (£)	Investment and foreign currency gain/(loss) (£)	Transfers (£)	At 31 August 2021 (£)
Restricted funds						
Outreach Peru	1,069,309	50,658	(216,011)	58,927	-	962,883
6 th Form Centre	6,305,221	27,097	(8,587)	-	-	6,323,731
Other funds	15,460	3,814	(2,371)	-	5,671	22,574
Total	<u>7,389,990</u>	<u>81,569</u>	<u>(226,969)</u>	<u>58,927</u>	<u>5,671</u>	<u>7,309,188</u>
Designated Funds						
Church fund	610,947	-	(14,872)	-	36,948	633,023
Brighton project	578	-	(41,955)	-	57,266	15,889
Other funds	-	-	(252)	-	558	306
Charity	<u>611,525</u>	<u>-</u>	<u>(57,079)</u>	<u>-</u>	<u>94,772</u>	<u>649,218</u>

PRIOR YEAR RESTRICTED AND DESIGNATED FUNDS

The 2020 restricted and designated funds of the Group and the unexpended balances are as follows:

	At 1 September 2019 (£)	Incoming resources (£)	Resources expended (£)	Investment and foreign currency gain/(loss) (£)	Transfers (£)	At 31 August 2020 (£)
Restricted Funds						
Bursary Fund	798,785	46,724	(2,891)	(13,574)	(12,285)	816,759
Annual Fund	43,755	21,954	(21,396)	-	(3,750)	40,563
Sports Facilities	12,151	-	-	-	-	12,151
Outreach Peru	1,130,844	29,043	(209,934)	119,356	-	1,069,309
6 th Form Centre	6,243,496	71,680	(9,955)	-	-	6,305,221
Other funds	10,421	16,603	(11,564)	-	-	15,460
Total	<u>8,239,452</u>	<u>186,004</u>	<u>(255,740)</u>	<u>105,782</u>	<u>(16,035)</u>	<u>8,259,463</u>
Designated Funds						
Hardship fund	-	38,607	(38,607)	-	208,607	208,607
Maintenance fund	-	-	-	-	219,000	219,000
Church fund	462,874	111,681	-	-	36,392	610,947
Brighton project	-	42,986	(42,408)	-	-	578
Total	<u>462,874</u>	<u>193,274</u>	<u>(81,015)</u>	<u>-</u>	<u>463,999</u>	<u>1,039,132</u>

Notes to the Financial Statements

The 2020 restricted & designated funds of the charity and the unexpended balances are as follows:

	At 1 September 2019 (£)	Incoming resources (£)	Resources expended (£)	Investment and foreign currency gain/(loss) (£)	Transfers (£)	At 31 August 2020 (£)
Restricted funds						
Outreach Peru	1,130,844	29,043	(209,934)	119,356	-	1,069,309
6 th Form Centre	6,243,496	71,680	(9,955)	-	-	6,305,221
Other funds	10,420	16,604	(11,564)	-	-	15,460
Total	<u>7,384,760</u>	<u>117,327</u>	<u>(231,453)</u>	<u>119,356</u>	<u>-</u>	<u>7,389,990</u>
Designated Funds						
Church fund	462,874	111,681	-	-	36,392	610,947
Brighton project	-	42,986	(42,408)	-	-	578
Charity	<u>462,874</u>	<u>154,667</u>	<u>(42,408)</u>	<u>-</u>	<u>36,392</u>	<u>611,525</u>

- **Bursary Fund:** The Bursary Fund was established with a donation received for the express purpose of providing Worth School bursaries. The Fund is represented by investments and cash deposits.
- **Outreach Peru:** This Fund was established through legacies and the donations, covenants and fundraising receipts of Outreach Peru and under its previous name, the Friends of Peru. It is used to make grants for the relief of poverty and the improvement of educational and healthcare facilities through institutions in Peru.
- **Sports facilities:** This Fund, managed by the Trustees of Worth School, was established to assist with funding for new sports facilities for Worth School including a 3G pitch.
- **Annual Fund:** The Annual Fund was set up to provide curriculum-enhancing resources across the School.
- **Sixth Form Centre:** An alumnus of the school donated £6.25 million to Worth Abbey for the purpose of building and fitting out a new Sixth Form Centre for Worth School. This generous donation will be transformational for the school in years to come. Plans for the Centre were approved during the year and construction started in September 2020.
- **Hardship Fund:** The Hardship Fund was established during 2019-2020 to assist families who were economically affected by COVID-19.
- **Maintenance Fund:** This Fund was established during 2019-2020 to provide funding for essential maintenance that needs to take place in the School.
- **Friends of Worth School:** Friends of Worth is funded through subscriptions levied and fundraising events with the funds being utilised to support extra school costs needs. The transactions between the general fund and the designated fund are processed as transfers.
- **Worth Society:** In February 2021 Worth Society donated all its funds to, and was incorporated into, Worth School. The final dissolution of the company became effective on 13 July 2021 at Companies House. Worth Society is a body consisting largely of alumni who continue to support the School.

Notes to the Financial Statements

- **Church Fund:** The church fund was established in 2016-2017 to cover improvements and furniture for the Church.

16. GENERAL FUNDS

The general funds of the group and the unexpended balances are as follows:

CONSOLIDATED

	At 1 September 2020 (£)	Incoming resources (£)	Resources expended (£)	Investment and foreign currency gain/(loss) (£)	Transfers (£)	At 31 August 2021 (£)
General fund	19,513,783	15,346,565	(15,376,176)	407,001	(634,500)	19,256,673

PRIOR YEAR CONSOLIDATED

	At 1 September 2019 (£)	Incoming resources (£)	Resources expended (£)	Investment and foreign currency gain/(loss) (£)	Transfers (£)	At 31 August 2020 (£)
General fund	19,745,489	16,747,774	(16,874,061)	342,545	(447,964)	19,513,783

Transfers on reserves amounting to -£10,364 from restricted to general funds are set out in the table above representing the depreciation on a coffee van purchased (£3,750) and a bursary for a pupil (£12,285) and a transfer from the general funds to St Bruno's (-£5,671). Transfers between general and designated funds of £644,864 consisted of a net transfer from to hardship bursaries (-£85,124), a transfer for the backlog of maintenance projects (£504,399), and donations to Friends of worth (£25,449) Worth Society (£105,368), the Brighton Project (£57,266), Church Development (£36,948) and the Jamison Fund (£558).

The general funds of the charity and the unexpended balances are as follows:

CHARITY

	At 1 September 2020 (£)	Incoming resources (£)	Resources expended (£)	Investment and foreign currency gain/(loss) (£)	Transfers (£)	At 31 August 2021 (£)
General fund	19,397,074	1,234,595	(1,721,324)	407,001	(100,433)	19,216,913

PRIOR YEAR CHARITY

	At 1 September 2019 (£)	Incoming resources (£)	Resources expended (£)	Investment and foreign currency gain/(loss) (£)	Transfers (£)	At 31 August 2020 (£)
General fund	19,544,902	1,291,716	(1,745,697)	342,545	(36,392)	19,397,074

Notes to the Financial Statements

17. ANALYSIS OF NET ASSETS BETWEEN FUNDS

A) CONSOLIDATED AS AT 31 AUGUST 2021

	Tangible fixed assets (£)	Investments (£)	Net current assets/ (liabilities) (£)	Long term liabilities (£)	Total (£)
Restricted Funds					
Bursary Fund	-	741,426	213,843	-	955,269
Outreach Peru	-	937,448	25,435	-	962,883
6 th Form Centre	4,199,910	-	2,123,821	-	6,323,731
Sports facilities	-	-	12,151	-	12,151
Other restricted funds	-	-	36,463	-	36,463
	<u>4,199,910</u>	<u>1,678,874</u>	<u>2,411,713</u>	-	<u>8,290,497</u>
Designated funds					
Hardship fund	-	-	123,483	-	123,483
Maintenance fund	-	-	723,399	-	723,399
Worth Society	-	-	109,565	-	109,565
Friends of Worth	-	-	35,286	-	35,286
Church fund	-	-	633,023	-	633,023
Brighton Project	-	-	15,889	-	15,889
Other funds	-	-	306	-	306
	-	-	<u>1,640,951</u>	-	<u>1,640,951</u>
General funds	<u>26,426,849</u>	<u>3,561,642</u>	<u>(3,574,766)</u>	<u>(7,157,052)</u>	<u>19,256,673</u>
Total reserves	<u>30,626,759</u>	<u>5,240,516</u>	<u>477,898</u>	<u>(7,157,052)</u>	<u>29,188,121</u>

AS AT 31 AUGUST 2020

	Tangible fixed assets (£)	Investments (£)	Net current assets/ (liabilities) (£)	Long term liabilities (£)	Total (£)
Restricted Funds					
Bursary Fund	-	642,865	173,894	-	816,759
Outreach Peru	-	1,216,847	(147,538)	-	1,069,309
6 th Form Centre	541,176	-	5,764,045	-	6,305,221
Sports facilities	-	-	12,151	-	12,151
Other restricted funds	-	-	56,023	-	56,023
	<u>541,176</u>	<u>1,859,712</u>	<u>5,858,575</u>	-	<u>8,259,463</u>
Designated funds					
Hardship fund	-	-	208,607	-	208,607
Maintenance fund	-	-	219,000	-	219,000
Church fund	-	-	610,947	-	610,947
Brighton Project	-	-	578	-	578
	-	-	<u>1,039,132</u>	-	<u>1,039,132</u>
General funds	<u>25,067,713</u>	<u>2,998,455</u>	<u>(3,341,099)</u>	<u>(5,211,286)</u>	<u>19,513,783</u>
Total reserves	<u>25,608,889</u>	<u>4,858,167</u>	<u>3,556,608</u>	<u>(5,211,286)</u>	<u>28,812,378</u>

Notes to the Financial Statements

17. ANALYSIS OF NET ASSETS BETWEEN FUNDS

B) CHARITY AS AT 31 AUGUST 2021

	Tangible fixed assets (£)	Investments (£)	Net current assets/ (liabilities) (£)	Long term liabilities (£)	Total (£)
Restricted Funds					
6 th Form Centre	4,199,910	-	2,123,821	-	6,323,731
Outreach Peru	-	937,448	25,435	-	962,883
Other restricted funds	-	-	22,574	-	22,574
	<u>4,199,910</u>	<u>937,448</u>	<u>2,171,830</u>	<u>-</u>	<u>7,309,188</u>
Designated Funds					
Church fund	-	-	633,023	-	633,023
Brighton Project	-	-	15,889	-	15,889
Other funds	-	-	306	-	306
	<u>-</u>	<u>-</u>	<u>649,218</u>	<u>-</u>	<u>649,218</u>
General Funds	<u>25,945,061</u>	<u>3,562,740</u>	<u>(5,974,704)</u>	<u>(4,316,184)</u>	<u>19,216,913</u>
Total reserves	<u>30,144,971</u>	<u>4,500,188</u>	<u>(3,153,656)</u>	<u>(4,316,184)</u>	<u>27,175,319</u>

AS AT 31 AUGUST 2020

	Tangible fixed assets (£)	Investments (£)	Net current assets/ (liabilities) (£)	Long term liabilities (£)	Total (£)
Restricted Funds					
6 th Form Centre	541,176	-	5,764,045	-	6,305,221
Outreach Peru	-	1,216,847	(147,537)	-	1,069,310
Other restricted funds	-	-	15,459	-	15,459
	<u>541,176</u>	<u>1,216,847</u>	<u>5,631,967</u>	<u>-</u>	<u>7,389,990</u>
Designated Funds					
Church fund	-	-	610,947	-	610,947
Brighton Project	-	-	578	-	578
General Funds	<u>24,739,054</u>	<u>3,168,628</u>	<u>(5,771,532)</u>	<u>(2,739,076)</u>	<u>19,397,074</u>
Total reserves	<u>25,280,230</u>	<u>4,385,475</u>	<u>471,960</u>	<u>(2,739,076)</u>	<u>27,398,589</u>

18. ANALYSIS OF CASH FLOWS

a) Returns on investments and the servicing of finance		2021 (£)	2020 (£)
Investment income	Note 5a	101,479	117,836
Interest received	Note 5a	27,097	71,680
Interest paid	Note 6c	(58,176)	(80,894)
Net cash inflow/(outflow)		<u>70,400</u>	<u>108,622</u>

Notes to the Financial Statements

b) Investments

During the year, £165,469 was drawn down from the investments designated for Outreach Peru and used to meet the expenditure of that Fund (2020: £142,045).

c) Financing	2021 (£)	2020 (£)
Decrease/(Increase) in parents' acceptance deposits	(765,159)	15,439
Decrease/ (Increase) in new loans	(2,194,435)	-
Decrease/(Increase) in loan repayments	441,206	839,425
Net cash outflow	(2,518,388)	854,864

19. ANALYSIS OF CHANGES IN NET DEBT

	At 31 August 2020 (£)	Cash flow (£)	At 31 August 2021 (£)
Cash in hand and at bank	8,634,924	(2,625,272)	6,009,652
Loans due in less than one year	(492,149)	(176,120)	(668,269)
Loans due after one year	(2,739,077)	(1,577,107)	(4,316,184)
Parents' acceptance deposits	(2,069,623)	(765,161)	(2,834,784)
Net Debt	3,334,075	(5,143,660)	(1,809,585)

PRIOR YEAR

	At 31 August 2019 (£)	Cash flow (£)	At 31 August 2020 (£)
Cash in hand and at bank	9,772,397	(1,137,473)	8,634,924
Loans due in less than one year	(828,497)	336,348	(492,149)
Loans due after one year	(3,242,151)	503,074	(2,739,077)
Parents' acceptance deposits	(2,085,064)	15,441	(2,069,623)
Net Debt	3,616,685	(282,610)	3,334,075

20. CAPITAL COMMITMENTS

At the year end the Group had capital commitments to build the Sixth Form Centre of £2 million (2020: £Nil) and the Biomass plant £0.5 million (2020: £Nil). The value of the contracts (inclusive of VAT) are £6.4 million for the Sixth Form Centre and £2.3 million for the Biomass. There is a further three year capital commitment for the operation and maintenance of the biomass plant with effect from December 2021 to the value £120k.

Notes to the Financial Statements

21. OPERATING LEASE COMMITMENTS

Commitments under operating leases to make payments in the following year are analysed below by the expiry date of the leases concerned.

	Other operating leases	
	2021 (£)	2020 (£)
Under 1 year	103,971	110,692
Between 2 and 5 years	162,113	194,687
	266,084	305,379

22. FINANCIAL INSTRUMENTS

	Consolidated 2021 (£)	Charity 2021 (£)	Consolidated 2020 (£)	Charity 2020 (£)
Financial assets measured at amortised cost	6,067,350	3,311,545	8,758,812	5,845,120
Financial liabilities measured at amortised cost	(13,340,985)	(5,062,514)	(11,039,227)	(3,358,046)

Financial assets measured at amortised cost comprise cash at bank, trade debtors and other debtors.

Financial liabilities measured at amortised cost comprise bank loans, trade creditors, other creditors and accruals.

23. RELATED PARTY TRANSACTIONS

Neither the Trustees nor persons connected with them received any remuneration from the Abbey. The Trustees do however, in common with all other members of Worth Abbey's Monastic Community, receive benefits in kind in the form of payment by the Abbey for their general living expenses. These costs are not allocated between individual members of the Community as it would be impracticable to do so. Trustees of Worth School received a total of £Nil for food and travel expenditure incurred whilst travelling on school business (2020: £179). The School enters into transactions with parent governors. These transactions occur on an arm's length basis with independent consideration of any bursaries and scholarships which may arise. Trustee Indemnity Insurance is included in the Abbey's insurance policy at no extra cost and covers those members of the Monastic Community serving as Trustees.

The Worth Abbey Group operates in such a way that goods and services are often bought by one entity on behalf of another and then passed on at cost. As a result, during the year Worth Abbey transacted with Worth School, Worth Abbey Construction Limited and Worth Abbey Projects Ltd. Worth School received goods and services from Worth Abbey valued at £1,108,179 (2020: £781,886) in the year and passed goods and services to Worth Abbey valued at £1,131,754 (2020: £1,822,381) in the year. Goods and services valued at £246,727 (2020: £215,809) were transferred to Worth Abbey Projects Ltd.

In addition to these transactions, Worth School leased land and buildings from Worth Abbey for £828,276 (2020: £828,276). Worth Abbey also purchased goods and services from Worth Abbey Projects Ltd to the value of £44,431 (2020: £22,476) on a basis that is equivalent to that paid by other customers of Worth Abbey Projects Ltd.

Notes to the Financial Statements

As at the year end, £6,426,830 was owed to Worth School by Worth Abbey (2020: £5,425,060), £220,025 was owed from Worth Abbey Projects Limited (2020: £277,392) and £453,464 was owed from Worth Abbey Construction Limited (2020: £453,096) to Worth Abbey.

24. PENSION COMMITMENTS

The School participates in the Teachers' Pension Scheme (England and Wales) ("the TPS") for its teaching staff. The pension charge for the year includes contributions payable to the TPS of £895,641 (2020: £900,577) and at the year-end £104,116 (2020: £110,572) 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 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 latest valuation report in respect of the TPS was prepared as at 31 March 2016 and the Valuation Report, which was published in March 2019, confirmed that the TPS would increase from 16.4% to 23.6% effective 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 of Education prior to the ruling in the 'McCloud/Sargeant case'. This case has required the courts to consider cases regarding the implementation of the 2015 reforms to Public Service Pensions including the Teachers Pensions.

On 27 June 2019 the Supreme Court denied the Government permission to appeal the Court of Appeal's judgment that transitional provisions introduced to the reformed pension schemes in 2015 gave rise to unlawful age discrimination. The Government is respecting the Court's decision and has said it will engage fully with the Employment Tribunal as well as employer and member representatives to agree how the discriminations will be remedied. The government announced on 4 February 2021 that it intends to proceed with a deferred choice underpin under which members will be able to choose either legacy or reformed scheme benefits in respect of their service during the period between 1 April 2015 and 31 March 2022 at the point they become payable.

The TPS is subject to a cost cap mechanism which was put in place to protect taxpayers against unforeseen changes in scheme costs. The Chief Secretary to the Treasury, having in 2018 announced that there would be a review of this cost cap mechanism, in January 2019 announced a pause to the cost cap mechanism following the Court of Appeal's ruling in the McCloud/Sargeant case and until there is certainty about the value of pensions to employees from April 2015 onwards. The pause was lifted in July 2020, and a consultation was launched on 24 June on proposed changes to the cost control mechanism following a review by the Government Actuary.

Notes to the Financial Statements

Following a public consultation, the Government has accepted three key proposals recommended by the Government Actuary, and are aiming to implement these changes in time for the 2020 valuations.

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

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

The group also makes defined contributions to a group personal pension scheme for its non-teaching staff. Contributions to this scheme in the year amounted to £244,665 (2020: £272,965).

Reference & Administrative details

Registered Office

Worth Abbey
Paddockhurst Road
Turners Hill, Crawley
West Sussex
RH10 4SB
Tel: 01342 710310
worthabbey.net

Company registration number: 4475556

Charity Registration number: 1093913

Bankers & Principal Advisors

Bankers

HSBC, 9 The Boulevard, Crawley, West Sussex, RH10 1UT

Auditors

Crowe UK LLP, Riverside House, High Street, Maidstone, Kent, ME14 1JH

Investment Managers

BlackRock Investment Managers Limited, 12 Throgmorton Avenue, London, EC2N 2DL

Flagstone Investment Management (deposit accounts), 1st Floor, Clareville House, 26-27 Oxendon Street, London, SW1Y 4EL

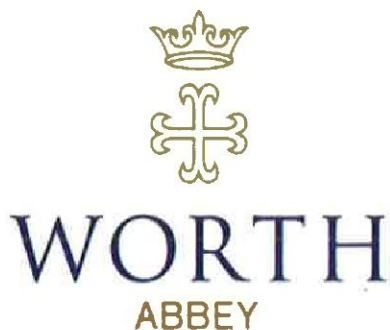
Smith & Williamson, 25 Moorgate, London, EC2R 6AY

Solicitors

Farrer & Co, 66 Lincoln's Inn Fields, London, WC2A 3LH

Stone King, 13 Queen Square, Bath, BA1 2HJ

Womble Bond Dickinson (UK) LLP, Newcastle St Ann's, 112 Quayside, Newcastle Upon Tyne, NE1 3DX



WORTH ABBEY

England & Wales - Charity number 1093913

Accounts



WORTH

ABBHEY

WORTH ABBEY AND ITS SUBSIDIARIES

Our annual report and consolidated financial statements

— for the year ended 31 August 2020 —



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Dear Friends,

When 2019/20 started little did we know that the coronavirus pandemic would lead to such significant change and adjustment for everyone. Whilst the pandemic meant we had to stop or curtail many of our activities, it also enabled us all to discover how resilient we are, how adaptable we can be and how much we can achieve even when our physical doors are closed. We are delighted that despite the challenging times, we have been able to continue much of what we had hoped to do. Our key achievements for the year are outlined to the right and within the body of this report.

We extend our heartfelt thanks and gratitude to all those who have supported Worth Abbey during the year. In particular, to our staff and volunteers, the staff and Governors of Worth School, the Trustees of Worth Abbey, the members of the Monastic Community, and our generous donors and other supporters.

The continuance of the coronavirus pandemic, a canonical visitation in January 2021 and an abbatial election in early summer 2021 as well as the Monastic Community's desire to progress with its own thinking about its future, means that 2021/2022 will continue to be a time of reflection, further change and looking forward for Worth Abbey.

May God bless us all for the year ahead.










The Right Reverend RL Jolly
The Abbot of Worth & Chair of
the Trustees of Worth Abbey



Sophia O'Hare
Chief Executive Officer,
Worth Abbey

2019/2020 key achievements

- Provided audio streaming for the Divine Office and Mass and a COVID-secure Abbey Church for quiet reflection and silent prayer; 
- Continued to work alongside Worth School by providing monastic chaplains, accommodation for the 'Forerunners' and online worship services, pastoral support and formation for pupils and staff; 
- Commenced the development of a plan to expand and diversify Worth Abbey Projects Limited's (WAP) commercial activities (known as 'Project Nursia') in accordance with Benedictine principles; 
- Increased our staffing capacity by employing a full time Finance Director and Company Secretary. Worth Abbey Projects Limited employed a full time Commercial Manager; 
- Moved forward with adopting a more proportionate approach to risk management; 
- Continued to support Worth Abbey Outreach Peru and began a review of all elements of its programme; and 
- Completed a professional valuation of our woodland and nearly completed the valuation of the Worth Estate (delayed due to coronavirus). 



Trustees report 2019/20 (incorporating the Strategic Report)

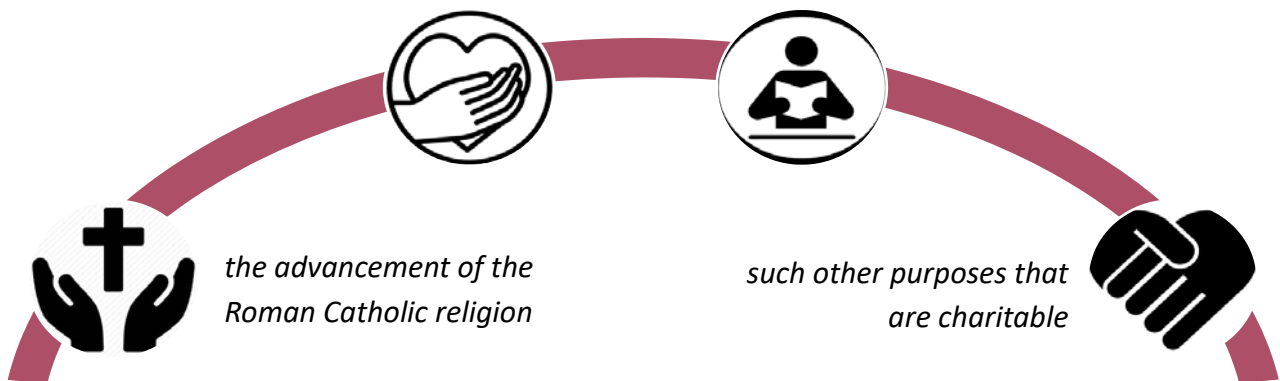
The Trustees, who also served as company directors during the year are pleased to present their report and the consolidated financial statements for Worth Abbey and its subsidiaries for the year ended 31 August 2020. The Trustees confirm that the financial statements comply with current statutory requirements, those of the various governing documents and the requirements of the Charities SORP (FRS 102).

Worth Abbey is a registered charity based in Turners Hill, near Crawley in West Sussex. The monks of Worth Abbey, in response to the call of Christ, follow the life-giving guidance of the Rule of St. Benedict.

The Objects of the charity are:

the relief of the infirm, aged or poor, and in particular the relief of aged priests and clerics and other persons professing the Roman Catholic religion

the advancement of education including the education and training of priests and persons desirous of becoming priests of the Roman Catholic religion



Living from monastic wisdom, we welcome visitors to share the monk's' life of prayer and we evangelise through our pastoral works.

How our work delivers public benefit

Under section four of the Charities Act 2011, we have a duty to report on the public benefit that we deliver. Taking the Charity Commission's guidance into consideration, the Trustees are satisfied that our public benefit requirements have been met in numerous ways as detailed within this report.



Our Monastic Community

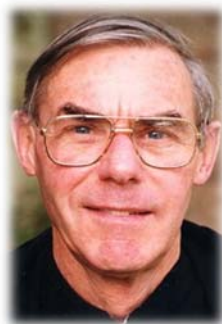


At the time of finalising this report we have 12 Benedictine monks who live together on site at Worth Abbey. The monastic life is centred around Bible reading (*Lectio Divina*), personal

prayer, sacred liturgy, hospitality and discipleship. Over the last few years the Community has improved the quality and discipline of life together by fostering more structured communal reflection and learning. The monks meet several times a year for 'Community Days' which are used for ongoing formation.

Every member of the Community seeks God in prayer. Living together in fellowship, members of the Community are encouraged to support each other, show respect and patience and be faithful to community life.

Following St Benedict's concern that care for the sick must rank above and before all else, and that both the old and the young should be treated with compassion, we continue to monitor the long term care of those within the Monastic Community who, through age or infirmity are unable to look after themselves. We seek to ensure that they receive the best possible care within our Infirmary facilities. To assist us in this respect we employ a Care and Health Manager, a live-in carer, two part-time nursing staff, and other day carers who assist us in providing the necessary medical and other care required. After long and fruitful monastic lives two of our monks died in old age:



Fr. Richard Wilson
(19 July 1930 - 30 Dec 2019)



Fr. Bede Hill
(13 Apr 1931 - 10 May 2020)

The coronavirus lockdown had a significant impact on the Monastic Community and their day to day living, however we are pleased to report that at the time of finalising this report there have been no confirmed cases of COVID-19 amongst our Community. The monastery was closed to visitors in March 2020 and access continues to



be limited in order to protect the vulnerable and to support those working within the Monastery's



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health services. The need to draw apart physically from those who would normally join the Community for Sunday and weekday Mass, or come to the daily pattern of monastic prayer has been a significant adjustment for both the Community and those who would normally join them. However our Community has continued to live, pray and meet together and by use of audio streaming Monastic Offices via YouTube and video-conferencing they have been able to reach out to the immediate locality and to the wider world.

Worth School



Worth School is a co-educational Roman Catholic boarding and day independent school for pupils from 11 to 18 years of age. The school is located on the 500-acre Worth Abbey estate. Worth School is a subsidiary charity of Worth Abbey who is the sole member. The Abbot of Worth is President of the Worth School Board and also a Governor of the School. Fr. David Jarmy (a Worth Abbey monk) also joins the Abbot as a Governor. Worth School produces its own annual report which is published separately.

Worth Abbey continues to work alongside Worth School in a number of ways:

The Chaplaincy Team: The inspiration for our way of life at Worth School comes directly from *The Rule of St Benedict*. The fact that Benedict's spirituality is designed for community living makes it readily adaptable to school life. The Chaplaincy is led by the Director of Mission, Will Desmond, and comprises a team of six youth ministers. For the period under review, there were three monastic chaplains: Fr. Martin McGee, Fr. David Jarmy and Fr. Gabriel Dobson. Monastic involvement in, and support of, the Chaplaincy helps to ensure that the Benedictine and Catholic ethos of the School is maintained and strengthened.

'The Forerunners': Worth School has a team of youth ministers (known as 'The Forerunners') who work in collaboration with the Monastic Community and the Chaplains in the School. The term forerunner refers to a person who goes ahead of another to prepare the way. The Forerunners take their inspiration from John the Baptist (the most famous forerunner in the Bible) who prepared the way for Christ. The Forerunners at Worth seek to awaken dignity in young people by helping them discover their God-given identity. They do this by bringing about a culture of discipleship in the School and preparing the way for Jesus Christ in people's hearts. They operate out of six discipleship principles found in John 1:35-42. Worth Abbey further supports the Forerunners by providing them with accommodation in Compass House, situated opposite Worth Abbey Church.

Values: The key Benedictine and Catholic values of silence, worship, humility, community, service, and stewardship are kept constantly before the School in worship and in the everyday interactions in the Houses and classrooms. Among the activities engaged in by the Forerunners and the chaplains were the following: staff induction, parent seminars, a whole school weekly act of worship (called Wednesday Worship), Sunday Mass, morning and night prayer in the Houses, the Sacrament of Reconciliation, sacramental preparation for Baptism, Holy Communion and Confirmation, Days of Reflection, pilgrimages, voluntary service and hospitality in the Chaplaincy.



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Due to the coronavirus pandemic, Worth School closed on 23 March 2020. However the Forerunners and Monastic Chaplains continued to support the School during this time by providing online worship services, pastoral support and formation for pupils and staff.

Worth Abbey expresses its thanks and gratitude to the School Governors, School Senior Leadership Team and its teaching and support staff for their tremendous efforts in response to the impacts of coronavirus pandemic which ensured the continuity of the provision of education.

Hospitality and retreats

Hospitality is a key mark of Benedictine monasteries and over the years the Monastic Community have welcomed many visitors to Worth for retreats, spiritual direction and holistic recreation in the Abbey's beautiful and natural environment. We normally offer hospitality and retreats in two ways:



'The Open Cloister' at St Bruno's: is our Benedictine Retreat Centre. It is run on behalf of Worth Abbey by its trading subsidiary, Worth Abbey Projects Limited (see page 12). Worth Abbey employs a full-time administrator and two part-time chefs, all of whom were furloughed from the start of the pandemic and remained so for the remainder of the period under

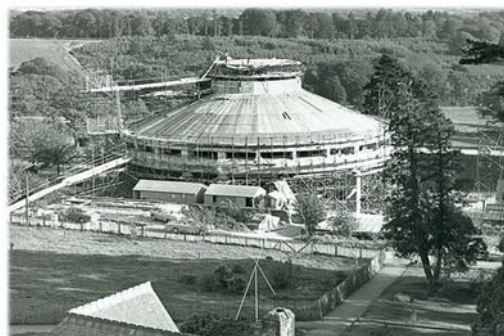
review. Men and women from all faiths are welcomed for midweek and weekend retreats which are facilitated by members of the Monastic Community and lay collaborators. The Open Cloister is a space where we share our own search for God with others who are also seeking God in their daily life. It represents our commitment to responding to the increasing spiritual needs within our contemporary society.

Monastery guests: we have a small number of guest rooms within the Monastery available for male guests who wish to come on retreat to share in the liturgical and community life of the monks. This is run by the Monastery Guest Master (Fr. James Cutts). Meals are taken with the monks in the Monastery refectory, in silence, with reading, and the monastic day centres around the rhythm of the Divine Office and daily Mass.

In March 2020, the coronavirus pandemic forced us to close our doors for retreats at The Open Cloister and to monastery guests, but we look forward to a brighter future when we are able to host people again once it is safe to do so.

Worth Abbey Church

Designed by the architect Francis Pollen and opened in 1974, the Grade II listed Abbey Church adjoins the monastery buildings, also designed by Pollen. The church provides a welcoming place to seek peace, solace, and community.



As a result of the coronavirus pandemic, the Church closed to the public on 23 March 2020. It re-opened only for private prayer on 24 June 2020 and a limited range of public liturgy re-started on 11 July 2020.



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In collaboration with the Diocese of Arundel and Brighton, with guidance from the Bishops' Conference of England and Wales and guidance from the UK Government, Worth Abbey put in place a number of 'COVID-19 Secure' measures to keep its worshippers safe during the pandemic. Since 24 July 2020, in line with Government guidance it has been mandatory to wear a face covering upon entering the Narthex and Church. We have also:

- recruited volunteer stewards (to assist with managing social distancing);
- installed signage and hand sanitisation stations;
- undertaken more frequent cleaning; and
- developed a one way system and maintained separate entrance and exits.



The pandemic provided an opportunity for the Parish and Monastic Community to rethink this part of their outreach. It resulted in an increased use of the websites and the audio live streaming for the Divine Office and Mass. On particular occasions, the audio streamed Mass was dedicated to all the NHS staff and those who had died during the pandemic.

Normally the Abbey Church, because of its size, would be used for many large liturgical and other celebrations. This would include Worth School 'Speech Day' (normally held in May), Chichester Diocese Primary School Leavers service (normally held in July) and many weddings, baptisms, funerals and confirmation services. The coronavirus pandemic meant that most of these events had to be cancelled.

In July 2020, guidance was issued by both the UK Government and the Bishops' Conference of England and Wales (alongside guidance from the UK Government) regarding the holding of funerals and weddings which permitted some limited services to be held.

We are mindful of the impacts and difficulties that the coronavirus pandemic and the imposed restrictions have had on all of us. Catholic communities make full use of churches and they are an essential contribution to the well-being, resilience and health of our society. We look forward to welcoming our parishioners again, when it is safe to do, so that we can once again make full use of our church at Worth as a place of individual prayer and a source of solace and welcome.



Worth Abbey Estate



The Worth Abbey estate is within an Area of Outstanding Natural Beauty and spans 500 acres of West Sussex countryside. All of the land and buildings on the estate are owned by Worth Abbey, some of which are leased to Worth School.

In 2019, Worth Abbey engaged Gerald Eve to undertake a full valuation of the estate. Due to the impacts of coronavirus, our valuation has yet to be finalised but we look forward to achieving this before the end of 2020/2021.

During the year a professional valuation of the woodland was undertaken (see Note 8). The Estate contains 82.59 hectares of permanent grassland and 84.73 hectares of forestry that is actively managed as part of the Estate Woodland Management Plan. During 2019/20 we harvested around 550 tonnes of timber from across the estate.

In December 2020, Worth Abbey and Worth School agreed to work together to implement the Worth Estate Biomass project which will serve the bulk of the estate for years to come. This investment of £2.3m will provide an ecologically friendly alternative to existing oil based heating. Wood biomass fuel will be sourced locally and potentially from our own estate.

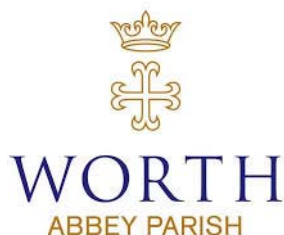
During the year under review, Worth Abbey employed the members of the Buildings and Maintenance (B&M) department (who worked across the entire Abbey estate). On 1 February 2021 the employment of the B&M department was transferred to Worth School, a process governed by the Transfer of Undertakings and Protection of Employment Regulations (as amended), known as 'TUPE'. The key reason for this transfer was to assist Worth School in delivering and implementing the Worth Estate Biomass project in the best interests of both charities, by being better placed to direct the activities of the B&M department.

Quiet Garden

Our quiet garden is over 100 years old and was opened to the public in 2000 as part of the Quiet Garden Movement. A publically accessible space maintained as a place of beauty and tranquillity which attracts many visitors looking for stillness in a busy world, it is maintained personally by the Monastic Community. Due to safety concerns, access to the Victorian Bridge was closed during the year and our plans to engage students from Sussex University on a viable options study as a final year dissertation project were halted due to the coronavirus pandemic. We do, plan to take this work forward in 2020/21 by assessing the potential of a heritage grant for restoration.



Our Parish



The Worth Abbey Parish is part of the Diocese of Arundel and Brighton and was created in the 1960's from the country area between the large town parishes of East Grinstead, Haywards Heath and Crawley. Our local parish numbers approximately 300 parishioners and serves the communities of Turners Hill, Balcombe, Crawley Down, Ardingly, Sharpthorne and West Hoathly. The parish also attracts, particularly to the Sunday Mass, many who live outside the parish boundaries. Fr. Paul Fleetwood (a monk of Worth Abbey) has been the parish priest since 2015.

Worth Abbey is grateful and thankful to the active members of the parish community who have continued to support and volunteer on a number of initiatives despite the coronavirus pandemic. Full details of the activities undertaken by the Parish can be found on its website:

worthabbeyparish.co.uk. Worth Abbey Parish benefits from the resources and skills of Worth Abbey for its main Sunday celebration in the Abbey Church. Where this has not been possible (due to coronavirus) services have been audio-streamed via YouTube.

Catechesis (religious instruction) of both children and adults is an important part of the work of the parish. This work has continued, despite the coronavirus pandemic by utilising virtual technology.

Brighton Mission

We have continued to focus on developing a joint pastoral ministry with the Wellspring Community, a community of lay people whose formation in their Benedictine spirituality is supported by Worth Abbey and with whom Worth shares a special friendship.

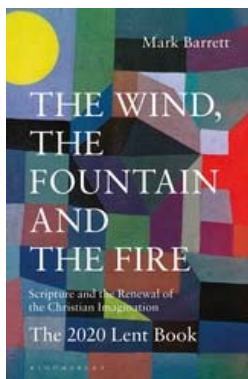
TheWellspring
Community

Prior to the outbreak of the coronavirus pandemic, two monks (Fr. Roderick Jones and Fr. Peter Williams) lived and worked alongside the Wellspring Community in the Elm Grove area of Brighton. As part of this Mission, Fr. Roderick has been appointed by the Diocese of Arundel and Brighton as the Roman Catholic Chaplain to Sussex University. This first year of the Brighton Mission was mutually beneficial, collaborating with Wellspring's mission to young adults and assisting the Wellspring Community in their formation while at the same time learning from the urban experience to focus on re-foundation and monastic mission in the 21st century.

Looking to 2021 and building on that experience, we plan to move to a new phase by establishing a more intentional monastic community of four monks. Their priority will be to follow the Benedictine way of life and to be a witness to the gospel, living alongside both the Wellspring Community and the people of East Brighton. As far as coronavirus allows they will offer hospitality and engage in pastoral ministry in the local parish and with Wellspring. Fr. Roderick will continue in his role as the Catholic Chaplain to Sussex University.



Scholarship and publications



Fr. Mark Barrett was commissioned by the publisher Bloomsbury to write the Bloomsbury Continuum Lent Book for 2020. *'The Wind, the Fountain and the Fire: Scripture and the Renewal of the Christian Imagination'* was published in December 2019.

The book was the subject of a St Paul's Sunday Forum, 'The Wind, the Fountain and the Fire: Psalms and the Christian Imagination' presented by Fr. Mark Barrett at St Paul's Cathedral on the first Sunday of Lent, 1st March 2020, [Sunday Forum Films - St Paul's Cathedral](#).

Fr. Martin McGee has published two articles in the monthly magazine *Spirituality*: 'The Practice of Lectio Divina: A New Spiritual Springtime' (January/February 2020) and, 'Seeing with the Eye of Your Heart, Homily for 4th Sunday of Lent' (May/June 2020).

Our work with other Benedictine Monasteries

Since January 2018, at the request of the President of the English Benedictine Congregation, one of our monks (Fr. Mark Barrett) has served as a Trustee at Downside Abbey General Trust (DAGT). In September 2019, DAGT separated from the newly established independent trust, Downside School, a process which was overseen by the Charity Commission.



During June 2020, Fr. Mark Barrett facilitated a month long discernment process for the resident Monastic Community of Downside Abbey concerning their collective future. This process led to their decision to leave their home of 200 years at Stratton-on-the-Fosse and seek alternative accommodation, and the election in July 2020 of Dom Nicholas Wetz as Abbot of Downside.



Similarly, Fr. Stephen Ortiger is assisting the Monastic Community at Buckfast Abbey by being an external member of their Abbots Council.

Other forms of outreach beyond Worth

Members of our Monastic Community continue to operate beyond Worth in a variety of capacities:

- Fr. Stephen Ortiger is Episcopal Vicar for Religious in the diocese of Arundel and Brighton, representing the Bishop to about 40 Orders, Congregations, and Institutes of Religious Sisters, Brothers and Priests. He is also diocesan Co-ordinator of School Chaplains. In addition to these roles he is currently serving the diocese as Priest in Residence in the Parish of Our Lady Star of the Sea, East Preston, West Sussex;



THE CATHOLIC DIOCESE OF
ARUNDEL & BRIGHTON



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- Fr. Paul Fleetwood works with Inter-faith on behalf of the Diocese of Arundel and Brighton. He plays a part in the local Crawley Interfaith Forum and in the Faiths in Sussex group, helping to organise Interfaith events at Worth and elsewhere. He has a limited chaplaincy role at the Immigration Removal Centres of Tinsley House and Brook House, Gatwick Airport. This has been particularly valuable ministry in the ongoing immigration situation in Europe;
- Fr. Martin McGee helps as an interreligious advisor to the Arundel and Brighton Diocese Diocesan Interfaith Group;
- Fr. Mark Barrett is a member of the Continuing Formation Commission of the English Benedictine Congregation. In 2019-2020, the Commission has sponsored a programme of professional training in facilitation skills for English and German monks and nuns. Over the months of the 2020 pandemic the Commission has promoted a series of online seminars for the monks and nuns of the English Benedictine Congregation led by monastic and lay scholars and teachers from the USA, Australia and the UK. These seminars have offered their participants Christian insights into the demands of the pandemic and of life during lockdown, as well as offering the dispersed communities of the EBC an opportunity to meet and exchange information. The Commission is now supporting the EBC by working towards the next General Chapter of the Congregation, expected in July 2021.
- Since April 2020, Fr Peter Williams has been providing three sessions a week (praise and worship, Lectio Divina and meditation) with Justice Defenders, a registered UK charity and U.S. non-profit with nearly 350 people working across four African countries who help to bring justice to prisoners. The sessions are voluntary and are attended by Justice Defender para-legals (people who volunteer to help prisoners present their cases in court), prisoners and prison officers.

The
English
Benedictine
Congregation

 **Justice
Defenders**

Worth Abbey Outreach Peru (WAOP)

Established in 1968, WAOP is a Restricted Fund of Worth Abbey. Though the monks are no longer resident in Peru, WAOP works together with our five major partners of the Peruvian Catholic Church towards a society where poverty is ended so that physical, social and spiritual well-being of the people of Peru is assured.



In 2011, the Abbot's Council took the view, following discussion with the Monastic Community, that the 'director' of WAOP should be a monk, ideally someone with lived experience of Peru. Fr. Alexander da Costa Fernandes currently occupies this position and has done so since 2013. Fr. Alexander's last visit to Peru was in November 2019, prior to the coronavirus pandemic taking hold, and he welcomed the opportunity to see the impact that WAOP has had by visiting the Ayacucho Children's Home, Fe y Alegria, Centro de Estudios y Publicaciones (CEP), Instituto Bartolome de las Casas (IBC) and the rural communities of Pucara.

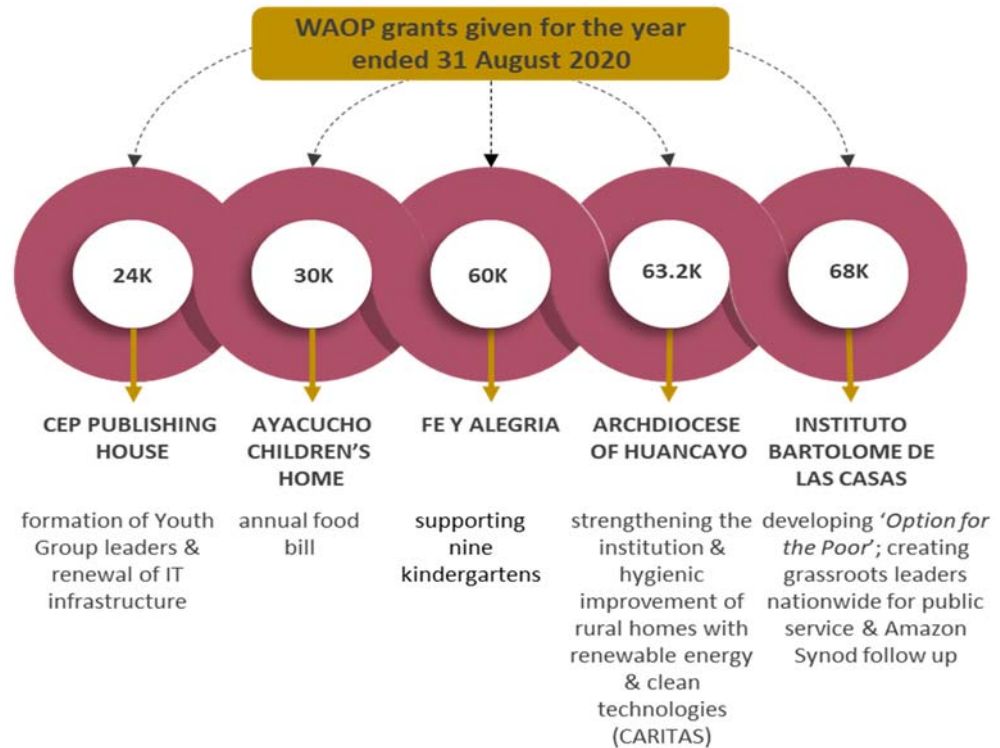


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The WAOP budget for 2019/20 is set out in Note 6b to the Financial Statements.

The Trustees of Worth Abbey have overall responsibility for the Fund but have delegated certain tasks and decision-making to the 'Outreach Peru Committee'. The Fund is also supported by a part-time Administrator, who was furloughed from the start of the pandemic to the end of the period under review.

In August 2020, WAOP received a request from the Administrator of the Archdiocese of Huancayo for emergency funds to assist in the fight against the effects of the coronavirus pandemic. Whilst outside of the period under review, the Trustees approved these emergency requests in September and November 2020.



In 2020/21, we will be reviewing all elements of WAOP especially with respect to effective risk management and mitigation and the future of Outreach Peru in the longer term in view of the effects of the pandemic.

Our work with our trading subsidiary: Worth Abbey Projects Limited (WAP)

WAP is a wholly owned commercial trading subsidiary of Worth Abbey, the purpose of which is to raise funds for Worth Abbey and any charities associated with Worth Abbey.

In March 2020, WAP employed a Commercial Manager to assist in developing a plan for expanding and diversifying WAP's commercial activities in accordance with Benedictine principles. Not only will this allow WAP to meet the needs of a wider range of the public but it will also identify potential new income streams which is necessary in the wake of the coronavirus pandemic. Our work in this area (named 'Project Nursia, after the birthplace of St Benedict) will see the development of a five-year plan to be implemented in phases.

The current commercial activity undertaken by WAP complements in a number of ways the charitable objects of Worth Abbey:



WORTH
ABBEY PROJECTS



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The 'Open Cloister': already highlighted on page 6 of this report, is our Benedictine Retreat Centre. Groups can attend for day retreats or book the retreat house (St Bruno's) to run their own self-led retreats. The house comprises a comfortable sitting room with a dining area and a small library, there is also a small garden and patio area. The bedrooms (not all are en-suite) are divided between the ground and first floors and

include disabled bathroom facilities, on the ground floor.

In 2019/20 (September 2019 to March 2020) we welcomed over 1,000 residential and day visitors (2018/19: 4,000 residential and day visitors) and alongside guests to The Open Cloister there were nearly 600 day visitors to the Abbey Church (2018/19: 3,500). The lower numbers in 2019/20 were due to the coronavirus pandemic which saw The Open Cloister and St Bruno's close its doors on 23 March 2020 and beyond the end of this reporting period. A silver lining of the coronavirus pandemic is that it has enabled us to consider more broadly, in particular, how The Open Cloister might be sustainable in the future, engage new audiences and re-position itself.

Lettings: During the Easter and Summer school holidays, WAP utilises the buildings leased by Worth Abbey to Worth School to provide accommodation for a variety of groups. In previous years we have been privileged to welcome new and returning visitors, however our lettings programme for 2020 was cancelled in its entirety due to the coronavirus pandemic.



Bermondsey Huts: in accordance with the great respect for created things and in line with the famous rule of St Benedict (480-540) the monks of Worth Abbey like to share and make available to others the estate on which they live. The Bermondsey Huts are available to groups of people who would benefit from an inexpensive holiday or retreat in the countryside. Just like our lettings programme mentioned above, the Huts were closed in March 2020 due to the coronavirus pandemic and were still closed in August 2020.



Worth Abbey church bookshop: our bookshop closed in March 2020 due to the coronavirus pandemic and has yet to re-open. Staffed by a volunteer, the bookshop offers a wide range of religious books, together with compact discs, and some devotional objects. The bookshop is also the outlet for icons crafted by Fr. David Jarmy, one of the Monastic Community.

Worth Abbey Farm and Livery: our Farm is managed by a Farm Manager (employed by Worth Abbey) who is responsible for the Farm, woodland, sheep and stables. During the year, we also employed a Livery Supervisor, however this role was made redundant at the end of September 2020 due to the financial impacts of the coronavirus pandemic. There are currently 50 pure bred Lleyen ewes which lamb outdoors in spring. Prime butchered lamb meat is available to purchase



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from September to March via a box scheme. There are 38 stables used by local residents for DIY livery.

Forty hectares of the grassland pasture is entered in a Countryside Stewardship Agreement and managed with very low inputs and low livestock density to benefit wild birds, pollinators and invertebrate biodiversity. Eighty Hectares of woodland is also managed using a Forestry Commission approved plan and is also entered into a Countryside Stewardship Agreement. Woodland walks and footpaths are kept open and clear to promote access to the local community and visitors.



Our finances: a review of 2019/2020

Financial review and results for the year

Worth Abbey and its subsidiaries made a surplus for the year ended 31 August 2020 of £364,562 (2019: £7,051,489). This surplus comprises £344,552 on unrestricted funds together with £20,010 on restricted funds.

Separate financial statements have been prepared for Worth School, Worth Abbey Projects Limited and Worth Abbey Construction Limited and their results are incorporated into these consolidated financial statements.

Worth School made a retained surplus in the year ended 31 August 2020 of £467,446. Of this, £452,665 is made up of unrestricted funds and £14,781 of restricted funds.

Restricted reserves had a brought forward balance of £854,692. No donation was made by Worth School to Worth Abbey this year (2019: £936 000) and Worth Abbey Projects Ltd was not able to covenant any profit to Worth School this year (2019: £166,000).

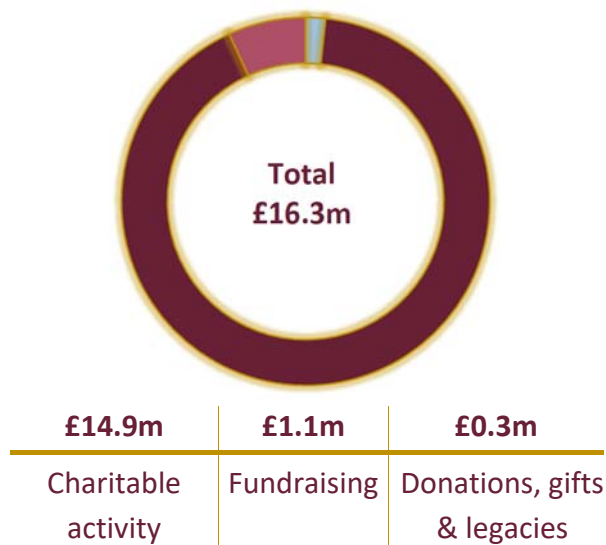
Worth Abbey has maintained its banking arrangements with HSBC and has committed and uncommitted facilities totalling £4.7 million of which £3.2 million was drawn down at the year end.

Going concern and impact of COVID-19

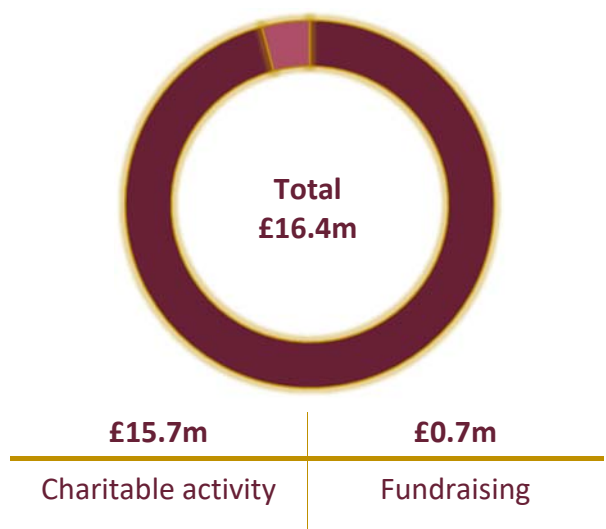
The Group has continued to monitor its funding position and liquidity throughout the year to ensure it has sufficient funds to meet forecast cash requirements. Cash forecasts are regularly produced based on the Group's latest income and expenditure forecasts, management's best estimate of future pupil numbers at Worth School and the Group's borrowing facilities.

In light of the COVID-19 pandemic and its impact on the economy, management has produced forecasts that have also been sensitised to reflect plausible downside scenarios. Two downside scenarios have been considered. These assume a COVID-19 third wave resulting in a four-month school closure and a significant drop in pupil numbers by September 2021. They also reflect that a COVID-19 third wave would result in closure of the Church and restrictions on Worth Abbey's charitable activities together with the loss of lettings and retreat income in Worth Abbey Projects. These sensitised forecasts, which have been reviewed by the Trustees, demonstrate that the

Total Group Income 2019/2020



Total Group Expenditure 2019/2020



Our finances: a review of 2019/2020

Group has sufficient cash reserves to enable the Group to meet its obligations as they fall due for a period of at least 12 months from the date of signing of these financial statements. As such, the Trustees are satisfied that the Group has adequate resources to continue to operate for the foreseeable future. For this reason they continue to adopt the going concern basis for preparing these financial statements.

Investment Property

Following changes to FRS102 the Abbey Trustees have reassessed the intended use of the estate's property portfolio. After careful consideration Abbey Trustees are content that at the time of finalising this report none of the properties owned by Worth Abbey are investment property and all property is therefore accounted for as tangible fixed assets.

Our approach to reserves management

Reserves are held for a number of practical reasons, including the following:

- to provide continuity if income unexpectedly falls;
- to provide working capital to meet upfront expenditure during the year before income is received; and
- to provide resource for investment

The Trustees policy is to hold reserves that are equal in amount to the value of the functional fixed assets used operationally by the Group plus one term's operating costs, although it is recognised this may require review in light of the coronavirus pandemic.

At present unrestricted reserves are £5.1million less than the net book value (at historical cost) of the functional fixed assets used by the Group. Part of this shortfall is financed by bank loans totalling £3.2 million. As there is an expectation of an ongoing income stream from Worth School with plans for an improved financial performance of the Group, the Trustees can accept the current level of reserves.

In order to meet the target level of reserves the Trustees are implementing plans to improve Group performance and to generate unrestricted income through diversification of Worth Abbey Projects Limited commercial activities.

As at 31 August 2020, the Group's unrestricted reserves amounted to £19,513,783 (2019: £20,208,364) and are detailed in Notes 15 and 16 to the financial statements. The Group's Restricted reserves amounted to £8,259,463 as at 31 August 2020 (2019: £8,239,452) and are detailed in Note 15 to the financial statements.

As the owner of the freehold of Worth Estate and buildings, Worth Abbey has agreed both to finance and either develop or refurbish specific assets, and then provide them for use by the School under a leasehold arrangement. Worth Abbey has also identified certain of its own developmental needs and these together with future potential projects and the requirement of the Worth School Co-educational Development Plan are being funded by long term bank loans, surpluses and donations.



Our finances: a review of 2019/2020

Note 15 to the financial statements sets out an analysis of the assets attributable to the various funds. These assets are sufficient to meet the charity's obligations on a fund by fund basis. A description of the restricted funds appear in Note 15 to the financial statements.

Our approach to investments

Worth Abbey's investment powers are set out in its governing document, namely its Articles of Association and documentation relating to relevant funds. The Articles of Association permit the funds to be invested in any investments, securities and property of any kind situated anywhere in the world. The Trustees' on-going policy is to achieve long term capital growth whilst maintaining a balanced approach to investment risk.

The Trustees have appointed Investment Managers to monitor and report investment performance.

The majority of Worth Abbey's investments are placed in BlackRock Catholic Charities Growth and Income Fund, managed by BlackRock Investment Management (UK) Limited, chosen on the basis of the Fund's objective of achieving capital growth and a growing level of income whilst adhering to Worth Abbey's ethical investment policy. In November 2015, Fr. Patrick Fludder (Worth Abbey Bursar) was appointed to the Catholic Charities Growth & Income Fund Advisory Board to help maintain the Fund's specifically Roman Catholic ethical policy and oversee the Manager's responsibility in administering the Fund for the benefit of all the Unitholders. On 06 December 2019, the Blackrock Common Investment Fund (CIF) closed and the assets were transferred to BlackRock Charities Funds a Charity Authorised Investment Fund ('CAIF'). The CAIF is run with the same investment objective and policy. In the financial year 01 September 2019 to 31 August 2020, the value of Worth Abbey's investments decreased by 1.508% in addition to the dividends received that represent a return of 2.72%.

The Fund supporting Worth Abbey's mission in Peru has been managed by Smith and Williamson in a USD denominated bespoke investment account with a similar ethical policy. In this financial year, the underlying USD value of the Peru investments has decreased by 3.4% reflecting drawdowns in excess of underlying investment growth. The income is reinvested and grants to the projects that Worth Abbey supports in Peru are made in USD after approval by the Worth Abbey Outreach Peru Committee.

The Trustees periodically review the performance of investments against benchmarks set. The Outreach Peru Fund has broadly matched its benchmark this year whilst the BlackRock fund's total return has outperformed benchmark over the year.

During 2018/19 an alumnus of Worth School made a donation of £6.25m for the purposes of building and fitting out a new Sixth Form Centre for the School. A Restricted fund has been established and construction work commenced in summer 2020 with completion expected by September 2021.

To properly care for cash deposits of restricted funds until they can be spent on their specific purposes the Trustees have deposited funds with Flagstone Investment Management. Flagstone's simple, secure online platform gives access to hundreds of deposit accounts from a large number



Our finances: a review of 2019/2020

of banks and building societies through a single application, empowering the Charity to earn more interest income and reduce risk.

Risks and uncertainties

The Trustees are responsible for Worth Abbey's systems of internal control and for reviewing its effectiveness. In May 2020, Worth Abbey's contract with RiskAid (risk management software for identifying, evaluating and managing the risks faced by Worth Abbey) ended and we are now in the process of moving towards adopting a more straight forward and proportionate approach to risk management.

Where hazards have been identified, individual risk assessments continue to be undertaken and each core area of Worth Abbey's operations are now working towards completing Risk Registers (based on a template developed from the NCVO and approved by Worth Abbey Trustees in July 2020) which highlight key strategic, governance, financial, operational and other risks. The intention of our control processes is to manage risk to within acceptable tolerances rather than eliminating it altogether. Going forward, Trustees will receive a twice yearly report on all 'red' risks and an annual review of all 'amber' risk.

Action taken to mitigate risks has included purchasing appropriate insurance cover. The Trustees are covered by trustee indemnity insurance which is included in Worth Abbey's insurance policy.

The principal risks and uncertainties facing the charity and its subsidiary undertakings during the year under review were the impacts from the coronavirus pandemic which led to the physical closure of Worth School and the Abbey Church and the cancellation of the lettings programme (inc. retreats, monastery guests and the Bermondsey Huts). This led to a significant reduction in income for the Worth Group as a whole which can be seen in the Financial Statements (pages 31 to 34). However, the Group acted quickly to mitigate against the impacts by:

- enabling online teaching for Worth School students;
- providing online worship services, pastoral support and formation for pupils and staff;
- audio streaming Monastic Offices via YouTube and video-conferencing;
- ensuring, where possible, our employees could safely work from home and where this was not possible ensuring their working environment was 'COVID-secure';
- making use of the Government funded Furlough Scheme; and
- setting up dedicated working groups in order to keep staff informed of the measures in place to protect them (operating in line with Government guidance) and to eventually allow the School to re-open.

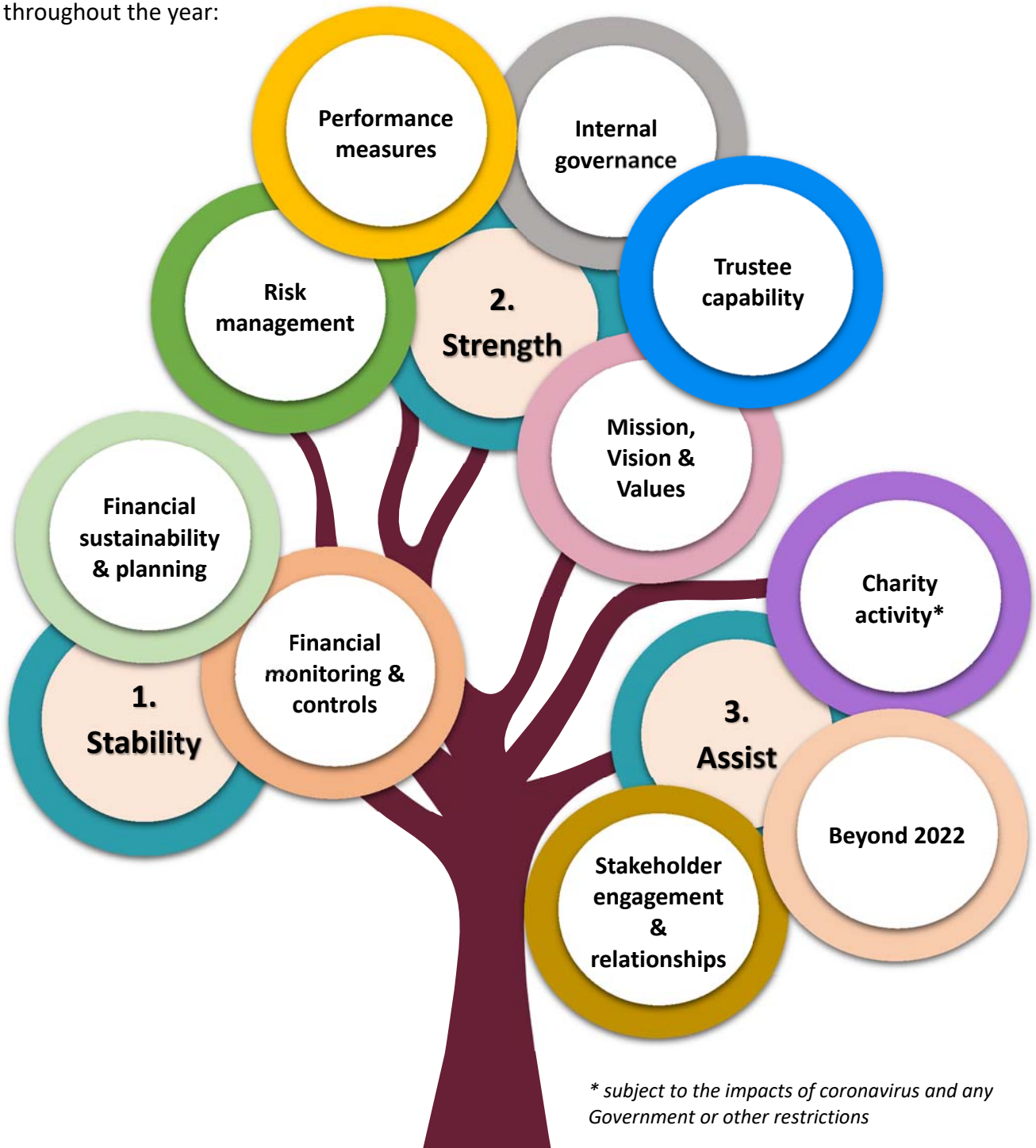
The pandemic also enabled time to consider more broadly, how the Group might be sustainable in the future, particularly through the engagement of new audiences and re-positioning, particularly if the restrictions imposed by coronavirus are around for some time to come.



COVID-19 may, for a while shape what we do, but it does not define who we are

Whilst the COVID-19 pandemic has presented many challenges, we are looking forward to the coming year. The pandemic has provided us with an opportunity to consider how we can successfully adapt to a ‘new normal’ so we can flourish for the future.

Below we present our key themes for 2020/21 which we will regularly monitor and review throughout the year:



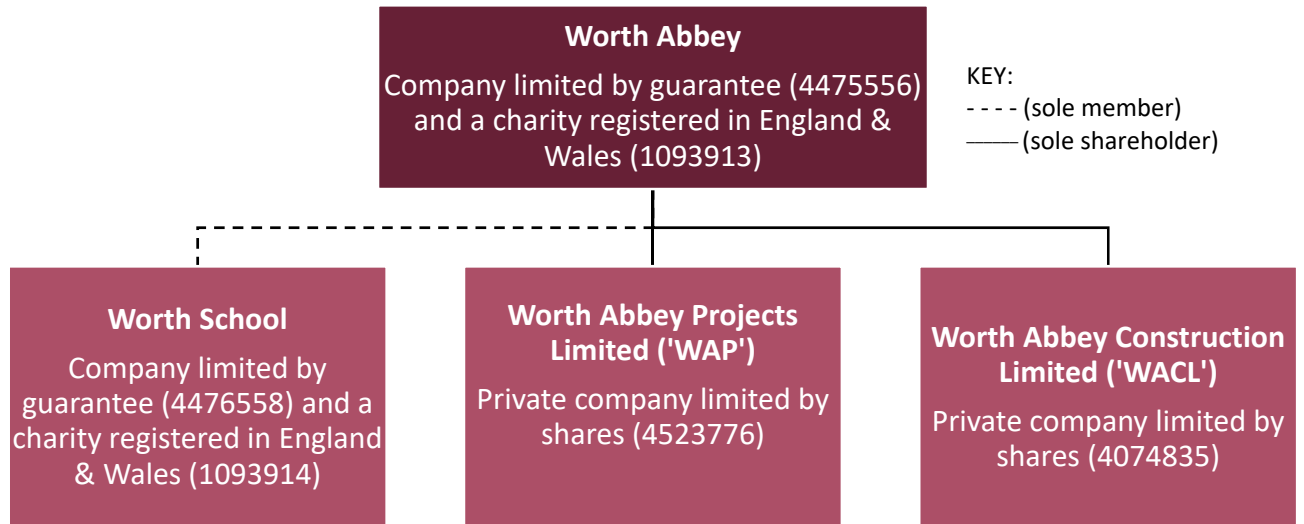
** subject to the impacts of coronavirus and any Government or other restrictions*

Legal structure & governance

Worth Abbey is a company limited by guarantee incorporated in England on 02 July 2002. Our Articles of Association were last amended on 02 July 2002 and provide for a limitation of member liability to £1. Worth Abbey is also a registered charity in England and Wales.

Group structure and relationships

For the purposes of company law, Worth Abbey is the parent company and there are three subsidiaries:



Worth Abbey is the sole member of Worth School.

The School is governed by the School Governors (who are also its Directors and Trustees). The Abbot is President of the School Board and also a Governor. Fr. David Jarmy (a Worth monk) is also a Governor.

The charitable objects of the School are to provide education in the Benedictine tradition, advance the Roman Catholic faith and support the work of Worth Abbey.

More details about our work with Worth School can be found on pages 5 and 6 of this report and within their own annual report.

Worth Abbey is the sole shareholder of WAP.

WAP has a duly constituted Board of Directors (three of whom are Trustees of Worth Abbey).

WAP is a commercial company set up to raise funds for Worth Abbey via a number of activities such as lettings, 'The Open Cloister' retreats, Farm and forestry operations, the Church Bookshop, Bermondsey Huts and other commercial activities.

More details about our work with WAP can be found on pages 12 and 13.

Worth Abbey is the sole shareholder of WACL.

WACL also has a duly constituted Board of Directors (both are Trustees of Worth Abbey).

WACL is a commercial company set up to undertake major construction projects on behalf of Worth Abbey.



Legal structure & governance

The existing Group structure links us together and provides for certain decisions to be taken by Worth Abbey (in addition to those which are available under the Companies Act in respect of company members and shareholders). The governing documents (Articles) for each of the companies set out what these are.

Trustees of Worth Abbey and appointments

The Trustees of Worth Abbey are the Abbot and his Council. The Council is determined each December. The members of the Council act as the company directors, and under charity law they have legal duties and responsibilities as charity Trustees.

The Abbot is elected by the Monastic Community every eight years (the next election is due in early summer 2021) and the Abbot appoints the Prior. The other four spaces on the Council are comprised of two appointments made by the Abbot and two representatives elected by the Monastic Community.

The Trustees administer the affairs of Worth Abbey and during the year held 14 meetings. There is a schedule of matters reserved for its consideration; some of these matters it can decide upon, for others it makes recommendations to the Monastic Community. The Company is governed by its Articles of Association and the Constitutions of the Monks of the English Benedictine Congregation.

Abbot & Chair of Trustees: The Right Reverend Richard Luke Jolly BA, DSW

Trustees:

- The Very Reverend Christopher Aidan Murray BSc, PhD, BA, PGCE (Prior, until 18 Dec 2020, appointed Safeguarding Trustee on 09 February 2021)
- The Very Reverend John Douglas Barrett MA (Cantab), MA, PhD (Religious Safeguarding Lead and appointed as Prior on 18 Dec 2020)
- The Reverend Patrick Vincent Fludder BSc, BD, MA (Abbey Bursar)
- The Reverend Martin Edward McGee BA MA MST (resigned 18 Dec 2020)
- Brother Anthony Brockman BSc BTh (Safeguarding Trustee, resigned 18 Dec 2020)
- The Reverend Alexander Byron da Costa Fernandes BSc, ARCS, BA (appointed 18 Dec 2020)
- Reverend Philip James Cutts (appointed 18 Dec 2020)

Trustee skills and training

In spring 2020, the Trustees requested that a skills audit be undertaken. One was developed based on the Institute of Directors (IOD's) Competency Framework and the Chartered Governance Institute (ICSA) Guidance on a Skills Register for Charity Trustees. The results of this were presented to the Trustees in June 2020 and it was acknowledged that there was some evidence that the Trustees, collectively, would benefit from further skills, knowledge and experience. As a result a small working group has been established to consider the outcomes of the audit in more detail and this work is being taken forward into 2020/21.



Legal structure & governance

All Trustees have access to the wide range of online training and other resources available and each Trustee accepts that they individually have an obligation to take responsibility for their continued skill and knowledge development. Due to the coronavirus pandemic it was not possible to undertake face-to-face training for the majority of 2019/20, however Trustees have made use of the wide variety of online resources available to them. A Register of Trustee Training is also maintained by the Company Secretary.

Worth Abbey decision-making and committee structure

The Trustees have the ultimate responsibility for running the charity, with their principal duties being to set the strategic direction of the charity and ensure that the charity is solvent, properly run and delivers its charitable purposes.

Worth Abbey is committed to high standards of governance and In January 2021, became a member of the National Council for Voluntary Organisations (NCVO). Our membership has assisted us in strengthening our internal governance arrangements, a process which is ongoing. Going forward it is our intention to formally adopt the Charity Governance Code which we will use as a tool for embarking on our governance 'journey'. It will provide Worth Abbey with the building blocks towards high standards of governance through its seven key principles.



Worth Abbey Trustees are supported by a Trustee Advisory Committee (TAC) whose remit is to provide advice, guidance and/or recommendations on matters relating to strategy and policy which assist Worth Abbey in fulfilling its charitable objects. This Committee supersedes the 'Worth Resources Committee' which was disbanded in February 2020. The members of the TAC are:

Chair: The Right Reverend R L Jolly BA, DSW

Members: The Very Reverend J M Barrett MA (Cantab), MA, PhD

The Reverend P V Fludder BSc, BD, MA

The Very Reverend C A Murray BSc, PhD, BA, PGCE

Martyn Sullivan (Chartered Accountant FCA (ICAEW))

Kevin Smyth (Solicitor, full time Civil/Commercial and Workplace Mediator and Under Sheriff for The Bailiwick of Sussex)

Monica Turner (Independent HR consultant, Westminster Roman Catholic Diocese)

The Reverend Michael Thoms, BA (Hons) (*appointed 19 March 2021*)

Worth Abbey also has:

- two Health and Safety Committees (it is the intention to review the overall effectiveness of these current arrangements in 2020/21, as well as developing revised terms of reference);
- a Health and Care Advisory Committee (consisting of the Abbot, Prior, Abbey Bursar and Infirmarian) provides support, feedback and guidance to the Infirmarian and Care & Health Manager on the service(s) provided by the Monastery Healthcare Team, monitors the provision of safe and compliant health and medical care for the Monastic Community and



Legal structure & governance

advises and makes recommendations to the Worth Abbey Trustees;

- A Safeguarding Core Team consisting of the Religious Safeguarding Lead (RSL), deputy RSL, Worth Abbey Safeguarding Trustee, the Abbot and the Chief Executive Officer;
- Worth Abbey Outreach Peru Committee (consisting of the Abbot, Abbey Bursar, director of WAOP and one external advisor) which has some delegated authority from Trustees to make decisions on which projects to fund; and
- Weekly Management Team meetings which include all relevant line managers from across Worth Abbey's operations.

Worth Abbey introduced its own Finance Director in March 2020. As a result, we are currently working through how best to support the finance and investment function via an appropriate committee or other decision-making structure which is in the interests of Worth Abbey.

Worth Abbey Senior Executive Team

Alongside the Chief Executive (who was appointed in February 2019) the Team are responsible for the day-to-day running of Worth Abbey, Worth Abbey Projects Limited and Worth Abbey Construction Limited. At the time of finalising this report they are:

Chief Executive Officer: Sophia O'Hare, PGDip Surv, BA (Hons) Econ

Company Secretary: Lisa Harmshaw, DiP ICSA, CIS (Affiliated) (appointed November 2019)

Finance Director: Guy Morgan, BSc, FCA (appointed March 2020)

Worth School has its own Senior Leadership Team and details of this can be found separately in Worth School's annual report.

Remuneration for senior staff

Remuneration for the Abbey senior executive team is set by Worth Abbey taking into consideration market pay rates for individuals with similar skills and experience.

The other senior personnel in the Worth Abbey charity are Benedictine Monks, i.e. the Abbot, the Prior and the Sub prior. They do not receive any remuneration for their service or position other than being members of the monastery who are all beneficiaries of Worth Abbey.

The School's key management personnel comprise the Head Master, the Chief Operating Officer and the Second Master. Arrangements are in place for setting the remuneration for these personnel and the Board has taken into consideration benchmark information and market pay for these roles. The Governors also carry out an annual review of all School salaries as part of the budget process.



Legal structure & governance

Staff and volunteers

As a result of the coronavirus pandemic, the lives of all the staff across the Group changed overnight: kitchen tables became places of work, many of our staff navigated work with home-schooling, 'virtual meetings' replaced face-to-face communication and everyone had to adjust to a 'new normal'. Continuity in provision of lessons was a priority for Worth School and their own annual report separately details the measures they put in place. To ensure the safety and wellbeing of Abbey and WAP staff, we set up a 'COVID Response' Team and sent weekly updates on how we were monitoring the impacts of COVID-19 (inc. risk assessments), along with advice on wellbeing and home working. We also invested in a new employee assistance programme (Health Assured), provided laptops to or moved PC's to employee's homes for those who were able to continue their jobs working from home and instigated weekly 'catch up's with those of our staff who had to be furloughed. Between April 2020 and August 2020 the Abbey furloughed a varying number of its staff, depending on essential business need.

Taking into account the financial pressures of the coronavirus pandemic, there were no annual salary increases given to any staff in Worth Abbey or Worth Abbey Projects Limited during the reporting period.

All planned Worth Abbey recruitment was put on hold due to the financial implications of coronavirus, but this is something we hope to move forward once the pandemic has passed. We remain committed to employment policies which follow best practice, based on equal opportunities for all employees, irrespective of sex, race, colour, religion, sexual orientation, age, employment status, disability or marital status.

The Abbot of Worth and Monastic Community express their heartfelt thanks to each and every one of Worth's staff, Trustees, Governors and volunteers for all they have done during this challenging year.

Safeguarding

The trustees understand their responsibility for the safeguarding of children and adults at risk as a foundational dimension of operating as a charity, as well as a Christian duty mandated by the Catholic Church. They actively engage with the oversight of policy and practice in this regard

across the range of the charity's activities, receiving regular safeguarding reports at their meetings, monitoring the operational application of the Abbey's Safeguarding Policy, and where necessary



amending it. A lead Trustee for safeguarding (Br. Anthony Brockman) assists the Trustees in this area, endeavouring to be especially close to safeguarding matters, as well as supporting the work of the charity's Religious Safeguarding Lead. Because operationally Worth Abbey works regularly with groups which include children and the elderly, the Trustees as a body recognise the absolute



Legal structure & governance

necessity of ensuring the protection and safety of all those whom the charity serves, its staff, and volunteers.

Worth Abbey is supported and overseen in the exercise of its safeguarding responsibilities by a number of external agencies. As a Roman Catholic faith organisation, Worth Abbey is aligned with the Safeguarding Commission of the Diocese of Arundel and Brighton, and is supported by the Safeguarding Officer of the Diocese; the charity's safeguarding policies are developed in accord with the guidance of the national Catholic Safeguarding Advisory Service (CSAS) and the National Catholic Safeguarding Commission (NCSC). Worth Abbey works with the West Sussex Safeguarding Children Board, through its designated officer, to ensure a transparent relationship with statutory authorities. Advice received from the Safeguarding Children Board's designated officer is always of great value in front line issues.

Our Safeguarding Partners



Worth Abbey's safeguarding provision is externally audited by the US based *Praesidium* organisation (praesidiuminc.com). The *Praesidium* organisation is a specialist in child protection services with over 20 years' experience of developing a standards-based approach to safeguarding across a range of different organisational contexts. *Praesidium's* methodology is assisting the charity in achieving a consistency of approach across the full range of safeguarding matters. In the course of the year, Worth Abbey began to work with an external specialist in support for abuse survivors, who advises in respect of how best to address the pastoral and other needs of survivors who may approach Worth Abbey, as well as being available to contact and listen to survivors and victims of abuse. Because many of Worth Abbey's activities take place in close geographical proximity to a boarding and day school for children aged 11-18 (Worth School), in safeguarding matters the charity works closely with the safeguarding leads for Worth School, and its safeguarding policies and practices are developed to reflect educational safeguarding requirements when appropriate.

The Trustees have appointed a Religious Safeguarding Lead (RSL, Fr. Mark Barrett) and a Deputy (DRSL, Fr. Gabriel Dobson), who are externally trained to Designated Safeguarding Lead standard (a training that is regularly updated, and fully refreshed every third year). The RSL has day to day responsibility for all aspects of safeguarding across the charity's activities. The RSL and DRSL work closely with a small Safeguarding Core Team, which includes the lead Trustee for safeguarding, the Worth Abbey Chief Executive Officer and the Chair of Trustees. Because of the close working relationship that necessarily exists with the neighbouring Worth School, an Abbey and School Safeguarding Co-ordinating Committee meets termly at Trustee level, as well as there being regular operational co-ordination between Abbey and School safeguarding teams which includes consultation of the safeguarding representative of the Catholic parish that meets for worship on the Abbey site.



Legal structure & governance

GDPR and Data Protection

Worth Abbey is a member of a joint committee (with Worth School) which oversees compliance with GDPR regulations. We are also registered with the Information Commissioner's Office (ICO). During the year Worth Abbey has:

- undertaken a review of its Data Protection and GDPR policy and Privacy Notices and has recognised the need to undertake further gap analysis, embedding and training which will be taken forward in 2020/21;
- undertaken a number of Privacy Impact Assessments (PIA's) particularly in relation to the live streaming of Monastic and Parish Masses and online retreats.

Fundraising

In February 2020, Worth Abbey registered with the Fundraising Regulator. We are committed to the Fundraising Promise and adherence to the Code of Fundraising Practice. During the year:



- our fundraising efforts focused on encouraging donations, gifts and legacies via our website;
 - we did not use any professional fundraisers or commercial participators to help us raise funds;
 - the Worth School Development Office raised funds on Worth Abbey's behalf for the Church door refurbishment;
 - we have not received any complaints about our fundraising activity; and
 - we have not incurred any material expenditure as a result of fundraising activity.
-



Statement of Trustees responsibilities

The Trustees are responsible for preparing the Trustees' Report and the Financial Statements in accordance with applicable law and regulations.

Company law requires the Trustees to prepare Financial Statements for each financial year 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 its net incoming resources for that period. In preparing these financial statements, the Trustees are required to:

- select suitable accounting policies and then apply them consistently;
- make judgments and estimates that are reasonable and prudent; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue to operate.

The Trustees are responsible for keeping proper 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 the Companies Act 2006. They are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Disclosure of information to auditors

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

Auditors

Crowe U.K. LLP has expressed its willingness to continue in office as auditor and a resolution proposing its reappointment will be submitted to the Chapter.

This Annual Report, prepared in accordance with the Statement of Recommended Practice: Accounting and Reporting by Charities (Issued in January 2015), the Charities Act 2011 and the Companies Act 2006, was approved by the Trustees of Worth Abbey on 12 May 2021, including in their capacity as Company Directors approving the Strategic Report contained therein, and is signed as authorised on its behalf by:



The Right Reverend RL Jolly

Chair of Trustees, Worth Abbey



Independent Auditor's Report to the members of Worth Abbey

Opinion

We have audited the financial statements of Worth Abbey for the year ended 31 August 2020 which comprise the statement of financial activities, balance sheet, cashflow 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).

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.

In our opinion the financial statements:

- give a true and fair view of the state of the group's and the charitable company's affairs as at 31 August 2020 and of the group's incoming resources and application of resources for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for opinion

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

Conclusions relating to going concern

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

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



Independent Auditor's Report to the members of Worth Abbey

Other information

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

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Opinions on other matters prescribed by the Companies Act 2006

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

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

Matters on which we are required to report by exception

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

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

- the parent company has not kept adequate accounting records; or
- the parent company financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit.



Responsibilities of Trustees

As explained more fully in the trustees' responsibilities statement set out on page 27, the trustees (who are also the directors of the charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

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

Auditor's responsibilities for the audit of the financial statements

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

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

Ian Weekes

Senior Statutory Auditor

For and on behalf of **Crowe U.K. LLP**

Statutory Auditor

Riverside House

40-46 High Street

Maidstone, Kent

ME14 1JH

Date:



Consolidated Statement of Financial Activities including an Income & Expenditure Account for the year ended 31 August 2020

	Notes	General Funds (£)	Designated Funds (£)	Restricted Funds (£)	Total 2020 (£)	Total 2019 (£)
INCOMING RESOURCES						
Voluntary income						
Donations, gifts & legacies		2,727	193,274	87,957	283,958	6,562,031
Charitable activities						
Advancement of religion		308,640	-	-	308,640	319,287
Advancement of education	4	14,608,766	-	-	14,608,766	15,354,825
Activities for raising funds						
Investment income	5a	95,840	-	93,676	189,516	94,725
Courses and lettings		155,578	-	-	155,578	639,884
Other income	5b	760,067	-	4,370	764,437	81,488
TOTAL INCOMING RESOURCES		15,931,618	193,274	186,003	16,310,895	23,052,240
RESOURCES EXPENDED						
Cost of raising funds						
Investment management fees		12,835	-	21,992	34,827	26,771
Courses and lettings		207,549	-	-	207,549	218,879
Other costs		443,935	-	-	443,935	599,323
		<u>664,319</u>	<u>-</u>	<u>21,992</u>	<u>686,311</u>	<u>844,973</u>
Net incoming resources available for charitable application		15,267,299	193,274	164,011	15,624,584	22,207,267
Charitable expenditure:						
Advancement of religion	6b	1,087,324	42,408	4,238	1,133,970	964,521
Advancement of education	6b	14,306,262	38,607	21,397	14,366,266	14,095,552
Outreach Peru	6b	-	-	200,787	200,787	150,115
Other charitable activities	6b	-	-	7,326	7,326	93,743
TOTAL RESOURCES EXPENDED		15,393,586	81,015	233,748	15,708,349	15,303,931
Net incoming resources before transfers and revaluations		(126,287)	112,259	(69,737)	(83,765)	6,903,336
Transfers between funds	15,16	(447,964)	463,999	(16,035)	-	-
Net incoming resources before revaluations		(574,251)	576,258	(85,772)	(83,765)	6,903,336
Realised gain/(loss) on investment assets		(22,217)	-	(3,314)	(25,531)	54,205
NET INCOME/(EXPENDITURE) FOR THE YEAR		(596,468)	576,258	(89,086)	(109,296)	6,957,541
Unrealised gain/(loss) on investments		364,762	-	109,096	473,858	93,948
NET MOVEMENT IN FUNDS INCLUDING NET INCOME FOR THE YEAR		(231,706)	576,258	20,010	364,562	7,051,489
Reserves at 1 September	15,16,17	19,745,489	462,874	8,239,453	28,447,816	21,396,327
RESERVES AT 31 AUGUST	15,16,17	19,513,783	1,039,132	8,259,463	28,812,378	28,447,816

All amounts relate to continuing operations. The notes on pages 35 to 58 form part of these financial statements.



Consolidated Balance Sheet for the year ended 31 August 2020

	Notes	2020 (£)	2019 (£)
FIXED ASSETS			
Tangible fixed assets	7	25,608,889	25,731,030
Investments		4,858,167	4,379,354
		30,467,056	30,110,384
CURRENT ASSETS			
Stock	10		
Debtors	11	148,730	180,441
Cash at bank and in hand		600,895	590,897
		8,634,924	9,772,397
		9,384,549	10,543,735
CREDITORS: amounts falling due within one year	12	(5,827,941)	(6,304,008)
NET CURRENT ASSETS/(LIABILITIES)		3,556,608	4,239,727
TOTAL ASSETS LESS CURRENT LIABILITIES		34,023,664	34,350,111
CREDITORS: amounts falling due after more than one year	13	(5,211,286)	(5,902,295)
TOTAL NET ASSETS		28,812,378	28,447,816
FUNDS			
Restricted funds	15	8,259,463	8,239,452
Designated funds	15	1,039,132	462,875
General funds	16	19,513,783	19,745,489
TOTAL FUNDS	17a	28,812,378	28,447,816

The financial statements were approved and authorised by the Trustees on 12 May 2021, and signed on their behalf by:



The Right Reverend RL Jolly
Trustee



The Reverend P V Fludder
Trustee

The notes on pages 35 to 58 form part of these financial statements.



Charity Balance Sheet for the year ended 31 August 2020

	Notes	2020 (£)	2019 (£)
FIXED ASSETS			
Tangible fixed assets	7	25,280,230	25,467,653
Investments		4,215,301	3,920,023
Investments in subsidiaries	9	1,100	1,100
		29,496,631	29,388,776
CURRENT ASSETS			
Stock	10	61,598	61,994
Debtors	11	778,754	697,485
Cash at bank and in hand		5,844,713	7,924,812
		6,685,065	8,684,291
CREDITORS: amounts falling due within one year	12	(6,044,030)	(7,438,378)
NET CURRENT ASSETS/(LIABILITIES)		641,035	1,245,913
TOTAL ASSETS LESS CURRENT LIABILITIES		30,137,666	30,634,689
CREDITORS: amounts falling due after more than one year	13	(2,739,077)	(3,242,152)
TOTAL NET ASSETS		27,398,589	27,392,537
FUNDS			
Restricted funds	15	7,389,990	7,384,760
Designated funds	15	611,525	462,875
General funds	16	19,397,074	19,544,902
TOTAL FUNDS	17	27,398,589	27,392,537

The financial statements were approved by the Trustees on 12 May 2021 and signed on their behalf by:



The Right Reverend RL Jolly
Trustee



The Reverend P V Fludder
Trustee

The notes on pages 35 to 58 form part of these financial statements.



Consolidated Cash Flow Statement for the year ended 31 August 2020

	Notes	2020 (£)	2019 (£)
RECONCILIATION OF OPERATING RESULT TO NET CASH INFLOW FROM OPERATING ACTIVITIES			
Changes in resources before transfers and revaluation		(83,765)	6,903,337
Returns on investments and the servicing of finance	18	(108,622)	18,381
Additions fixed assets		-	1,625
Currency translation gain and investment fees		27,469	39,447
		(164,918)	6,962,790
Depreciation		856,467	895,888
Decrease in stock		31,711	22,917
(Increase) in debtors		(9,998)	(51,693)
Increase/(decrease) in creditors		(312,212)	839,918
NET CASH INFLOW FROM OPERATING ACTIVITIES		401,050	8,669,820

CASH FLOW STATEMENT

	Notes	2020 (£)	2019 (£)
Cash flows from operating activities			
Net cash inflow from operating activities		401,050	8,669,820
Returns on investments and the servicing of finance	18a	108,622	(18,381)
Payments to acquire tangible fixed assets		(734,326)	(139,591)
Payments to acquire investments	8	(200,000)	
Draw downs on investments	18b	142,045	239,022
Net cash (outflow)/inflow from investing activities		(683,659)	81,050
Net cash outflow from financing activities	18c	(854,864)	(806,265)
Increase in cash in the year		(1,137,473)	7,944,605
Cash and cash equivalents brought forward		9,772,397	1,827,792
Cash and cash equivalents carried forward		8,634,924	9,772,397

The notes on pages 35 to 58 form part of these financial statements.



1. CHARITY INFORMATION

Worth Abbey is a company limited by guarantee incorporated in England and Wales (company registration number 4475556 and charity number 1093913). The principal activities of the Group are the advancement of the Roman Catholic religion and the advancement of education through the running of an independent school. Its registered address is at: Paddockhurst Road, Turners Hill, Crawley, West Sussex, RH10 4SB.

2. ACCOUNTING POLICIES

a) Basis of preparation of financial statements

The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2015) – (Charities SORP (FRS 102)), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006. The charity has adjusted the formats from those prescribed by the Companies Act 2006 to include headings that are relevant to its activities, to enable it to show a true and fair view.

Worth Abbey meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy.

The consolidated financial statements consolidate the accounts of the charity and its subsidiary undertakings at 31 August 2020. All transactions and balances relate to external transactions only. Under the provisions of the Companies Act 2006 Section 408, the Trustees have taken advantage of the dispensation not to publish the Statement of Financial Activities including an Income and Expenditure Account for Worth Abbey.

In light of the COVID-19 pandemic and its impact on the economy, management has produced forecasts that have also been sensitised to reflect plausible downside scenarios across Worth Abbey Group.

These sensitised forecasts, which have been reviewed by the Trustees, demonstrate that the Group has sufficient cash reserves, investments and committed bank financing arrangements to enable the Group to meet its obligations as they fall due for a period of at least 12 months from the date of signing of these financial statements. As such, the Trustees confirm that they continue to adopt the going concern basis for preparing these financial statements.

b) Company Status

The Charity is a company limited by guarantee. The members of the company are the Trustees (as set out on page 21) and such other persons as shall from time to time be members of the Chapter. In the event of the Charity being wound up, the liability in respect of the guarantee is limited to £1 per member of the charity.



c) Fund accounting

General funds are available to spend on activities that further any of the purposes of the Charity.

Designated funds are unrestricted funds which the trustees have decided at their discretion to set aside for a specific purpose.

Restricted funds are funds subject to specific restrictive conditions imposed by donors or by the purpose of the appeal. The purpose and use of the restricted funds is set out in Note 15 to the financial statements.

All income and expenditure is shown in the Statement of Financial Activities.

d) Income and liability recognition

Fees receivable and charges for services and use of premises are accounted for in the period in which the service is provided. Fees receivable are stated after deducting scholarships, bursaries and other allowances. Interest is accounted for on a receivable basis and dividends on a received basis.

Realised gains are gains resulting from the sale of investments. Unrealised gains represent changes in market value on investments still held at the year end.

Liabilities are recognised when an obligation arises to transfer economic benefits as a result of past transactions or events.

e) Donations and legacies

Donations and legacies received in cash are accounted for when they are received. In the case of assets received, they are accounted for when full legal title has passed to the Group.

f) Grants

Grants receivable are recognised on receipt.

g) Gifts in kind

The values attributed to gifts in kind are either the amounts actually realised or an estimate of their value. They are recognised as incoming resources when received.

h) Resources expended

All resources expended are accounted for on an accruals basis and are detailed under the following headings:

- **Costs of generating funds:** this includes non-charitable trading activities together with their related support costs.
- **Charitable activities:** this includes that expenditure incurred directly in connection with the objects of the charity and includes the cost of services, management and support costs.
- **Governance costs:** these are costs associated with constitutional and statutory requirements.



Notes to the Financial Statements

Expenditure is summarised under functional headings either on a direct cost basis or, for overhead costs, apportioned according to management estimates of expenditure incurred. The irrecoverable element of VAT is included with the item of expense to which it relates.

i) Fixed assets

The Abbey's land and buildings are carried at historical cost (including the cost of subsequent additions), less depreciation charged to date. Recapitalisation of buildings begins when planning permission is granted and depreciated from when it first begins to be used. General repairs and maintenance expenditure is written off in the year to which it relates.

Where the Trustees recognise that there has been a significant fall in the carrying value of one of their assets this is treated as an impairment and written off to the Statement of Financial Activities.

Woodlands are professionally valued periodically in accordance with FRS102 and no depreciation is charged. The last valuation was in August 2020.

j) Capitalisation and depreciation

Items costing less than £2,500 are written off as an expense as acquired.

Depreciation is provided on all tangible fixed assets at rates calculated to write off the cost on a straight line basis over their expected useful economic life as follows:

Motor vehicles	4 years
Computer equipment	4 years
Plant and machinery	between 2 and 10 years
Fixtures and fittings	5 years
Freehold property	50 years

k) Investment assets

Investments are stated at market value other than works of art which are held at cost. Market value is taken to be the middle market price ruling at the balance sheet date.

l) Stock

Stocks are valued at the lower of cost and net realisable value. Livestock are measured at their fair value less sale costs. The fair value of livestock is determined based on market prices of livestock of similar age, breed and genetic merit.

m) Debtors

Trade and other debtors are recognised at the settlement amount after any trade discount offered. Prepayments are valued at the amount prepaid net of any trade discounts due. Known bad debts are written off and a provision is made for any considered to be doubtful.

n) Cash at bank and in hand

Cash at bank and in hand includes cash and short term highly liquid investments with a short maturity of three months or less from the date of acquisition or opening of the deposit or similar account.



o) Liabilities and provisions

Liabilities are recognised when there is an obligation at the balance sheet date as a result of a past event, it is probable that a transfer of economic benefit will be required in settlement, and the amount of the settlement can be estimated reliably. Liabilities are recognised at the amount that the charity anticipates it will pay to settle the debt or the amount it has received as advanced payments for the goods or services it must provide. Provisions are measured at the best estimate of the amounts required to settle the obligation. Where the effect of the time value of money is material, the provision is based on the present value of those amounts, discounted at the pre-tax discount rate that reflects the risks specific to the liability. The unwinding of the discount is recognised within interest payable and similar charges.

Fees received in advance are carried forward for credit in the period to which they relate.

p) Financial instruments

The charity mainly enters into basic financial instrument transactions that result in the recognition of financial assets and liabilities like trade and other debtors and creditors, loans from banks and other third parties, loans to related parties and investments in non-puttable ordinary shares.

q) Foreign currencies

Transactions in foreign currencies are recorded at the rate of exchange at the date of the transaction. Monetary assets and liabilities denominated in foreign currencies are translated into sterling at the rates of exchange prevailing at the balance sheet date and any gain or loss arising from a change in exchange rates is included as a gain or loss on investment assets in the Statement of Financial Activities.

r) Pensions

The pension costs charged in the financial statements represent the contributions payable by the charity and group during the year.

Worth School contributes to the Teachers' Pension Defined Benefits Scheme ("TPS"). The TPS is an unfunded scheme and contributions are calculated so as to spread the cost of pensions over employees' working lives with the school in such a way that the pension cost is a substantially level percentage of current and future pensionable payroll. The contributions are determined by the Government Actuary on the basis of quinquennial valuations using a prospective benefit method. As stated in Note 24, the TPS is a multi-employer scheme and the school is unable to identify its share of the underlying assets and liabilities of the scheme on a consistent and reasonable basis. The TPS is therefore treated as a defined contribution scheme and the contributions recognised as they are paid each year.

The Abbey and School also contribute to a Group Personal Pension Plan for non-teaching staff who have more than 3 months service, at 8% of annual basic pay, and these costs are recognised on an accruals basis.



s) **Operating leases**

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

t) **Leasing and hire purchase**

Assets obtained under hire purchase contracts and finance leases are capitalised as tangible fixed assets. Assets acquired by finance lease are depreciated over the shorter of the lease term and their useful lives.

Assets acquired by hire purchase are depreciated over their useful lives.

Finance leases are those where substantially all of the benefits and risks of ownership are assumed by the charity. Obligations under such agreements are included in creditors net of the finance charge allocated to future periods. The finance element of the rental payment is charged to the Statement of Financial Activities so as to produce a constant periodic rate of charge on the net obligation outstanding in each period.

u) **Acceptance Deposits**

When a pupil is accepted into the School, parents are required to pay an Acceptance Deposit which is refunded, without interest, after the pupil leaves the School. Acceptance deposits due for return in more than one year are treated as part of net debt.

v) **Fee prepayments**

Fee prepayments are included within creditors and aged according to the expected year of release assuming that the pupil remains in the School.

w) **Financial assets at fair value through profit and loss**

The charity has an interest rate cap arrangement with its bank. This is not a basic financial instrument. This arrangement was initially recognised at fair value on the date the contract was entered into and has subsequently been re-measured at its fair value. Changes in the fair value are recognised in profit or loss in finance costs or income as appropriate.

x) **Critical accounting estimates and areas of judgement**

The charity makes estimates and assumptions concerning the future. The resulting accounting estimates and assumptions will, by definition, seldom equal the related actual results. The estimates and assumptions that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next financial year are discussed below.

- i. **Tangible fixed assets:** the Trustees annually assess the residual value of these assets, that they are still in use and their expected useful life based on experience.
- ii. **Recoverability of trade debtors:** the Trustees annually assess whether a bad debt provision is required for any bad or doubtful debtor balances.
- iii. **Stock provisions:** the Trustees regularly assess the age and quality of stock and will make necessary provisions based on the net realisable value of the stock held.



Notes to the Financial Statements

3. INCOME & EXPENDITURE YEAR ENDED 31 AUGUST 2020

	Notes	General Funds (£)	Designated Funds (£)	Restricted Funds (£)	Total 2020 (£)
INCOMING RESOURCES					
Voluntary income					
Donations, gifts & legacies		25,611	12,000	6,524,420	6,562,031
Charitable activities					
Advancement of religion		319,287	-	-	319,287
Advancement of education	4	15,354,825	-	-	15,354,825
Activities for raising funds					
Investment income	5	81,278	-	13,447	94,725
Courses and lettings		639,884	-	-	639,884
Other income		81,488	-	-	81,488
TOTAL INCOMING RESOURCES		16,502,373	12,000	6,537,867	23,052,240
RESOURCES EXPENDED					
Cost of raising funds					
Investment management fees		-	12,000	14,771	26,771
Courses and lettings		218,879	-	-	218,879
Other costs		599,323	-	-	599,323
		<u>818,202</u>	<u>12,000</u>	<u>14,771</u>	<u>844,973</u>
Net incoming resources available for charitable application		15,684,171	0	6,523,096	22,207,267
Charitable expenditure:					
Advancement of religion	6b	964,521	-	-	964,521
Advancement of education	6b	14,055,364	-	40,188	14,095,552
Outreach Peru	6b	-	-	150,115	150,115
Other charitable activities	6b	-	56,916	36,827	93,743
TOTAL RESOURCES EXPENDED		15,019,885	56,916	227,130	15,303,931
Net incoming resources before transfers and revaluations		664,286	(56,916)	6,295,966	6,903,336
Transfers between funds	15,16	1,250	-	(1,250)	-
Net incoming resources before revaluations		665,536	(56,916)	6,294,716	6,903,336
Realised gain/(loss) on investment assets		-	-	54,205	54,205
NET INCOME/(LOSS) FOR THE YEAR		665,536	(56,916)	6,348,921	6,957,541
Unrealised gain on investment assets:		50,948	-	43,000	93,948
NET MOVEMENT IN FUNDS INCLUDING NET INCOME FOR THE YEAR		716,484	(56,916)	6,391,921	7,051,489
Reserves at 1 September	15,16,17	19,029,005	519,790	1,847,532	21,396,327
RESERVES AT 31 AUGUST	15,16,17	19,745,489	462,874	8,239,453	28,447,816



Notes to the Financial Statements

4. ADVANCEMENT OF EDUCATION

	2020 (£)	2019 (£)
Fee income for the year	17,160,067	16,451,050
Release of fee prepayments	598,017	627,064
Extras	489,867	411,139
Entrance fees	62,482	67,783
	<u>18,310,433</u>	<u>17,557,036</u>
LESS:		
Allowances and remissions:		
Scholarships granted	1,352,423	1,150,095
Bursaries and other remissions	2,349,244	1,052,116
	<u>3,701,667</u>	<u>2,202,211</u>
	<u>14,608,766</u>	<u>15,534,825</u>

5A. INVESTMENT INCOME

	2020 (£)	2019 (£)
Investment income from listed securities – general funds	95,840	81,278
Investment income from listed securities – restricted funds	21,996	11,974
Interest receivable	71,680	1,473
	<u>189,516</u>	<u>94,725</u>

5B. OTHER INCOME

	2020 (£)	2019 (£)
Furlough grants received	667,666	-
Government grants	36,581	11,230
Other income	60,190	70,258
	<u>764,437</u>	<u>81,488</u>

6. RESOURCES EXPENDED

	2020 (£)	2019 (£)
Employment costs include:		
Wages and salaries	7,770,650	7,768,103
Social security costs	748,295	742,481
Pension contributions	1,173,542	887,183
	<u>9,692,487</u>	<u>9,397,767</u>

The average number of employees in the year was:	2020 Number	2019 Number
Teaching & teaching support	106	108
Welfare	55	52
Premises	45	43
Management, administration & fundraising	65	67
	<u>271</u>	<u>270</u>



Notes to the Financial Statements

The number of employees whose emoluments exceeded £60,000 was:	2020 Number	2019 Number
£60,000 - £70,000	20	17
£70,001 - £80,000	9	3
£80,001 - £90,000	4	3
£90,001 - £100,000	3	1
£100,001 - £110,000	2	2
£110,001 - £120,000	-	-
£120,001 - £130,000	-	-
£130,001 - £140,000	-	-
£130,001 - £150,000	1	-
£150,001 - £160,000	-	-
£160,001 - £170,000	-	1

Thirty three of the above employees were members of defined benefit pension schemes. Total pension contributions payable for these employees amounted to £455,239 (2019: 25 employees, £304,379) in the year.

Seven of the above were members of a defined contribution pension scheme. Total pension contributions payable for these employees amounted to £31,850 (2019: 2 employees, £15,620) in the year.

The key management personnel received total remuneration for the year of £540,900 (2019: £562,327).

6b. EXPENDITURE – Analysis of Total Resources Expended

	Staff costs (£)	Other (£)	Depreciation (£)	Total 2020 (£)	2019 (£)
Costs of generating funds					
Courses and lettings	99,785	90,918	16,846	207,549	218,879
Other	176,228	266,403	1,304	443,935	599,323
Investment Management Fees	-	34,827	-	34,827	26,771
	276,013	392,148	18,150	686,311	844,973
Charitable activities					
Advancement of religion	403,013	560,726	170,231	1,133,970	964,521
Advancement of education	9,142,972	4,555,208	668,086	14,366,266	14,095,552
Outreach Peru	12,014	188,773	-	200,787	150,115
Other charitable activities	-	7,326	-	7,326	93,743
	9,557,999	5,312,033	838,317	15,708,349	15,303,931



Notes to the Financial Statements

PRIOR YEAR EXPENDITURE – Analysis of Total Resources Expended

	Staff costs (£)	Other (£)	Depreciation (£)	Total 2019 (£)
Costs of generating funds				
Courses and lettings	12,216	180,108	26,555	218,879
Other	228,778	369,616	929	599,323
Investment Management Fees	-	26,771	-	26,771
	240,994	576,495	27,484	844,973
Charitable activities				
Advancement of religion	39,141	644,081	281,299	964,521
Advancement of education	9,105,878	4,402,570	587,104	14,095,552
Outreach Peru	11,754	138,361	-	150,115
Other charitable activities	-	93,743	-	93,743
	9,156,773	5,278,755	868,403	15,303,931

6c. EXPENDITURE – Other disclosures

	2020 (£)	2019 (£)
Consolidated costs include:		
Auditors' remuneration:		
For audit	23,145	30,119
For professional advice	-	7,304
Interest payable	80,894	113,106
Operating leases – other	305,379	106,534
Depreciation of tangible fixed assets:		
owned by the charitable company and its subsidiaries	828,894	895,888
Loss on revaluation of interest rate cap	-	4,505
Management review of fixed assets	-	1,625
Foreign exchange (gains) and losses	25,531	(54,205)
<u>Costs of an unusual or exceptional nature:</u>		
Costs associated with providing evidence for the Independent Inquiry into Child Sexual Abuse	(11,332)	98,094
Future relationship costs	182,726	-
10 Year plan	80,192	-
	251,586	98,094



Notes to the Financial Statements

7. TANGIBLE FIXED ASSETS

CONSOLIDATED

	Freehold Property (£)	Motor Vehicles (£)	Plant and Machinery (£)	Fixture and fittings (£)	Computer Equipment (£)	Sports Equipment (£)	Assets under construction (£)	Total (£)
Cost								
At 1 September 2019	34,867,762	255,043	2,056,284	165,348	518,415	60,318	-	37,923,170
Additions	-	-	10,785	114,619	-	54,297	554,625	734,326
Disposals	-	-	(27,572)					(27,572)
At 31 August 2020	34,867,762	255,043	2,039,497	279,967	518,415	114,615	554,625	38,629,924
Depreciation								
At 1 September 2019	9,468,904	175,865	1,946,307	50,439	500,020	50,605	-	12,192,140
Charge for the year	697,323	29,895	70,932	33,070	10,578	14,669	-	856,467
Disposals	-	-	(27,752)	-	-	-		(27,572)
At 31 August 2020	10,166,227	205,760	1,989,667	83,509	510,598	65,274	-	13,021,035
Net book value								
At 31 August 2020	24,701,535	49,283	49,830	196,458	7,817	49,341	554,625	25,608,889
<i>At 1 September 2019</i>	<i>25,398,858</i>	<i>79,178</i>	<i>109,977</i>	<i>114,909</i>	<i>18,395</i>	<i>9,713</i>	<i>-</i>	<i>25,731,030</i>



Notes to the Financial Statements

PRIOR YEAR CONSOLIDATED

	Freehold Property (£)	Motor Vehicles (£)	Plant and Machinery (£)	Fixtures and fittings (£)	Computer equipment (£)	Sports equipment (£)	Total (£)
Cost							
At 1 September 2018	34,869,387	167,859	2,016,827	165,348	517,336	48,448	37,785,205
Additions	(1,625)	87,184	39,457	-	1,079	11,870	137,965
	<hr/>	<hr/>	<hr/>	<hr/>	<hr/>	<hr/>	<hr/>
At 31 August 2019	<u>34,867,762</u>	<u>255,043</u>	<u>2,056,284</u>	<u>165,348</u>	<u>518,415</u>	<u>60,318</u>	<u>37,923,170</u>
Depreciation							
At 1 September 2018	8,771,517	154,687	1,818,133	17,370	486,098	48,447	11,296,252
Charge for the year	697,387	21,178	128,174	33,069	13,922	2,158	895,888
	<hr/>	<hr/>	<hr/>	<hr/>	<hr/>	<hr/>	<hr/>
At 31 August 2019	<u>9,468,904</u>	<u>175,865</u>	<u>1,946,307</u>	<u>50,439</u>	<u>500,020</u>	<u>50,605</u>	<u>12,192,140</u>
Net book value							
At 31 August 2019	<u>25,398,858</u>	<u>79,178</u>	<u>109,977</u>	<u>114,909</u>	<u>18,395</u>	<u>9,713</u>	<u>25,731,030</u>
<i>At 1 September 2018</i>	<u>26,097,870</u>	<u>13,172</u>	<u>198,694</u>	<u>149,978</u>	<u>31,238</u>	<u>1</u>	<u>26,488,953</u>

The (£1,625) in freehold property additions relates to a credit note issued post year end.



Notes to the Financial Statements

CHARITY

	Freehold Property (£)	Motor Vehicles (£)	Plant and machinery (£)	Assets under Construction (£)	Total (£)
Cost					
At 1 September 2019	34,867,762	76,118	995,897	-	35,939,777
Additions	-	-	-	541,175	541,175
Disposals	-	-	(27,572)	-	(27,572)
At 31 August 2020	<u>34,867,762</u>	<u>76,118</u>	<u>968,325</u>	<u>541,175</u>	<u>36,453,380</u>
Depreciation					
At 1 September 2019	9,468,904	67,694	935,527	-	10,472,125
Charge for the year	697,323	4,415	26,859	-	728,597
Disposals	-	-	(27,572)	-	(27,572)
At 31 August 2020	<u>10,166,227</u>	<u>72,109</u>	<u>934,814</u>	<u>-</u>	<u>11,173,150</u>
Net book value					
At 31 August 2020	<u>24,701,535</u>	<u>4,009</u>	<u>33,511</u>	<u>541,175</u>	<u>25,280,230</u>
<i>At 1 September 2019</i>	<u>25,398,859</u>	<u>8,424</u>	<u>60,370</u>	<u>-</u>	<u>25,467,653</u>

PRIOR YEAR CHARITY

	Freehold Property (£)	Motor Vehicles (£)	Plant and machinery (£)	Total (£)
Cost				
At 1 September 2018	34,869,387	76,118	964,324	35,909,829
Additions	(1,625)	-	31,573	29,948
At 31 August 2019	<u>34,867,762</u>	<u>76,118</u>	<u>995,897</u>	<u>35,939,777</u>
Depreciation				
At 1 September 2018	8,771,517	62,945	857,343	9,691,805
Charge for the year	697,387	4,749	78,184	780,320
At 31 August 2019	<u>9,468,904</u>	<u>67,694</u>	<u>935,527</u>	<u>10,472,125</u>
Net book value				
At 31 August 2019	<u>25,398,859</u>	<u>8,424</u>	<u>60,370</u>	<u>25,467,653</u>
<i>At 1 September 2018</i>	<u>26,097,871</u>	<u>13,173</u>	<u>106,981</u>	<u>26,218,025</u>

The £(1,625) in freehold property additions relates to a credit note issued post year end.



Notes to the Financial Statements

8. INVESTMENTS CONSOLIDATED

	Works of Art (£)	Woodlands (£) Market value	Listed Investments		Total (£)
			General & Designated (£) Market value	Restricted (£) Market value	
At 1 September 2019	41,000	173,317	2,602,384	1,562,653	4,379,354
Additions to investments				200,000	200,000
Management Fees	-	-	(12,835)	(12,037)	(24,872)
Foreign exchange					
Gains/(losses)	-	-	-	(28,129)	(28,129)
Draw down on investments				(142,044)	(142,044)
Unrealised investment					
Gains/(losses)	-	390,874	(26,112)	109,096	437,858
Market value at 31 August 2020	41,000	564,191	2,563,437	1,689,539	4,858,167
Historical cost to the charity	41,000	67,463	1,556,270	1,225,378	2,690,111

PRIOR YEAR INVESTMENTS CONSOLIDATED

	Works of Art (£)	Woodlands (£) Market value	Listed Investments		Total (£)
			General & Designated (£) Market value	Restricted (£) Market value	
At 1 September 2018	41,000	173,317	2,563,437	1,731,919	4,509,673
Additions to investments				50,000	50,000
Management Fees	-	-	(12,000)	(14,771)	(26,771)
Foreign exchange					
Gains/(losses)	-	-	-	50,547	50,547
Draw down on investments				(298,042)	(298,042)
Unrealised investment					
Gains/(losses)	-	-	50,947	43,000	93,947
Market value at 31 August 2019	41,000	173,317	2,602,384	1,562,653	4,379,354
Historical cost to the charity	41,000	67,463	1,556,270	1,025,378	2,690,111



Notes to the Financial Statements

INVESTMENTS CHARITY

	Works of Art (£)	Woodlands (£) Market value	Listed Investments		Total (£)
			General & Designated (£) Market value	Restricted (£) Market value	
At 1 September 2019	41,000	173,317	2,602,384	1,103,322	3,920,023
Management Fees	-	-	(12,835)	(9,146)	(21,981)
Foreign exchange Gains/(losses)	-	-	-	(28,129)	(28,129)
Draw down on investments	-	-	-	(142,044)	(142,044)
Unrealised investment Gains/(losses)	-	390,874	(26,113)	122,671	487,432
Market value at 31 August 2020	41,000	564,191	2,563,436	1,046,674	4,215,301

PRIOR YEAR INVESTMENTS CHARITY

	Works of Art (£)	Woodlands (£) Market value	Listed Investments		Total (£)
			General & Designated (£) Market value	Restricted (£) Market value	
At 1 September 2018	41,000	173,317	2,563,437	1,731,919	4,509,673
Management Fees	-	-	(12,000)	(11,771)	(23,771)
Foreign exchange Gains/(losses)	-	-	-	50,547	50,547
Draw down on investments	-	-	-	(698,355)	(698,355)
Unrealised investment Gains/(losses)	-	-	50,947	30,982	81,929
Market value at 31 August 2019	41,000	173,317	2,602,384	1,103,322	3,920,023

9. INVESTMENT IN SUBSIDIARIES

	Shares in Subsidiaries (£)
Cost at 1 September 2019 and 31 August 2020	1,100

During the year, Worth Abbey was the sole member of Worth School, a company limited by guarantee, whose total incoming resources were £15,301,032 (2019: £15,497,190).



Notes to the Financial Statements

The company also has the following subsidiary undertakings:

	Class of shares held	% of shares held	Turnover & expenditure (£)	Nature of business	Aggregate of capital and reserves at 31 August 2020 (£)
Worth Abbey Construction Ltd	Ordinary	100%	12,120	Planning and building contractors	1,000
Worth Abbey Projects Ltd	Ordinary	100%	235,990	General commercial company	(108,847)

Details of how the above activities relate to those of the charity are outlined in the Trustees Report. Separate financial statements have been produced for each of the above companies whose results have been incorporated into these consolidated financial statements.

10. STOCK

	Consolidated 2020 (£)	Charity 2020 (£)	Consolidated 2019 (£)	Charity 2019 (£)
Livestock	5,675	-	17,350	-
General stores	143,055	61,598	163,091	61,994
	<u>148,730</u>	<u>61,598</u>	<u>180,441</u>	<u>61,994</u>

The difference between purchase price or production cost of stocks and their replacement cost is not material.

11. DEBTORS

	Consolidated 2020 (£)	Charity 2020 (£)	Consolidated 2019 (£)	Charity 2019 (£)
School fees and extras less bad debt provision	178,601	-	131,552	-
VAT	-	-	2,691	149
Other debtors	123,888	407	34,046	7,049
Amounts owed by group undertakings	-	730,488	-	656,490
Interest rate cap financial asset	-	-	445	445
Prepayments and accrued				
Income	298,406	47,859	422,163	30,532
	<u>600,895</u>	<u>778,754</u>	<u>590,897</u>	<u>697,485</u>

Monies owed by Worth Abbey Construction are recoverable on demand and lent at commercial rates of interest.

Monies owed by Worth Abbey Projects are recoverable on demand and are interest free.



Notes to the Financial Statements

12. CREDITORS: amounts falling due within one year

	Consolidated	Charity	<i>Consolidated</i>	<i>Charity</i>
	2020	2020	2019	2019
	(£)	(£)	(£)	(£)
Bank loans and overdraft	492,149	492,149	828,497	828,497
Fee prepayments (note 14)	606,821	-	582,037	-
Acceptance deposits (note 14)	515,613	-	589,381	-
School fees and extras received in advance	2,389,336	-	2,958,087	-
Trade creditors	497,742	37,037	223,303	113,040
Amounts owed to Group Undertakings	-	5,425,060	-	6,314,990
Other taxes and social security costs	197,517	29,398	197,417	14,144
Clubs and societies	2,659	-	7,386	-
Other creditors	242,072	-	220,011	7,259
VAT	2,974	1,080		
Accruals and deferred income	881,058	59,306	697,889	160,448
	<u>5,827,941</u>	<u>6,044,030</u>	<u>6,304,008</u>	<u>7,438,378</u>

Included in consolidated other creditors are outstanding pension contributions of £118,110 (2019: £113,582).

Amounts owed to Worth Abbey School are interest free and repayable on demand

13. CREDITORS: amounts falling due after more than one year

	Consolidated	Charity	<i>Consolidated</i>	<i>Charity</i>
	2020	2020	2019	2019
	(£)	(£)	(£)	(£)
Bank loan and overdraft	2,739,077	2,739,077	3,242,151	3,242,152
Fee prepayments (note 14)	402,586	-	575,080	-
Acceptance deposits	2,069,623	-	2,085,064	-
	<u>5,211,286</u>	<u>2,739,077</u>	<u>5,902,295</u>	<u>3,242,152</u>

The Abbey had an overdraft facility at year end of £1.5 million which bears interest at base rate plus 2% and is subject to annual review. The Abbey was not utilising this facility at year end.

The Abbey also has two long term loans which are under repayment. One loan bears interest at base rate plus 1.5%. This loan is due to be repaid in December 2024 and the outstanding balance at year end was £1.0 million. The second loan bears interest at base rate plus 1.95% and is due to be repaid in March 2030. The outstanding balance on this loan at year end was £2.3 million. A third loan was settled in August 2020

Worth Abbey has an interest rate cap agreement with HSBC which will reduce the amount of interest it has to pay should base rate rise above 2%. This cap lasts until February 2021.



Notes to the Financial Statements

14. PARENTS' DEPOSITS AND FEE PREPAYMENTS

	2020 (£)	2019 (£)
Fee prepayments	1,009,407	1,157,117
Less: amount to be released within one year	<u>(606,821)</u>	<u>(582,037)</u>
On account of fees falling due after more than one year	402,586	575,080
Acceptance deposits	2,585,236	2,674,444
Less amounts due to be repaid in September	<u>(515,613)</u>	<u>(589,380)</u>
Acceptance deposits and fee prepayments falling due after more than one year at 31 August	<u><u>2,472,209</u></u>	<u><u>2,660,144</u></u>

Fee prepayments on account of fees falling due after more than one year are aged on the assumption that that the pupil remains in the school until the prepayment is exhausted.

15. RESTRICTED & DESIGNATED FUNDS

The restricted & designated funds of the Group and the unexpended balances are as follows:

	At 1 September 2019 (£)	Incoming resources (£)	Resources expended (£)	Investment and foreign currency gain/(loss) (£)	Transfers (£)	At 31 August 2020 (£)
<u>Restricted Funds</u>						
Bursary Fund	798,785	46,724	(2,891)	(13,574)	(12,285)	816,759
Annual Fund	43,755	21,954	(21,396)	-	(3,750)	40,563
Sports Facilities	12,151	-	-	-	-	12,151
Outreach Peru	1,130,844	29,043	(209,934)	119,356	-	1,069,309
6 th Form Centre	6,243,496	71,680	(9,955)	-	-	6,305,221
Other funds	10,421	16,603	(11,564)	-	-	15,460
Total	<u>8,239,452</u>	<u>186,004</u>	<u>(255,740)</u>	<u>105,782</u>	<u>(16,035)</u>	<u>8,259,463</u>
<u>Designated Funds</u>						
Hardship fund	-	38,607	(38,607)	-	208,607	208,607
Maintenance fund	-	-	-	-	219,000	219,000
Church fund	462,874	111,681	-	-	36,392	610,947
Brighton project	-	42,986	(42,408)	-	-	578
Total	<u>462,874</u>	<u>193,274</u>	<u>(81,015)</u>	<u>=</u>	<u>463,999</u>	<u>1,039,132</u>



Notes to the Financial Statements

The restricted and designated funds of the charity and the unexpended balances are as follows:

	At 1 September 2019 (£)	Incoming resources (£)	Resources expended (£)	Investment and foreign currency gain/(loss) (£)	Transfers (£)	At 31 August 2020 (£)
Restricted funds						
Outreach Peru	1,130,844	29,043	(209,934)	119,356	-	1,069,309
6 th Form Centre	6,243,496	71,680	(9,955)	-	-	6,305,221
Other funds	10,420	3	(11,564)			15,460
Total	<u>7,384,760</u>	<u>117,326</u>	<u>(231,453)</u>	<u>119,356</u>		<u>7,389,990</u>
Designated Funds						
Church fund	462,874	111,681	-	-	36,392	610,947
Brighton project	-	42,986	(42,408)	-	-	578
Charity	<u>462,874</u>	<u>154,667</u>	<u>(42,408)</u>	<u>-</u>	<u>36,392</u>	<u>611,525</u>

PRIOR YEAR RESTRICTED AND DESIGNATED FUNDS

The 2019 restricted and designated funds of the Group and the unexpended balances are as follows:

	At 1 September 2018 (£)	Incoming resources (£)	Resources expended (£)	Investment and foreign currency gain/(loss) (£)	Transfers (£)	At 31 August 2019 (£)
Restricted Funds						
Bursary Fund	618,391	167,898	(1,100)	12,019	1,577	798,785
Annual Fund	-	78,255	(33,250)	-	(1,250)	43,755
Sports Facilities	18,488	2,501	(8,838)	-	-	12,151
Outreach Peru	1,178,548	28,995	(161,885)	85,186	-	1,130,844
6 th Form Centre	-	6,257,935	(14,439)	-	-	6,243,496
Other funds	32,105	706	(20,813)	-	(1,577)	10,421
Total	<u>1,847,532</u>	<u>6,536,290</u>	<u>(240,325)</u>	<u>97,205</u>	<u>(1,250)</u>	<u>8,239,452</u>
Designated Funds						
Church fund	507,790	12,000	(56,916)	-	-	462,874
Total	<u>507,790</u>	<u>12,000</u>	<u>(56,916)</u>	<u>-</u>	<u>-</u>	<u>462,874</u>

The 2019 restricted & designated funds of the charity and the unexpended balances are as follows:

	At 1 September 2018 (£)	Incoming resources (£)	Resources expended (£)	Investment and foreign currency gain/(loss) (£)	Transfers (£)	At 31 August 2019 (£)
Restricted funds						
Outreach Peru	1,178,548	28,995	(161,885)	85,186	-	1,130,844
6 th Form Centre	-	6,257,935	(14,439)	-	-	6,243,496
Other funds	32,104	706	(22,390)	-	-	10,420
Total	<u>1,210,653</u>	<u>6,287,636</u>	<u>(198,714)</u>	<u>85,186</u>	<u>-</u>	<u>7,384,760</u>
Designated Funds						
Church fund	507,790	12,000	(56,916)	-	-	462,874
Charity	<u>507,790</u>	<u>12,000</u>	<u>(56,916)</u>	<u>-</u>	<u>-</u>	<u>462,874</u>



Notes to the Financial Statements

- **Bursary Fund:** The Bursary Fund was established with a donation received for the express purpose of providing Worth School bursaries. The Fund is represented by investments and cash deposits.
- **Outreach Peru:** This Fund was established through legacies and the donations, covenants and fundraising receipts of Outreach Peru and under its previous name, the Friends of Peru. It is used to make grants for the relief of poverty and the improvement of educational and healthcare facilities through institutions in Peru.
- **Sports facilities:** This Fund, managed by the Trustees of Worth School, was established to assist with funding for new sports facilities for Worth School including a 3G pitch.
- **Annual Fund:** The Annual Fund was set up to provide curriculum-enhancing resources across the school.
- **Sixth Form Centre:** An alumnus of the school donated £6.25 million to Worth Abbey for the purpose of building and fitting out a new Sixth Form Centre for Worth School. This generous donation will be transformational for the school in years to come. Plans for the Centre were approved during the year and construction started in September 2020.
- **Hardship fund:** The Hardship Fund was established during 2019-2020 to assist families who were economically affected by COVID-19.
- **Maintenance Fund:** This fund was established during 2019-2020 to provide funding for essential maintenance that needs to take place in the School.
- **Church Fund:** The church fund was established in 2016-2017 to cover improvements and furniture for the Church.

16. GENERAL FUNDS

The general funds of the group and the unexpended balances are as follows:

CONSOLIDATED

	At 1 September 2019 (£)	Incoming resources (£)	Resources expended (£)	Investment and foreign currency gain/(loss) (£)	Transfers (£)	At 31 August 2020 (£)
General fund	19,745,489	16,747,774	(16,874,061)	342,545	(447,964)	19,513,783

PRIOR YEAR CONSOLIDATED

	At 1 September 2018 (£)	Incoming resources (£)	Resources expended (£)	Investment and foreign currency gain/(loss) (£)	Transfers (£)	At 31 August 2019 (£)
General fund	19,041,004	17,973,571	(17,321,284)	50,948	1,250	19,745,849



Notes to the Financial Statements

Transfers on reserves amounting to £1,250 from restricted to unrestricted funds are set out in the table above representing the depreciation on a coffee van purchased in part with a donation made to the restricted funds in Worth School.

The general funds of the charity and the unexpended balances are as follows:

CHARITY

	At 1 September 2019 (£)	Incoming resources (£)	Resources expended (£)	Investment and foreign currency gain/(loss) (£)	Transfers (£)	At 31 August 2020 (£)
General fund	19,544,902	1,291,716	(1,745,697)	342,545	(36,392)	19,397,074

PRIOR YEAR CHARITY

	At 1 September 2018 (£)	Incoming resources (£)	Resources expended (£)	Investment and foreign currency gain/(loss) (£)	Transfers (£)	At 31 August 2019 (£)
General fund	19,041,004	2,182,062	(1,729,112)	50,948	-	19,544,902

17. ANALYSIS OF NET ASSETS BETWEEN FUNDS

A) CONSOLIDATED AS AT 31 AUGUST 2020

	Tangible fixed assets (£)	Investments (£)	Net current assets/ (liabilities) (£)	Long term liabilities (£)	Total (£)
Restricted Funds					
Bursary Fund	-	642,865	173,894	-	816,759
Outreach Peru	-	1,216,847	(147,538)	-	1,069,309
6 th Form Centre	541,176	-	5,764,045	-	6,305,221
Sports facilities	-	-	12,151	-	12,151
Other restricted funds	-	-	56,023	-	56,023
	541,176	1,859,712	5,858,575	-	8,259,463
Designated funds					
Hardship fund	-	-	208,607	-	208,607
Maintenance fund	-	-	219,000	-	219,000
Church fund	-	-	610,947	-	610,947
Brighton Project	-	-	578	-	578
			1,039,132		1,039,132
General funds	<u>25,067,713</u>	<u>2,998,455</u>	<u>(3,341,099)</u>	<u>(5,211,286)</u>	<u>19,513,783</u>
Total reserves	<u>25,608,889</u>	<u>4,858,167</u>	<u>3,556,608</u>	<u>(5,211,286)</u>	<u>28,812,378</u>



Notes to the Financial Statements

AS AT 31 AUGUST 2019

	Tangible fixed assets (£)	Investments (£)	Net current assets/ (liabilities) (£)	Long term liabilities (£)	Total (£)
Restricted Funds					
Bursary Fund	-	459,331	339,453	-	798,784
Outreach Peru	-	1,103,322	27,521	-	1,130,844
6 th Form Centre	-	-	6,243,496	-	6,243,496
Sports facilities	-	-	12,151	-	12,151
Other restricted funds	-	-	54,178	-	54,178
	-	1,562,654	6,676,799	-	8,239,453
Designated Funds					
Church fund	-	-	462,874	-	462,874
General funds	25,731,030	2,816,700	(2,899,946)	(5,902,295)	19,475,489
Total reserves	25,731,030	4,379,354	4,239,727	(5,902,295)	28,447,816

17. ANALYSIS OF NET ASSETS BETWEEN FUNDS

B) CHARITY AS AT 31 AUGUST 2020

	Tangible fixed assets (£)	Investments (£)	Net current assets/ (liabilities) (£)	Long term liabilities (£)	Total (£)
Restricted Funds					
6 th Form Centre	541,176	-	5,764,045	-	6,305,221
Outreach Peru	-	1,216,847	(147,537)	-	1,069,310
Other restricted funds	-	-	15,459	-	15,459
	541,176	1,216,847	5,631,967	-	7,389,990
Designated Funds					
Church fund	-	-	610,947	-	610,947
Brighton Project	-	-	578	-	578
General Funds	24,739,054	3,168,628	(5,771,532)	(2,739,076)	19,397,074
Total reserves	25,280,230	4,385,475	471,960	(2,739,076)	27,398,589



Notes to the Financial Statements

AS AT 31 AUGUST 2019

	Tangible fixed assets (£)	Investments (£)	Net current assets/ (liabilities) (£)	Long term liabilities (£)	Total (£)
Restricted Funds					
6 th Form Centre			6,243,496		6,243,496
Outreach Peru	-	1,103,322	27,521	-	1,130,843
Other restricted funds	-	-	10,421	-	10,421
	-	1,103,322	6,281,438	-	7,384,760
Designated funds					
Church funds	-	-	462,874	-	462,874
General funds	25,467,653	2,817,800	(5,498,398)	(3,242,152)	19,544,903
Total reserves	25,467,653	3,921,122	1,245,914	(3,242,152)	27,392,537

18. ANALYSIS OF CASH FLOWS

a) Returns on investments and the servicing of finance		2020 (£)	2019 (£)
Investment income	Note 5a	117,836	93,252
Interest received	Note 5a	71,680	1,473
Interest paid	Note 6c	(80,894)	(113,106)
Net cash inflow/(outflow)		108,622	(18,381)

b) Investments

During the year, £142,045 was drawn down from the investments designated for Outreach Peru and used to meet the expenditure of that fund (2019: £161,886).

c) Financing		2020 (£)	2019 (£)
Decrease/(Increase) in parents' acceptance deposits		15,439	(10,334)
Decrease in loans		839,425	816,599
Net cash outflow		854,864	806,265

19. ANALYSIS OF CHANGES IN NET DEBT

	At 31 August 2019 (£)	Cash flow (£)	At 31 August 2020 (£)
Cash in hand and at bank	9,772,397	(1,137,473)	8,634,924
Loans due in less than one year	(828,497)	336,348	(492,149)
Loans due after one year	(3,242,151)	503,074	(2,739,077)
Parents' acceptance deposits	(2,085,064)	15,441	(2,069,623)
Net Debt	3,616,685	(282,610)	3,334,075



Notes to the Financial Statements

PRIOR YEAR

	At 31 August 2018 (£)	Cash flow (£)	At 31 August 2019 (£)
Cash in hand and at bank	1,827,792	7,944,605	9,772,397
Loans due in less than one year	(829,783)	1,286	(828,497)
Loans due after one year	(4,057,465)	815,314	(3,242,151)
Parents' acceptance deposits	(2,074,729)	(10,335)	(2,085,064)
Net Debt	(5,134,185)	8,750,870	3,616,685

20. CAPITAL COMMITMENTS

At the year end the Group had no capital commitments (2019: £nil). Subsequent to year end a contract was entered into with W Stirland Ltd to build the 6th Form Centre. The value of the contract (inclusive of VAT) is £5.2 million.

21. OPERATING LEASE COMMITMENTS

Commitments under operating leases to make payments in the following year are analysed below by the expiry date of the leases concerned.

	Other operating leases	
	2020 (£)	2019 (£)
Under 1 year	110,692	5,663
Between 2 and 5 years	194,687	100,342
	305,379	106,005

22. FINANCIAL INSTRUMENTS

	Consolidated 2020 (£)	Charity 2020 (£)	Consolidated 2019 (£)	Charity 2019 (£)
Financial assets measured at fair value	-	-	445	445
Financial assets measured at amortised cost	8,758,812	5,845,120	9,809,133	7,932,011
Financial liabilities measured at amortised cost	(11,039,227)	(3,358,046)	(12,206,303)	(4,365,540)

Financial assets measured at fair value through profit and loss consist of interest rate swap assets. Financial assets measured at amortised cost comprise cash at bank, trade debtors and other debtors.

Financial liabilities measured at amortised cost comprise bank loans, trade creditors, other creditors and accruals.

23. RELATED PARTY TRANSACTIONS

Neither the Trustees nor persons connected with them received any remuneration from the Abbey. The Trustees do however, in common with all other members of Worth Abbey's Monastic Community, receive benefits in kind in the form of payment by the Abbey for their general living expenses. These costs are not allocated between individual members of the Community as it



Notes to the Financial Statements

would be impracticable to do so. Trustees of Worth School received a total of £179 for food and travel expenditure incurred whilst travelling on school business (2019: £86). The School enters into transactions with parent governors. These transactions occur on an arm's length basis with independent consideration of any bursaries and scholarships which may arise. Trustee Indemnity Insurance is included in the Abbey's insurance policy at no extra cost and covers those members of the Monastic Community serving as Trustees.

The Worth Abbey Group operates in such a way that goods and services are often bought by one entity on behalf of another and then passed on at cost. As a result, during the year Worth Abbey transacted with Worth School, Worth Abbey Construction Limited and Worth Abbey Projects Ltd. Worth School received goods and services from Worth Abbey valued at £781,886 (2019: £1,474,088) in the year and passed goods and services to Worth Abbey valued at £1,822,381 (2019: £851,102) in the year. Goods and services valued at £215,809 (2019: £215,829) were transferred to Worth Abbey Projects Ltd. Worth Abbey bought construction services from Worth Abbey Construction Ltd worth £0 (2019: £18,780).

In addition to these transactions, Worth School leased land and buildings from Worth Abbey for £828,276 (2019: £820,020). Worth Abbey also purchased goods and services from Worth Abbey Projects Ltd to the value of £22,476 (2019: £2,235) on a basis that is equivalent to that paid by other customers of Worth Abbey Projects Ltd.

As at the year end, £5,425,060 was owed to Worth School by Worth Abbey (2019: £6,314,900), £277,392 was owed from Worth Abbey Projects Limited (2019: £220,858) and £453,096 was owed from Worth Abbey Construction Limited (2018: £438,663) to Worth Abbey.

24. PENSION COMMITMENTS

The School participates in the Teachers' Pension Scheme (England and Wales) ("the TPS") for its teaching staff. The pension charge for the year includes contributions payable to the TPS of £900,577 (2019: £663,470) and at the year end £110,572 (2019 - £87,730) 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 and, from 1 September 2019, the Teachers' Pension Scheme (Amendment) Regulations 2019. 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 following scheme valuations undertaken by the Government Actuary Department. The latest valuation report in respect of the TPS was prepared at 31 March 2016 and was published in April 2019. The employer contribution was increased from 16.48% to 23.68% effective from 1 September 2019.

The group also makes defined contributions to a group personal pension scheme for its non-teaching staff. Contributions to this scheme in the year amounted to £272,965 (2019: £223,713).



Reference & Administrative details

Registered Office

Worth Abbey
Paddockhurst Road
Turners Hill, Crawley
West Sussex
RH10 4SB
Tel: 01342 710310
worthabbey.net

Company registration number: 4475556

Charity Registration number: 1093913

Bankers & Principal Advisors

Bankers

HSBC, 9 The Boulevard, Crawley, West Sussex, RH10 1UT

Auditors

Crowe U.K. LLP, Riverside House, High Street, Maidstone, Kent, ME14 1JH

Investment Managers

BlackRock Investment Managers Limited, 12 Throgmorton Avenue, London, EC2N 2DL

Flagstone Investment Management (deposit accounts), 1st Floor, Clareville House, 26-27 Oxendon Street, London, SW1Y 4EL

Smith & Williamson, 25 Moorgate, London, EC2R 6AY

Solicitors

Farrer & Co, 66 Lincoln's Inn Fields, London, WC2A 3LH

Stone King, 13 Queen Square, Bath, BA1 2HJ

Womble Bond Dickinson (UK) LLP, Newcastle St Ann's, 112 Quayside, Newcastle Upon Tyne, NE1 3DX

