

SEVENOAKS SCHOOL

England & Wales · Charity number 1101358

Details

Status Registered

Legal form Charitable company

Company number [04908949](#)

Registered 2004-01-05

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

Contact

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Activities

Objects: To advance education including by, but not limited to, the provision of a day and boarding school or schools in or near Sevenoaks including ancillary or incidental educational activities and other associated activities for the benefit of the community.

Activities: Sevenoaks School is a leading independent school that seeks to discover and develop to the full the academic and co-curricular potential of each of its circa 1,050 pupils.

Classification

- **How:** Provides Human Resources, Provides Buildings/facilities/open Space, Provides Services
- **What:** Education/training
- **Who:** Children/young People

Geography

- **Area of benefit:** SEVENOAKS AND THE IMMEDIATELY SURROUNDING AREA.
- Kent

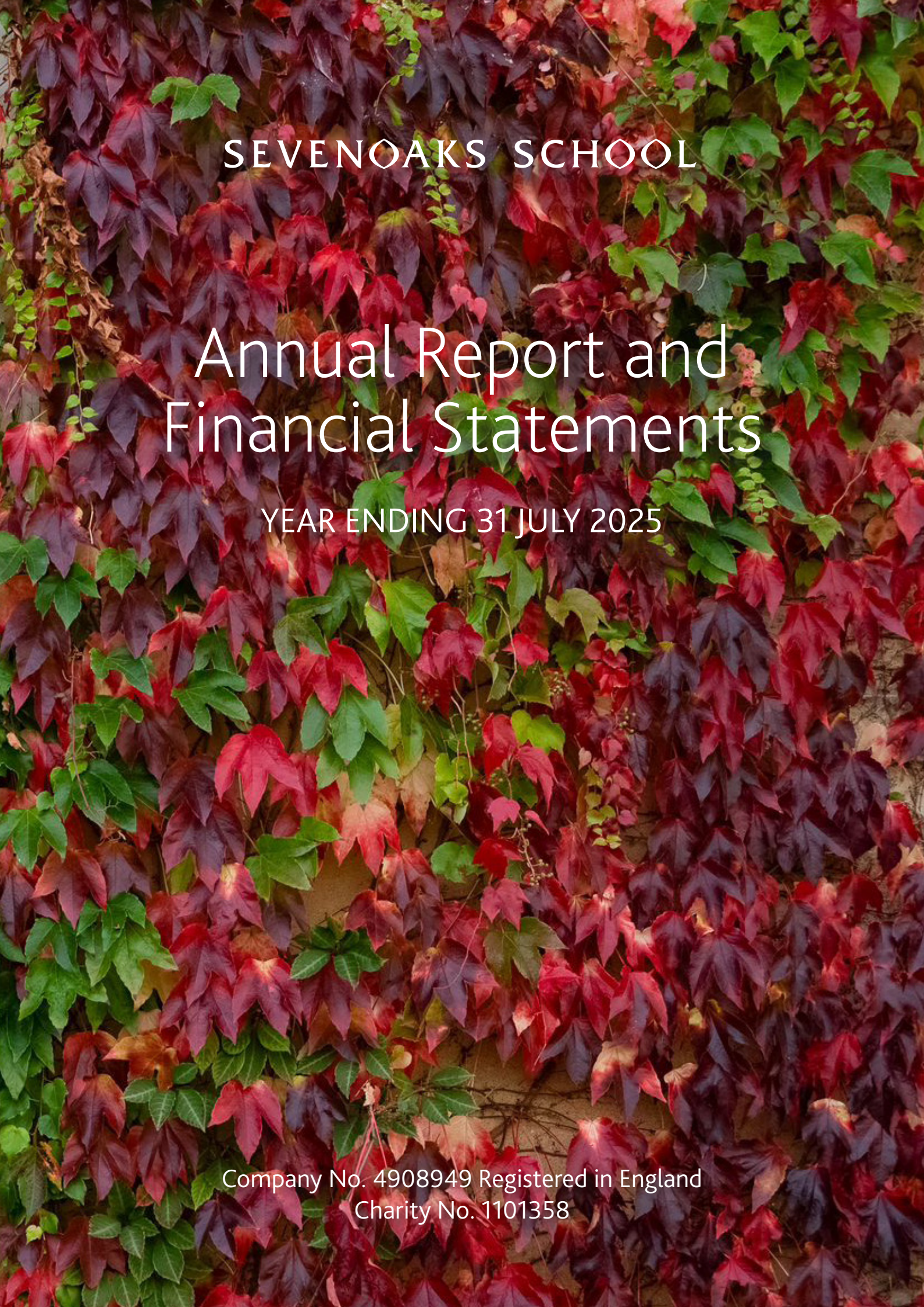
Finances

Period end	Income	Expenditure	Assets	Employees
2025-07-31	£65,606,000	£52,001,000	£48,429,000	608
2024-07-31	£48,981,000	£45,833,000	£34,836,000	551
2023-07-31	£43,214,000	£41,652,000	£31,612,000	543
2022-07-31	£37,951,000	£39,162,000	£30,072,000	519
2021-07-31	£34,914,000	£37,543,000	£26,164,000	504
2020-07-31	£32,924,000	£35,027,000	£26,712,000	506

Trustees

Name	Role	Appointed
Christopher Gill	Chair	2017-06-22
ANITA YURAVLIVKER		2018-06-22
Alison Jane Henderson		2026-01-01
Charles Barda		2023-06-29
Charlotte Houghteling		2022-12-05
GUY ARCHIBALD INNES		2019-06-20
Judy Mitchem		2025-04-24
Kirsteen Allen		2019-11-27
Mark Merson		2018-06-22
Matthew William Proctor		2025-04-24
Melanie Lynn McInerney		2019-11-27
Paul Jeremy Luxmoore		2019-11-27
Peter Mark Collini		2025-05-01
Roger Best		2018-09-04
William Thomas Castell		2026-01-01

Accounts



SEVENOAKS SCHOOL

Annual Report and Financial Statements

YEAR ENDING 31 JULY 2025

Company No. 4908949 Registered in England
Charity No. 1101358

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Introduction

The members of the Governing Body (also referred to as “the Board”) present their Annual Report for the year ended 31 July 2025 under the Charities Act 2011, including the Directors’ and Strategic Reports, under the Companies Act 2006, together with the audited financial statements for the year.

Structure, Governance and Management

Organisational structure

Sevenoaks School (the “Company” or the “Charity”) is a company limited by guarantee registered in England, No. 04908949 and is a charity registered with the Charity Commission under charity no. 1101358.

Since incorporation the Charity has been synonymous with Sevenoaks School, a day and boarding school, and the Charity’s activities have been delivered wholly through Sevenoaks School.

As further described below, during the year ended 31 July 2025, the Charity merged with Solefield School Educational Trust. As a consequence, the charitable entity Sevenoaks School now delivers its activities through two schools, Sevenoaks School and Solefield School.

The current structure of the Charity and its related organisations is described below:

1. On 1 May 2025, the merger between Solefield School Educational Trust Limited (charity no. 293466) (known as “Solefield School”) and Sevenoaks School completed. On completion, all of the assets and liabilities of Solefield School transferred to Sevenoaks School. Whilst Solefield School retained a separate Department for Education number (886/6038), the proprietorship of Solefield School transferred to the Governing Body of Sevenoaks School, with ultimate responsibility for Solefield School sitting with the Board. Following the merger, each school has retained its own teaching and support staff, its own leadership and management team, and its own uniform, site and separate identity.

Sevenoaks School and Solefield School are together referred to as the Sevenoaks Family of Schools (the “Family”).

2. Sevenoaks School has a wholly owned non-charitable subsidiary, Sennocke Services Limited (“SSL”). Annual profits of SSL are donated to the School under the Gift Aid Scheme. Consolidated financial statements have not been prepared due to the immateriality of SSL, but the financial result for the period for SSL is included in Note 24 to the financial statements. The trading activities of SSL primarily comprise revenue from the letting of Sevenoaks School facilities. This includes the letting of the Sennocke Sports Centre and The Space Performing Arts Centre.

Collectively, Sevenoaks School, Solefield School and SSL are known as Sevenoaks School Education Group (herein, the “Group”).

3. Sevenoaks School Foundation (“the Foundation”) is an independent charity that was set up in 2004 and registered with the Charity Commission under Charity No. 307923. The Foundation, whose objects mirror those of the School, is the registered owner of the majority of the buildings that form the premises of Sevenoaks School. The aim of the Foundation is to provide support to the Governors of Sevenoaks School in providing a first-class education. The Trustees of the Foundation do so by leasing the buildings in which Sevenoaks School carries out its activities as detailed in Note 19 to the financial statements, and by overseeing the work of the Foundation Office in raising the funds necessary to support both new building projects and a widening of access by the award of free and assisted places.
4. The School also administers several special trusts, as detailed in Notes 20 to 22 to the financial statements.

Governors, directors and charity trustees

The Governors of the Charity are the Charity's trustees under charity law and the directors of the charitable company Sevenoaks School. The members of the Governing Body who served in office during the year are detailed below. During the year the activities of the Governing Body were carried out through three committees. The membership of these committees is shown below for each Governor.

Name	Appointment	Education Committee	Finance and Property Committee	Governance Committee
A C Beckett	Chair to 31 December 2025	•		•
C P Gill	Vice-Chair; Chair from 1 January 2026	•	•	
K Allen			•	•
C E B Barda			•	
R S M Best		•		•
P Collini	Started 1 May 2025		•	
J G Davies	End of Tenure 31 December 2025			•
E J Ecclestone	End of Tenure 4 December 2024	•		
C W Houghteling	Vice-Chair from 1 January 2026			•
G A Innes			•	
P J Luxmoore		•		
M L McInerney		•		
M S Merson			•	
J Mitchem	Started 24 April 2025	•		
M Proctor	Started 24 April 2025		•	
A Timms	End of Tenure 31 December 2025		•	
A P S Yuravlivker	Changed from member of FP to Ed in April 2025	•	•	
W T Castell	Appointed 1 January 2026		•	
A Henderson	Appointed 1 January 2026	•		

The Governing Body has recently had one Associate Member, Mandy Aulak. The Associate Member's role is unremunerated and does not hold either the responsibilities or the decision-making powers of a Governor, company director or charity trustee. Mandy Aulak was in post from 30 November 2023 until 9 December 2025.

Under the School's Memorandum and Articles, the following bodies may nominate a Governor:

- The President and Fellows of St John's College in the University of Oxford - vacancy
- The Trustees of the Will of Charles Plumptre Johnson - G A Innes
- The Master and Fellows of Jesus College in the University of Cambridge – vacancy
- Sevenoaks District Council – vacancy.

Officers

J R Elzinga AB MSt FCCT	Headmaster
B McAhrn MA MPhil	Bursar and Clerk to the Governors (until 25 July 2025)
S Walmsley MA PGCE	Chief Operating Officer (Interim) (from 1 August 2025)
H McClure	Head of Solefield School
E El-Alami	Clerk to the Governors (from 9 December 2025)

Advisers

Principal Address and Registered Office	Sevenoaks School High Street, Sevenoaks, Kent, TN13 1HU
Auditor	Crowe U.K. LLP 55 Ludgate Hill, London, EC4M 7JW
Bankers	National Westminster Bank PLC 67 High Street, Sevenoaks, Kent, TN13 1LA
Solicitors	Knocker & Foscett The Red House Sevenoaks, Kent, TN13 1JL
Insurance Brokers	Aon Risk Services Ltd Somerset House, London Road, Redhill, Surrey, RH1 1LU
Chartered Surveyors	Ibbett Mosely 125 High Street, Sevenoaks, Kent, TN13 1UT

Governing document

The Company is governed by its Articles of Association, which were amended on 14 February 2025.

Governing body

The Governing Body is self-appointing, and its members are appointed for five years (with the exception of *ex officio* prep school governors). Members may be re-elected for a further five years. New members of the Governing Body are appointed by resolution of the Board, who receive proposals from the Governance Committee. In making these nominations, account is taken of eligibility, personal competence, specialist skills, diversity, and availability.

The Governors have regard to the Charity Governance Code published in 2017, as updated in 2025, which sets out the principles and recommended practice for good governance within the sector.

Recruitment and training of Governors

Established governor recruitment and induction processes are in place. Training opportunities for Governors are identified on an annual basis following a skills and experience audit. Additionally, Governors may undertake training arranged by the Association of Governing Bodies of Independent Schools (AGBIS) and by the Boarding Schools' Association. The purpose of the training is to keep Governors informed and updated on current issues in the sector and regulatory requirements. During the school year 2022-2023, the Governing Body achieved a certificate in the AGBIS/HMC Good Governance Programme having completed all modules of the programme. The certificate is valid for three years.

Governance processes

The members of the Governing Body, as the charity trustees, are legally responsible for the overall management and control of the School. They meet three times a year. Additionally, there are three sub-committees which have delegated oversight of specific areas on behalf of the Governing Body:

- (i) The Governance Committee is responsible for maintaining and enhancing good governance. It does so by keeping governance procedures under review and considering proposals for improvements. Periodically it reviews the composition of the Governing Body to ensure that a broad range of complementary skills and experience is represented. The Governance Committee is chaired by Roger Best.
- (ii) The Education Committee provides a forum for oversight and discussion of the School's educational aims and achievements and assists the Headmaster and management team in reviewing educational and pastoral policies. The Education Committee is chaired by Paul Luxmore.
- (iii) The Finance and Property Committee is responsible for the review of the School's medium and long term financial and capital plans, budgets, and cash flows. The Committee also supervises and recommends the audited financial statements and annual report for approval by the Governing Body. Any School policies or initiatives that have a significant financial impact are considered by the Committee before being presented to the full Governing Body. The Finance and Property Committee is chaired by Mark Merson.

In order for the Board to discharge their obligations relating to Solefield School a Local Advisory Board (LAB) has been established. The LAB is advisory only with final decision-making authority resting with the Board. The LAB's Chair is also a Governor of Sevenoaks School. There are three LAB meetings per term providing different focused oversight and guidance as follows:

- (i) LAB GovComp: to assure good governance processes, statutory and regulatory compliance and risk management.
- (ii) LAB EdSafe: to oversee educational and safeguarding provision.
- (iii) LAB FinOps: to oversee assets and resources, including finance, property, technology and staffing costs.

From time to time, Governors meet with members of the management team of both schools outside the normal schedule to discuss strategy or other important issues. Governors may also sit on steering groups or working groups to examine particular issues.

Oversight and executive management of the Family is delegated to the Headmaster of Sevenoaks School, who line manages the Head of Solefield School.

The day-to-day running of Sevenoaks School is delegated to the Headmaster and Bursar/COO. They are supported by their Senior Leadership Team and together this group is the key management personnel. The Headmaster and Bursar/COO attend all Governing Body meetings and the Governing Body's Committees.

The day-to-day running of Solefield School is delegated to the Solefield Head who is supported by the Senior Management Team of Solefield School. The Solefield Head attends all of the LAB meetings.

The remuneration policy is set by the Governing Body with the objective of rewarding staff fairly and reasonably. Delivery of the Family's charitable vision and purpose is primarily dependent on the performance of the staff and staff costs are the largest single element of the Family's charitable expenditure. The appropriateness and relevance of the remuneration policy is reviewed annually having taken account of comparative pay data produced both by the Office for National Statistics and private sector bodies. In 2024-2025 the Chair, Alison Beckett, held an advisory group to review and set the remuneration of the Headmaster and Bursar, consisting of the Chair, Vice Chair and Chair of the Finance and Property Committee.

Employment policy and employee engagement

The Company is an equal opportunities employer. Having a diverse staff enhances the community. Full and fair consideration is given to job applications from all candidates regardless of any protected characteristics and due consideration is given to training and employment needs of all staff. The Governors and senior managers place considerable value on the involvement of the School's employees in the activities of the Family and continue to keep them informed on topics affecting them as employees, as well as on matters relating to the operation of the School.

Investment policy and objectives

The Officers are empowered by the Governors to:

- (i) Manage the School's financial resources by placing deposits with a term of up to 24 months in a limited number of named financial institutions, or by purchasing units in a limited number of named pooled charitable investment funds; and to
- (ii) Comply with alternative investment strategies if required under the terms of a donation or legacy.

There is an upper limit of £10m in the placement of deposits for each of the approved institutions. Resources invested in pooled charitable investment funds are held for the long term and are traded only if a fund's performance is repeatedly below benchmarks. The investment strategy and policy are monitored by the Finance and Property Committee, as is investment performance, which is reported below, within the Strategic Report.

Aims and Objects

Charitable objects

In January 2025 the Governing Body amended the Charity's charitable objects to reflect a broader and more modern approach to advancing education, encompassing not only the provision of a day and boarding school but also a wider range of educational and community-benefit activities, which in turn will allow the Charity to support more beneficiaries and increase the level of public benefit offered by the Charity.

The amended charitable objects are:

'To advance education including by, but not limited to, the provision of a day and boarding school or schools in or near Sevenoaks including ancillary or incidental educational activities and other associated activities for the benefit of the community'

Aims and intended impact

It is the policy of the Family to discover and develop to the full, the academic and co-curricular potential of each student in the Family. The Family also seeks to promote the physical and mental health and sense of social responsibility of every student. Within this context, students are encouraged to cultivate a strong sense of individual initiative with a sense of responsibility to the community in which they live, and to maintain a balance between self-respect and social concern. Similarly, the Family aims to foster a healthy intellectual appetite while, at the same time, establishing the necessary ethical framework within which students can develop personally and professionally as citizens of the world.

Governors' Report

Introduction

In 2022 the Board of Governors approved a ten-year strategy for Sevenoaks School, entitled 'Sevenoaks 600' in anticipation of Sevenoaks School's 600th anniversary in 2032. The strategic vision is to empower students from all backgrounds with the knowledge, understanding and confidence to flourish and make a difference, such that Sevenoaks School is recognised globally as exceptional, innovative and inclusive. The Family is committed to being a community that is pioneering, inclusive, responsible and sustainable, and these principles will guide its decision-making as it works towards delivering its vision for the Family's future.

Annual objectives

The Governors' objectives for the academic year 2024-2025 were:

1. **VAT:** Ensure (and support the Headmaster and Bursar with) a carefully considered, strategically and financially sound response to the anticipated imposition of VAT on fees.
2. **Commercial:** Support the Chief Commercial Officer with commercial development.
3. **Foundation:** Support the Foundation in developing the fundraising campaign to support the school's long-term future.

In addition to continuing with the existing objectives:

4. **Sevenoaks 600:** Approve a delivery plan for Sevenoaks 600 with substantial progress towards a fully costed financial plan.
5. **Finance:** To support the executive through the challenging financial environment facing the School, including supporting the executive to build reserves and achieve a positive financial trajectory.
6. **Alternative Revenue Streams:** As a Board, to explore and support building and implementing a business case for sustainable, alternative, non-fee income streams at Sevenoaks School. To assist the Executive team in putting in place commercial resources and an appropriate risk/reward framework and governance to underpin the business case.

Performance against objectives

1. **VAT:** The Board's response to the imposition of VAT on school fees followed a detailed assessment of the sector context and risk to student acquisition and retention, including analysis of data from sector benchmarking and Sevenoaks School's parent body. Both the decision-making process and the communication with the parent body was managed through a robustly consultative approach. The outcome has been very few parent complaints, requests for assistance or withdrawals citing VAT as the cause. Sevenoaks School and Solefield School are full in September 2025 and Sevenoaks School is oversubscribed at all entry points with healthy waiting lists.
2. **Commercial:** There has been good progress in commercial development including the completion of the charitable merger with Solefield School in May 2025. A Director of Commercial Activity (Campus) has been in post since summer 2024, and a Commercial Operations Coordinator was recruited in August 2025.
3. **Foundation:** The Foundation has made excellent progress towards developing the fundraising campaign, key roles have been recruited and a strategic approach to fundraising has been established, driven by improved systems. The endowment has been signed into Trust and fundraising income is currently ahead of target for the year.
4. **Sevenoaks 600:** Good progress has been made across all four pillars of the Sevenoaks 600 strategy (A Sevenoaks Education; Inclusive Sevenoaks; Responsible Sevenoaks; Sustainable Sevenoaks). Enabling plans are in place which support detailed planning, coordination and prioritisation – these include People; Technology and Data; Campus and the Education Strategy.
5. **Finance:** Implementation of VAT has been a significant transition. There were very few student withdrawals specifically citing VAT as the cause. Whilst the next three to four years are projected to be financially constrained following the tax changes which have impacted both fee income and costs, the

objective remains to maintain a positive NIR before depreciation each year. Progress with a Finance Change Programme is underway to support the evolution and automation of the Finance department.

6. **Alternative Revenue Streams:** The Governing Body approved a Commercial Blueprint in November 2023, outlining a range of potential campus bound and beyond campus commercial opportunities. The Chief Commercial Officer has made strong progress advancing these opportunities which are overseen by a Commercial Working Group, and report to the Finance and Property Committee.

Promotion of the success of the organisation to benefit its members

The Governors confirm that in accordance with Section 172 (1) of the Companies Act they act in a way they consider would be most likely to achieve the charitable objects of the Company. In making this assessment the Governors have considered the following:

The likely long-term consequences of any decision

The long-term sustainability of the operating model is considered by the Governors as set out in the going concern section of the Governors' Report. Specifically, the Governors consider both short- and longer-term financial projections and the key risks that could negatively impact the sustainability of the Company. The Governors review management information, budgets, forecasts, cash flow projections and progress against the financial plan on a regular basis. Risk management is embedded at all levels across the company. The most significant risks are discussed at each Board meeting.

The interests of the company's employees

In relation to employee engagement, the Governors receive regular reports from management on the perspectives of staff. There is regular consultation with Sevenoaks School staff through a Staff Common Room (SCR) and Support Staff Council (SSC) and regular feedback is received by Solefield School staff via annual staff surveys. Both Sevenoaks School and Solefield School have recently received the Wellbeing Award for Schools (2021-2024) in recognition of their work towards ensuring every member of the School community is supported and can flourish.

The Charity has complied with the UK's Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 which requires the publication of information on the gender pay gap for UK employees annually. The School's report is available on the Sevenoaks School website.

The need to foster the Company's business relationships with suppliers, customers, and others

The Company is committed to ensuring that its mission and values are reflected in its approach to buying goods and services and that it is transparent with information and prides itself on building mutually beneficial relationships.

The impact of the Company's operations on the community and the environment

Sevenoaks School has completed the Energy Savings Opportunity Scheme (ESOS) reporting requirements and is now reporting under the Streamlined Energy and Carbon Reporting (SECR). Decarbonising the Sevenoaks School campus is a stated aim of the School's strategy.

The Family's considerable contribution to the local community is set out in sections which follow and includes partnership work and support to local state funded schools. The Family's voluntary service ethos supports a wide range of contributions which are also described.

The desirability of the Company maintaining a reputation for high standards of business conduct

The Company seeks to promote and apply the highest standards of business conduct and adheres to all applicable laws and regulations relating to fraud, bribery, and corruption wherever it operates, and has a regularly updated regulation tracker. The Board of Governors are committed to preventing modern slavery and human trafficking within the Company's activities, by taking steps to ensure that the Company and, as far as it is able, its supply chains are free from slavery and human trafficking. A Modern Slavery statement can be found on Sevenoaks School's website.

The need to act fairly as between members of the Company

The Governors have a conflicts of interest policy. All Governors are required to make an annual declaration of business interests and declare if there is any conflict of interest relating to any item on the agenda at each meeting.

Review of Achievements and Performance for the Year

Sevenoaks School

Advancing Education (A Sevenoaks Education)

Sevenoaks School continues its outstanding record of integrating academic achievement, pastoral care and co-curricular opportunity.

Academic results of both Upper Sixth and Year 11 this academic year were superb. 245 students took the IB Diploma (the highest number ever), with all gaining a full Diploma, a significant achievement in itself. Our IB points mean average (out of 45) was 39.4, very similar to the 2024's average of 39.6. This is, as usual, roughly 10 points above the global average. 96% of IB Higher Level outcomes were 7-5 (the top three grades), and over 50 students scored 43 points or more. 1,983 GCSE or IGCSE qualifications were taken by 190 students. 88.3% were graded a 7,8 or 9, or A*/A (this is the "on-the-day" figure with no re-mark outcomes included). 47% of results were graded at 9.

In 2024-2025, the Higher Education department supported successful applications from well over 200 students going to universities in the UK and around the world. 48 students are heading to top institutions in the US and other non-UK destinations. 25 students received offers from Oxford or Cambridge. 87% of those choosing to study in the UK will attend Oxford/Cambridge, a London College or another Russell Group university. Well over 90% of students applying through UCAS have taken up a place at their firm choice university.

Sevenoaks School undertook a successful inspection from the Independent School Inspectorate in September 2025. Their report states that Sevenoaks School "is welcoming and friendly, and leaders actively promote pupils' wellbeing alongside high academic expectations...at all levels the curriculum emphasises a global education which prioritises the acquisition of languages and the understanding of society at large in different cultures."

Inspectors also identified Sevenoaks School's Service and Partnership Programme as a 'significant strength'. This is the highest accolade and only awarded to areas of a school's provision that prove to be outstanding across the sector.

Public Benefit (Responsible Sevenoaks)

The imperative of delivering public benefit is woven throughout Sevenoaks School's activities and enshrined at the heart of the Sevenoaks 600 strategy. The School continues to make a significant contribution for the benefit of its communities in accordance with its charitable objects. The Institute of Service and Partnerships continues to create positive, inclusive and sustainable social change through educational innovation and collaboration, and produces an annual 'Impact Report' (published on Sevenoaks School's website) outlining the work it has undertaken each academic year.

Sevenoaks School also has a long relationship with Sevenoaks Almshouses, an independent but neighbouring charity with a shared history, that provides affordable housing for people of retirement age. Sevenoaks School nominates two trustees and provides a range of support services.

Financial Assistance with Fees (Inclusive Sevenoaks)

Over the past 10 years Sevenoaks School has significantly increased the number of students receiving full or partial financial assistance from 17 to 71 (2024-2025) at an annual cost of £2.186m. Funded by both Sevenoaks School and the Sevenoaks School Foundation, these students benefit from the outstanding educational opportunities offered by Sevenoaks School, and the whole community benefits from the greater diversity of backgrounds and perspectives.

A priority objective within the Sevenoaks 600 strategy is to raise endowed funds to provide financial assistance for students in perpetuity, with the ambitious long-term vision to move towards needs-blind admissions. The Foundation has made excellent progress towards this target, the endowment has been signed into Trust and fundraising income is currently ahead of target for the year.

In 2024-2025, the Foundation made grants of £500k (2023-2024: £485k) to Sevenoaks School for scholarships and bursaries for fees, residential trips and other extra-curricular activities.

Sevenoaks School continues to partner with the Royal National Children's SpringBoard Foundation, the UK's largest boarding school bursary charity. Currently there are two Royal SpringBoard students at Sevenoaks School who are supported by full boarding bursaries from the Foundation.

Sustainability (Sustainable Sevenoaks)

Sustainability is a strategic pillar of the Sevenoaks 600 strategy. This year the sustainability agenda has progressed further as follows:

- Solar panels were installed on the roof of D-Block during summer 2025. The system comprises 302 solar panels generating a peak power of 176kWp. The power generated by this system will not only deliver power to D-Block, but also SEC, Swanzy, Old School, Cottage Block and Sans Block.
- Solar panels were installed onto the rooftop of the (new) Estates utility vehicle building in early 2025. This installation will reach an overall system size of 50kWp when phase 2 is finished in late 2025. This system includes 56Wh of battery storage to help power Estates equipment after sunset.
- A rolling programme of lighting upgrades continues, replacing soon-to-be obsolescent fluorescent lighting with low energy long life LED lighting. Approximately 250 LED lights were fitted in 2024-2025.
- Sennocke boarding house is in the process of having its heating plant upgraded, and this system has been specified with new efficient condensing boilers which will be controlled by a newly installed building management system, providing increased efficiency.
- The new boarding house 'New House' has been designed to Passivhaus principles using a fully electric approach.
- In all refurbishment projects, attention has been focused on improvements to the thermal efficiency of the building. These include better insulation, double or secondary glazing, and improved ventilation.

Solefield School

This academic year marked a significant year for Solefield School: celebrating its 75th anniversary, becoming co-educational and merging with Sevenoaks School. Solefield School has the highest pupil numbers in over 20 years. A full inspection by the Independent Schools Inspectorate was completed in February 2024 which confirmed the highest grades possible across all areas. The full report is available on Solefield School's website.

A co-educational pre-school 'Little Acorns' opened in September 2023, for children aged 3+. All the pre-schoolers moved up to Reception for the 2024 academic year and Reception numbers have doubled (to the year group maximum) for September 2025. The strategy for the next three years is to build upon the major changes made over recent years with consequential positive financial performance from increased pupil numbers.

Pupil numbers in June 2025 were 211 (2024: 164) and numbers remain buoyant despite the imposition of VAT on school fees.

Solefield School operates a system of bursaries that is tested against broad criteria. Such criteria encompass the means of the parents, the value of the educational benefit to the child, and other factors related to the circumstances of each case. Solefield School has further developed links with the local community providing use of its facilities and services, including: stay and play sessions, basketball court hire, minibuses, outreach boxes, supporting local food banks, offering resources and support to refugees, and building links with the elderly in care homes.

Financial Review and Results for the Year

Results

Net incoming funds (before the actuarial gain on pensions and the loss on investments) for the year were £13.6m as shown on the Statement of Financial Activities (SOFA) on page 24 (2024: Net incoming funds £3.1m). This includes the value of the donation of Solefield School following the charitable merger with Sevenoaks School (£12.5m) (Note 26). This also includes a £120,000 (2024: £211,000) surplus from Sennocke Services Limited which is included in the Statement of Financial Activities as an unrestricted donation, with the summary accounts for the entity being disclosed in Note 24 to the financial statements.

Reserves level and policy and financial viability

Reserves are held in designated funds for fixed assets, buildings and bursaries. The designated fund for fixed assets covers the book value of fixed assets (£32.9m). Each year reserves equivalent to 3% of gross fee income are transferred to the bursary reserve (£1.4m) and the cost of bursaries granted (£2.3m) is set against that fund. In addition, transfers from restricted funds for bursaries for fees and extras, which include grants received from Sevenoaks School Foundation, are allocated to the bursary reserve, to cover the cost to Sevenoaks School of making those additional awards. The balance on the bursary reserve was £Nil at July 2025 (2024: £Nil). £13.2m (2024: £13.6m) was held in General Funds. The Governors' intention is to hold up to one term's operating costs in General Funds to provide an element of protection in an uncertain economic climate.

Despite the current economic uncertainty, the Governors consider the level of reserves to be appropriate. The Governors will continue to keep the level of reserves under review.

Going concern

The Governors continue to review the long-term future and the evolving global economic context on the Company's operations and finances. Taking into consideration actions taken to manage costs and to preserve cash, together with the ongoing demand for places, funding facilities available, and future projected cash flows, the Governors have a reasonable expectation that the Company has adequate resources to continue its activities for the foreseeable future, and consider that there are no material uncertainties over the Company's financial viability. Accordingly, the Governors continue to adopt the going concern basis in preparing the financial statements.

Investment performance

The Company holds the majority of its restricted funds in long term investments, mainly in the form of low risk pooled charitable investment funds, which yielded an average loss of 1.1% for the year ended 31 July 2025 (2023-2024: average gain 7.7%). The dividend income was available to be applied to the purposes of the various funds. Governors anticipate future performance to be in line with their investment objective of preserving the capital value with a minimum level of risk.

Unrestricted funds are held in bank deposits for operational liquidity purposes and for short to medium term application to planned improvements to facilities, as well as for capital protection purposes.

The Governors will review the investment strategy and treasury management over the coming year.

Streamlined Energy and Carbon Reporting (SECR)

Sevenoaks School's greenhouse gas emissions for the financial year were equivalent to 1,575 tonnes (2024: 1,678 tonnes) of CO₂ which equates to 8.5m kilo-Watt-hours (kWh) of energy (2024: 8.6m kWh).

Sevenoaks School has undertaken eight energy efficiency actions (EEA) in this reporting year. Due to the mid-year merger, SECR data has not yet been included on the greenhouse gas emissions of Solefield School. In future years this will be compiled for the Company (i.e. both schools) in one SECR report.

This information has been compiled in line with the 2019 HM Government Environmental Reporting Guidelines: including Streamlined Energy and Carbon Reporting (SECR).

The 2022 UK Government GHG Conversion Factors for Company Reporting have been used to calculate emissions. Energy consumption data has been taken from invoices issued for the financial year and meter readings. Transport energy has been calculated from fuel consumption data in litres for Scope 1 emissions and miles travelled for Scope 3 emissions.

Table 1: GHG emissions for Sevenoaks School (tonnes of carbon dioxide equivalent for the year):

	Emission Source	2024-2025 Energy (kWh)	<i>2023-2024 Energy (kWh)</i>	2024-2025 Emissions (tCO₂e)	<i>2023-2024 Emissions (tCO₂e)</i>
Scope 1	Gas consumption	5,148,268	5,257,672	941.93	961.63
	Heating oil	261,385	263,899	67.05	67.69
	Owned transport	232,516	245,110	55.14	58.12
Sub total		5,642,169	<i>5,766,681</i>	1,064.12	<i>1,087.44</i>
Scope 2	Purchased electricity	2,723,895	2,755,956	482.13	570.62
Scope 3	Business travel	108,556	75,338	28.31	19.86
Total emissions		8,474,629	<i>8,597,975</i>	1,574.55	<i>1,677.92</i>

Table 2: Intensity Ratios for Sevenoaks School:

Type	2024-2025 kWh/Students	<i>2023-2024 kWh/Student</i>	2024-2025 tCO₂e/Student	<i>2023-2024 tCO₂e/Student</i>
Occupancy	6,818	7,059	1.27	1.38

Table 3: Efficiency actions taken in 2024-2025:

Lighting	LED upgrades	LED lights are being fitted as an ongoing project. Approximately 250 were fitted in 2024-2025
Smart meters	Controlling energy usage	Introduction of smart meters
Boarding house plantroom under BMS control	Controlling energy efficiency and heating	Increased seasonal control and optimisation
New boilers in staff accommodation properties	Controlling energy efficiency and heating	Replacement of old boilers with new condensing boilers

Recycling efficiencies	Installation of a composter	Environmentally sustainable disposal of waste
Planning and design work for the refurbishment of a listed building	Replacing gas heating with air source heat pumps	Improved efficiency throughout the building
Solar panels	Installing solar panels on two significant buildings	Renewable energy to reduce energy costs and improve efficiencies
External window repairs in staff accommodation	Thermal efficiency	Improved secondary glazing to windows.

Risk Management

The Governing Body are committed to promoting the safety and welfare of students and all members of the community. The Risk Framework is designed to give the Board visibility of key risks and is organised in a format to bring clarity and support the meaningful discussion of risk.

Risks are organised under the three headings of operational risks, business model risks and external risks, all of which inform the assessment of five top level strategic risks. A summary report is considered termly by the Governance Committee, with the full Risk Framework tabled annually for review by the Governance Committee and subsequently the Board of Governors.

Strategic risks

The five top level strategic risks are: failure in quality of educational provision and experience; drop in high quality applications; failure to recruit, retain and develop world class staff; inability of resources to change and the public perception of the Family is negatively affected. At the end of 2024-2025, the main strategic risk facing the Family is that resources (financial, space, systems, technology, staff or leadership capability) are unable to change. To manage and mitigate this risk, Governors and the Officers review Sevenoaks School's financial position regularly, with focused reports scheduled on the campus, technology and staff. Given the volatility of the external economic and political context, Governors remain acutely aware of the need to manage resources responsibly and sustainably.

Operational risks

Operational risks encompass safety or safeguarding incidents, physical or digital security breaches, negative student or staff behaviour, or failure in educational provision or governance.

Safeguarding and Health and Safety

There are comprehensive policies and procedures in place to mitigate risks of a Safeguarding or Health and Safety incident, or a failure in Pastoral care, always in line with national guidance *Keeping Children Safe in Education (KCSIE)*, the National Minimum Boarding Standards, and relevant Health and Safety legislation.

The need for vigilance and immediate action, particularly where a child is considered at risk, is regularly reinforced in both Sevenoaks School and Solefield School through communications and training. A secure central repository is used for the reporting and recording of safeguarding concerns, and at Sevenoaks School a counselling provision is in place to support mental health concerns.

Concerns in respect of inappropriate online behaviour by students are dealt with through a programme of educational initiatives. All staff have been trained on Prevent (the legal requirement to have due regard to preventing people from being drawn into terrorism) and Prevent Duty Guidance has been reflected in the safeguarding policy. All staff are required to undertake Safeguarding and Health and Safety training as part of induction, reinforced by annual training, including a requirement to confirm in writing they have read the updated version of KCSIE.

All pre-employment checks required from KCSIE are undertaken including DBS with barred list check. Staff are requested to confirm if there has been any change to their DBS status on an annual basis. The Health, Safety and Security Board meets termly and reviews relevant policies, accident reporting, risk assessment processes, and any specific issues or concerns. Safeguarding and Health and Safety are reported to Governors on a termly basis, with additional updates if required.

Data

Loss of personal data is a significant risk for the Family, and there are an increasing number of Subject Access Requests being received by the Company each year. These could potentially result in reputational damage and fines being levied on the Company. To address this risk the Company employs a Data Protection Officer, reporting to the Director of Governance and Compliance. All staff receive regular data protection training.

There is an emerging risk in the education sector about the misuse of recognisable images of students through, for example, deepfake technology. In response Sevenoaks School has put in place a range of technical measures minimising the risk of images being downloaded from its website and reconsidered its policies on its collection and use of images of students.

There is an emerging risk in the education sector about the misuse of recognisable images of students through, for example, deep-fake technology. In response Sevenoaks School has put in place a range of technical measures and reconsidered its policies on the use of images of students.

Physical or digital security breaches

A Campus Security Working Group reviews campus-wide security risks and mitigating processes, including aspects such as vehicle movement, alarms, CCTV, visitor and contractor management. Governors and Officers remain vigilant to cyber-attacks and employs a multi-layered approach to cyber defence.

There are regular penetration tests and multi-factor authentication has been rolled out for all staff and students. There is regular training for staff and students on the importance of good cybersecurity practices. A comprehensive IT risk register has been developed.

Negative student or staff behaviour

Staff and student codes of conduct are in place and embedded within induction and admissions processes. The risk of student misconduct is mitigated through robust PSHE (personal, social, health and economic) education and close liaison with parents where there are concerns.

Behaviour Policies applicable to students incorporate conduct, behaviour, rewards and sanctions, and expectations that should be held by all members of the community.

Failure in educational provision, infrastructure or governance

The spirit of the International Baccalaureate Diploma Programme (IBDP), with its breadth, balance, coherence and interdisciplinary approach, is at the heart of Sevenoaks School's curricular and co-curricular provision. Appropriate teaching provision and quality are closely monitored, the Institute of Teaching and Learning (ITL) supports continued innovation, and staff benefit from ongoing CPD. Regulatory compliance is closely monitored.

An ISI Inspection carried out in September 2025 concluded that Sevenoaks School met all of the required regulatory standards as set out in the Education (Independent School Standards) Regulations 2014, the National Minimum Standards for Boarding School 2015 and associated requirements, with no further action required.

A rolling maintenance programme ensures the campus infrastructure is safely maintained. Governors meet regularly to monitor Sevenoaks School's activities and undertake regular training.

An external review of governance effectiveness took place in September 2022 which found the governance was of a high standard and consequently won the AGBIS School of the Year in 2023. The Governing Body completed the AGBIS/HMC Good Governance programme in July 2023, which is valid for three years.

A further review of governance will take place next year.

Business model risks

Business model risks relate to changes in key income flows and cost areas. The Company derives the majority of its income from tuition fees, and staffing costs constitute by far the greatest proportion of expenditure.

During this financial year the Government announced and implemented the imposition of VAT on school fees and the removal of business rate relief. Sevenoaks School identified a number of business model risks relating to this including risk to student pipeline; affordability of tuition fees and demand.

After much consideration the Board decided to support those impacted by VAT by applying a discount on Sevenoaks School fees for the Lent and Summer Terms 2024-2025. The outcome has been very few withdrawals specifically citing VAT as the cause.

Crucially, Sevenoaks School is full for academic year 2025-2026 with the academic calibre of students as strong as ever. Sevenoaks School remains oversubscribed at all entry points with healthy waiting lists.

External risks

External risks include regulatory, legal, political, economic or social events or changes beyond the Company's control, that have an adverse impact on its ability to operate.

The Family benefits from having a diverse, international community, and may therefore be exposed to the effects of global economic and political events impacting students and their families around the world. This risk has been heightened with current geopolitical unrest and overseas regime change. Further UK governmental changes in policy towards UK independent schools remain an ongoing risk for the sector.

In response to these risks the Charity is committed to moving towards its ambitious long-term vision of needs-blind admissions and increasing its provision of free and assisted places.

Conclusion

In the opinion of the Governors, the Company has established a robust Risk Framework and review system, which is reviewed and scrutinised at appropriate intervals, ensuring resources allocated to mitigating risks are at an acceptable level.

Future Plans

Given the changing landscape ahead for the Family and the independent School sector as a whole, the Governing Body have agreed on the following objectives for 2025-2026:

- **Sevenoaks Education and Sevenoaks 600:** Support the Executive team by reviewing and approving a fully-costed delivery plan that leads Sevenoaks School to fulfil the strategic aims detailed in Sevenoaks 600.
- **Commercial:** Support the Executive team to enable the Company to fulfil its commercial ambitions whilst ensuring that the Sevenoaks brand remains protected.
- **Family of Schools:** Support the Executive team with operational integration and educational collaboration to strengthen the development of individual schools alongside each other, and ensure the Sevenoaks Family of Schools are embedded successfully.
- **Group Structure:** Approve a fit for purpose structure and governance model which reflects the future needs and shape of the group.

Accounting and Reporting Responsibilities

The members of the Governing Body (who are also Directors of Sevenoaks School for the purposes of company law and trustees of the Charity) are responsible for preparing the Annual Report and the financial statements in accordance with applicable law and regulations.

Company law requires the Governing Body to prepare financial statements for each financial year. Under that law the Governing Body has elected to prepare the financial statements in accordance with United Kingdom Generally Accepted Accounting Practice (United Kingdom Accounting Standards and applicable law).

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

- Select the most appropriate accounting policies and then apply them consistently;
- Observe the methods and principles in the Charities SORP;
- Make judgements and accounting estimates that are reasonable and prudent;
- State whether applicable Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements; and
- Prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in business.

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

Relevant audit information

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

Approved by the Governing Body of Sevenoaks School on 10 February 2026 including, in their capacity as company directors, approving the Directors' and Strategic Reports contained therein, and signed on its behalf by:



Christopher Gill
Chair of Governing Body

Independent Auditor's Report to Sevenoaks School

Opinion

We have audited the financial statements of Sevenoaks School ('the charitable company') for the year ended 31 July 2025 which comprise the Statement of Financial Activities, the Balance Sheet, the Cash Flow Statement and notes to the financial statements, including significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 July 2025 and of its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for opinion

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

Conclusions relating to going concern

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

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the 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 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 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:

- adequate and proper accounting records have not been kept; or
- the 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 14, 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.

Details of the extent to which the audit was considered capable of detecting irregularities, including fraud and non-compliance with laws and regulations are set out below.

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/auditors-responsibilities. This description forms part of our auditor's report.

Extent to which the audit was considered capable of detecting irregularities, including fraud

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We identified and assessed the risks of material misstatement of the financial statements from irregularities, whether due to fraud or error, and discussed these between our audit team members. We then designed and performed audit procedures responsive to those risks, including obtaining audit evidence sufficient and appropriate to provide a basis for our opinion.

We obtained an understanding of the legal and regulatory frameworks within which the charitable 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 taxation legislation, together with the Charities SORP (FRS 102). We assessed the required compliance with these laws and regulations as part of our audit procedures on the related financial statement items.

In addition, we considered provisions of other laws and regulations that do not have a direct effect on the financial statements but compliance with which might be fundamental to the charitable company's ability to operate or to avoid a material penalty. We also considered the opportunities and incentives that may exist within the charitable company for fraud. The laws and regulations we considered in this context for the UK operations were The Education (Independent School Standards) Regulations 2014, health and safety legislation and employment legislation.

Auditing standards limit the required audit procedures to identify non-compliance with these laws and regulations to enquiry of the Trustees and other management and inspection of regulatory and legal correspondence, if any.

We identified the greatest risk of material impact on the financial statements from irregularities, including fraud, to be within the timing and recognition of income and the override of controls by management. Our audit procedures to respond to these risks included designing audit procedures over the completeness and timing of recognition of income, enquiries of management and the Finance Committee about their own identification and assessment of the risks of irregularities, sample testing on the posting of journals, reviewing accounting estimates for biases, reviewing regulatory correspondence with the Charity Commission, Independent Schools Inspectorate, Ofsted and reading minutes of meetings of those charged with governance.

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. For example, the further removed non-compliance with laws and regulations (irregularities) is from the events and transactions reflected in the financial statements,

the less likely the inherently limited procedures required by auditing standards would identify it. In addition, as with any audit, there remained a higher risk of non-detection of irregularities, as these may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal controls. We are not responsible for preventing non-compliance and cannot be expected to detect non-compliance with all laws and regulations.

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.



Tina Allison

Senior Statutory Auditor

For and on behalf of Crowe U.K. LLP

Statutory Auditor

London

Date 2 April 2026

SEVENOAKS SCHOOL
STATEMENT OF FINANCIAL ACTIVITIES
(INCORPORATING AN INCOME AND EXPENDITURE ACCOUNT)
FOR THE YEAR ENDED 31 JULY 2025

	Notes	Unrestricted funds £'000	Restricted funds £'000	2025 £'000	2024 £'000
Income from:					
Charitable activities					
School fees receivable	2	44,574	-	44,574	41,067
Ancillary trading income	3	3,833	-	3,833	3,977
Other trading activities					
Charitable trading income	4	2,081	-	2,081	2,248
Investments					
Investment income	5	-	33	33	22
Bank and other interest	6	1,352	-	1,352	945
Voluntary sources					
Grants and donations	7	12,591	1,142	13,733	722
Total incoming resources		<u>64,431</u>	<u>1,175</u>	<u>65,606</u>	<u>48,981</u>
Expenditure on:					
Raising funds					
Charitable trading costs	8	(1,832)	-	(1,832)	(1,271)
Financing costs	9	(103)	-	(103)	(39)
Total deductible costs		<u>(1,935)</u>	<u>-</u>	<u>(1,935)</u>	<u>(1,310)</u>
Charitable activities					
Education and grant making	8	(49,566)	(500)	(50,066)	(44,523)
Total expenditure		<u>(51,501)</u>	<u>(500)</u>	<u>(52,001)</u>	<u>(45,833)</u>
Net incoming funds from operations before transfers and investment gains		12,930	675	13,605	3,148
(Losses)/Gains on investments	13	-	(12)	(12)	76
Transfers between funds	22	-	-	-	-
Net surplus		<u>12,930</u>	<u>663</u>	<u>13,593</u>	<u>3,224</u>
Pension scheme actuarial gains	23	-	-	-	-
Net movement in funds for the year		<u>12,930</u>	<u>663</u>	<u>13,593</u>	<u>3,224</u>
Fund balances brought forward 1 August 2024		<u>33,243</u>	<u>1,593</u>	<u>34,836</u>	<u>31,612</u>
Fund balances carried forward 31 July 2025		<u>46,173</u>	<u>2,256</u>	<u>48,429</u>	<u>34,836</u>

The notes on pages 27 to 47 form part of these financial statements.

SEVENOAKS SCHOOL
BALANCE SHEET
AS AT 31 JULY 2025

	Notes	2025 £'000	2024 £'000
FIXED ASSETS			
Intangible assets	11	71	59
Tangible assets	12	32,901	19,597
Investments	13	1,054	1,066
		34,026	20,722
CURRENT ASSETS			
Debtors	14	18,164	1,791
Cash and deposits		38,641	43,091
		56,805	44,882
CURRENT LIABILITIES			
Creditors payable within one year	15	(37,629)	(21,270)
NET CURRENT ASSETS		19,176	23,612
TOTAL ASSETS LESS CURRENT LIABILITIES		53,202	44,334
LONG TERM LIABILITIES			
Creditors payable after more than one year	16	(4,773)	(9,498)
Pension scheme funding surplus/(deficit)	23	-	-
NET ASSETS	22	48,429	34,836
REPRESENTED BY:			
RESTRICTED FUNDS	22	2,256	1,593
UNRESTRICTED FUNDS	22		
Designated funds			
Fixed assets	22	32,901	19,597
Bursary reserve	22	-	-
		35,157	21,190
Pension reserve	22	-	-
Other unrestricted funds	22	13,272	13,646
General funds		13,272	13,646
TOTAL FUNDS		48,429	34,836

These financial statements were approved by the Governing Body on 10 February 2026 and were signed on its behalf by:



Christopher Gill
Chair of Governing Body

The notes on pages 27 to 47 form part of these financial statements.

SEVENOAKS SCHOOL
CASH FLOW STATEMENT
FOR THE YEAR ENDED 31 JULY 2025

	2025		2024	
	£'000	£'000	£'000	£'000
Net cash (outflow)/ inflow from operations				
Net cash (used in)/ provided by operating activities		(1,664)		17,207
Cash flows from investing activities				
Payment for intangible fixed assets	(12)		(59)	
Payment for tangible fixed assets	(5,761)		(2,102)	
Proceeds on sale of tangible fixed assets	836		50	
Net return on defined benefit pension scheme	869		-	
Investment income and bank interest received	1,385		967	
Net cash used in investing activities		(2,683)		(1,144)
Cash flows from financing activities:				
Finance costs paid	(103)		(39)	
Net cash used in financing activities		(103)		(39)
Change in cash/cash equivalents in the period		(4,450)		16,024
Cash/cash equivalents at the beginning of the reporting period		43,091		27,067
Cash/cash equivalents at the end of the reporting period		38,641		43,091
(i) Reconciliation of net income to net cash flow from operating activities				
Net incoming funds		13,605		3,148
Elimination of non-operating cashflows:				
- Investment income	(1,385)		(967)	
- Financing costs	103		39	
- Fixed asset element of donation from Solefields School Merger	(12,266)		-	
Defined benefit pension scheme adjustments	-		-	
Depreciation charge	3,032		2,727	
(Profit) on sale of assets	(14)		(43)	
(Increase) in debtors	(16,373)		(130)	
Increase in creditors	17,473		2,667	
(Decrease)/increase in fees in advance scheme creditors	(6,264)		10,025	
Increase/(decrease) in parents' deposits	425		(259)	
		(15,269)		14,059
Net cash (outflow)/inflow from operations		(1,664)		17,207
(ii) Analysis of changes and cash equivalents				
	At 1 Aug		At 31 Jul	
	2024	Cashflow	2025	
	£'000	£'000	£'000	
Deposits	18,160	(5,841)	12,319	
Cash at bank	24,931	1,391	26,322	
	43,091	(4,450)	38,641	

SEVENOAKS SCHOOL
STATEMENT OF ACCOUNTING POLICIES
FOR THE YEAR ENDED 31 JULY 2025

1. ACCOUNTING POLICIES

The financial statements have been prepared in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS102), the Companies Act 2006 and the Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) - effective 1 January 2019.

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

The accounts are drawn up on the historical cost basis of accounting, as modified by the revaluation of investments. The accounts present the statement of financial activities (SOFA), the balance sheet and the cash flow statement for the Company.

The Company is a Public Benefit entity registered as a charity in England and Wales and a company limited by guarantee. It was incorporated on 23 September 2003 (company number: 4908949) and registered as a charity on 5 January 2004 (charity number: 1101358).

Going concern

The Governors continue to review the long-term future and the evolving global economic context on the Company's operations and finances. Taking into consideration actions taken to manage costs and to preserve cash, together with the ongoing demand for places, funding facilities available, and future projected cash flows, the Governors have a reasonable expectation that the Company has adequate resources to continue its activities for the foreseeable future, and consider that there are no material uncertainties over the Company's financial viability. Accordingly, the Governors continue to adopt the going concern basis in preparing the financial statements.

Critical accounting judgements and key sources of estimation uncertainty

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

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

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

The following accounting policies have been applied consistently in dealing with items which are considered material in relation to the Company's financial statements.

- 1.1 Fees and similar income:** Fees receivable and charges for services and use of the premises, less any allowances, scholarships or bursaries granted by the Company against those fees, but including contributions from restricted funds, are accounted for in the period in which the service is provided.
- 1.2 Investment income** from dividends, bank balances and fixed interest securities is accounted for on an accruals basis.
- 1.3 Donations, legacies, grants and other voluntary incoming resources** are accounted for as and when entitlement arises, the amount can be reliably quantified and the economic benefit to the Company is considered probable.

SEVENOAKS SCHOOL
STATEMENT OF ACCOUNTING POLICIES
FOR THE YEAR ENDED 31 JULY 2025

1. ACCOUNTING POLICIES (Continued)

1.3 Donations, legacies, grants and other voluntary incoming resources (continued): Voluntary income for the Company's general purposes is accounted for as unrestricted and is credited to the General Fund. Where a donor has imposed trust law restrictions, voluntary income is credited to the relevant restricted fund and incoming endowments are accounted for as permanent trust capital or expendable trust capital, according to whether the donor intends retention is to be permanent or not. Gifts in kind are valued at estimated open market value at the date of the gift, in the case of assets for retention or consumption, or at the value to the Company in the case of donated services or facilities.

On 1 May 2025, the merger between Solefield School Educational Trust Limited (charity number: 293466, company number: 01966993) (known as "Solefield School") and Sevenoaks School completed. On completion, all of the assets and liabilities of Solefield School transferred to Sevenoaks School at fair value, with the transaction accounted for as a Donation (note 7) and the financial impact of the transaction is detailed in note 26.

1.4 Expenditure is accrued as soon as a liability is considered probable. Expenditure attributable to more than one cost category in the Statement of Financial Activities is apportioned on the basis of the estimated amount attributable to each activity during the year by reference to the use made of the underlying assets. Irrecoverable VAT is included with the item of expenditure to which it relates.

Grants awarded are expended as soon as they become legal or operational commitments. Governance costs comprise the costs of complying with constitutional and statutory requirements.

1.5 Intangible fixed assets: Expenditure on the development of trademarks has been capitalised and carried in the balance sheet at historical cost.

1.6 Amortisation will be provided once the intangible asset is brought into use.

1.7 Tangible fixed assets: Expenditure on the acquisition, construction or enhancement of land and buildings, vehicles, furniture, machinery, IT equipment and systems, and other equipment costing more than £5,000 is capitalised and carried in the balance sheet at historical cost. In certain circumstances, where the cost of an asset is not ascertainable, a reasonable estimate of the cost, if material, has been used.

Fixed assets which were acquired through the charitable merger with Solefield School were revalued to fair value at the point of acquisition, which is then used as the deemed cost of these assets..

Other expenditure on equipment incurred in the normal day-to-day running of the Company is charged to the Statement of Financial Activities as incurred.

1.8 Depreciation is provided to write off the cost of all relevant tangible fixed assets less estimated residual value based on current market prices, in equal annual instalments over their expected useful economic lives:

School freehold and leasehold buildings, including major extensions - 50 years

Improvements to freehold and leasehold buildings - 10 years

Furniture, machinery and equipment - 4 years

Motor vehicles - 4 years

IT equipment and systems - 3 years

1.9 Investments: Listed investments are valued at their market values as at the balance sheet date. Unrealised gains and losses arising on the revaluation of investments are credited or charged to the Statement of Financial Activities and are allocated to the appropriate Fund according to the "ownership" of the underlying assets.

SEVENOAKS SCHOOL
STATEMENT OF ACCOUNTING POLICIES
FOR THE YEAR ENDED 31 JULY 2025

1.10 Sennocke Services Limited: The principal activity of the Company's subsidiary company, Sennocke Services Limited, is to carry on the commercial trading business of Sevenoaks School. The activity and balance sheet is not currently at a level which is considered to be material and, therefore, the accounts of Sennocke Services Limited are not consolidated.

1.11 Fund accounting: The charitable trust funds of the Company are accounted for as unrestricted or restricted income, in accordance with the terms of trust imposed by the donors.

Unrestricted income belongs to the Company's corporate reserves, spendable at the discretion of the Governors either to further the Company's objects or to benefit the Company itself. Where the Governors decide to set aside any part of these funds to be used in future for some specific purpose, this is accounted for by transfer to the appropriate designated fund. **Restricted** income comprises gifts, legacies and grants where there is no capital retention obligation or power but only a trust law restriction to some specific purpose intended by the donor.

1.12 Pension costs: Retirement benefits to employees of the Company and its subsidiary are provided through defined benefit schemes on a career average revalued basis (CARE) schemes, and defined contribution schemes. The pension costs charged in the Statement of Financial Activities are determined as follows:

(a) The Teachers' Pension Scheme – This scheme is a multi-employer pension scheme. It is not possible to identify the School's share of the underlying assets and liabilities of the Teachers' Pension Scheme on a consistent and reasonable basis and therefore, as required by FRS102, the School accounts for the scheme as if it were a defined contribution scheme. The scheme changed from a defined benefit scheme to a CARE scheme in April 2015. The School's contributions, which are in accordance with the recommendations of the Government Actuary, are charged in the period in which the salaries to which they relate are payable.

(b) The School also contributes to the Local Government Pension Scheme (LGPS) for support staff at rates determined by the scheme actuary. The LGPS transitioned from a defined benefit to a CARE scheme in April 2014, and is accounted for under FRS102. The surplus in the LGPS is not recognised as a defined benefit plan asset in the balance sheet as the School is unable to recover the surplus, either through reduced contributions in the future or through refunds from the plan. In prior years, the net defined benefit liability of the scheme was shown in the accounts as a designated fund entitled "Pension Reserve", which was deducted from unrestricted funds in the balance sheet.

(c) The Sevenoaks School Group Personal Pension Plan is a defined contribution group personal pension plan for staff with Aegon. Employers' pension costs are charged in the period in which the salaries to which they relate are payable. Since 1 April 2010 all new support staff have joined the defined contribution Group Pension Plan, including those joining the scheme under auto-enrolment. Since 1 September 2024 all new teaching staff also joined the scheme. Similar defined contribution schemes are available to staff of Solefield School.

1.13 Operating leases: Rentals under operating leases are charged on a straight-line basis over the lease term, even if the payments are not made on such a basis. Benefits received and receivable as an incentive to sign an operating lease are similarly spread on a straight-line basis over the lease term.

1.14 Financial instruments are initially recognised at transaction value and subsequently measured at amortised cost with the exception of investments which are held at fair value. Financial assets held at amortised cost comprise cash at bank and in hand, together with trade and other debtors. A specific provision is made for debts for which recoverability is in doubt. Cash at bank and in hand is defined as all cash held in instant access and term deposit bank accounts. Financial liabilities held at amortised cost comprise deposits from parents, fees received in advance of term, trade creditors, fees in advance scheme and other creditors.

SEVENOAKS SCHOOL
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 JULY 2025

	2025	2024
	£'000	£'000
2. CHARITABLE ACTIVITIES - SCHOOL FEES RECEIVABLE		
Fees receivable consist of:		
School fees	47,423	43,732
Less: Scholarships, bursaries and other awards	(3,349)	(3,172)
	<u>44,074</u>	<u>40,560</u>
Add back: Bursaries and other awards paid for by restricted funds	500	507
	<u>44,574</u>	<u>41,067</u>

Scholarships, bursaries and other awards were paid to 183 pupils (2024: 248). Within this, means tested bursaries totalling £2.186m were paid to 71 pupils (2024: £1.970m 72 pupils).

3. CHARITABLE ACTIVITIES - ANCILLARY TRADING INCOME

Extras	2,852	2,651
Registration fees	408	499
Fees in lieu of notice and forfeit deposits	36	155
Shop and other trading income	499	242
Transport from Sevenoaks Station	43	45
Other income	(5)	385
	<u>3,833</u>	<u>3,977</u>

4. CHARITABLE TRADING INCOME

Charitable trading income relates to income and costs incurred in providing educational courses and provision of staff accommodation.

5. INVESTMENT INCOME

	Unrestricted	Restricted	2025	2024
	£'000	£'000	£'000	£'000
Income from pooled charitable investment funds	-	33	33	22
	<u>-</u>	<u>33</u>	<u>33</u>	<u>22</u>

6. BANK AND OTHER INTEREST

	Unrestricted	Restricted	Total	2024
	£'000	£'000	£'000	£'000
Bank interest	1,352	-	1,352	945
	<u>1,352</u>	<u>-</u>	<u>1,352</u>	<u>945</u>

SEVENOAKS SCHOOL
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 JULY 2025

7. GRANTS AND DONATIONS		Unrestricted	Restricted	2025	2024
		£'000	£'000	£'000	£'000
Grants to Sevenoaks School for bursaries from:					
- Sevenoaks School Foundation		-	500	500	485
Gift aided donation - Sennocke Services Ltd	(Note 24)	120	-	120	211
Other donation		3	-	3	-
Grants to Sevenoaks School for non bursaries from:					
- Sevenoaks School Foundation		-	642	642	26
Donation on merger with Solefield School	(Note 26)	12,468	-	12,468	-
		<u>12,591</u>	<u>1,142</u>	<u>13,733</u>	<u>722</u>
8. ANALYSIS OF EXPENDITURE					
(a) Total expenditure	Staff costs (Note 10)	Depreciation (Note 12)	Other	Total	<i>Total</i>
	£'000	£'000	£'000	£'000	£'000
Cost of generating funds					
Charitable trading expenses	892	235	705	1,832	1,271
Financing costs	-	-	103	103	39
Total cost of generating funds	<u>892</u>	<u>235</u>	<u>808</u>	<u>1,935</u>	<u>1,310</u>
Charitable expenditure					
Education and grant making					
Teaching	17,653	314	3,917	21,884	19,021
Welfare	2,079	32	3,795	5,906	5,826
Premises repairs and maintenance	2,091	2,328	8,925	13,344	12,310
Support costs and governance	5,765	123	2,544	8,432	6,858
Grants, awards and prizes (note 8(b))	-	-	500	500	508
Total charitable expenditure	<u>27,588</u>	<u>2,797</u>	<u>19,681</u>	<u>50,066</u>	<u>44,523</u>
Total expended	<u>28,480</u>	<u>3,032</u>	<u>20,489</u>	<u>52,001</u>	<u>45,833</u>
<i>Comparative total expenditure</i>					
	Staff costs (Note 10)	Depreciation (Note 12)	Other	<i>Total 2024</i>	
	£'000	£'000	£'000	£'000	
<i>Cost of generating funds</i>					
Charitable trading expenses	460	202	609	1,271	
Financing costs	-	-	39	39	
Total cost of generating funds	<u>460</u>	<u>202</u>	<u>648</u>	<u>1,310</u>	
<i>Charitable expenditure</i>					
<i>Education and grant making</i>					
Teaching	15,569	199	3,253	19,021	
Welfare	2,357	41	3,428	5,826	
Premises repair and maintenance	1,846	2,199	8,265	12,310	
Support costs and governance	4,505	86	2,267	6,858	
Grants, awards and prizes (note 8(b))	-	-	508	508	
Total charitable expenditure	<u>24,277</u>	<u>2,525</u>	<u>17,721</u>	<u>44,523</u>	
Total expended	<u>24,737</u>	<u>2,727</u>	<u>18,369</u>	<u>45,833</u>	

SEVENOAKS SCHOOL
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 JULY 2025

	2025	<i>2024</i>
	<i>£'000</i>	<i>£'000</i>
8. ANALYSIS OF EXPENDITURE (Continued)		
(b) Grants, awards and prizes		
From restricted funds:		
Bursaries and other grants and awards	500	508
From unrestricted funds:		
Prizes and leaving awards	5	6
	<u>505</u>	<u>514</u>
	<u> </u>	<u> </u>
(c) Governance included in support costs		
Remuneration paid to auditor for audit services (Excluding VAT)	36	31
	<u> </u>	<u> </u>
Travel expenses of £654 (2024: £Nil) were claimed by members of the Governing Body.		
In addition to the above audit remuneration, the auditor received fees for compliance services totalling £11,856 (2024: £12,528).		
9. FINANCE AND OTHER COSTS		
Fees in advance debt financing costs	103	39
	<u> </u>	<u> </u>
10. STAFF COSTS		
The aggregate payroll costs for the year were as follows:		
Wages and salaries	21,822	19,445
Social security costs	2,534	2,018
Other pension	4,124	3,274
	<u>28,480</u>	<u>24,737</u>
	<u> </u>	<u> </u>

None of the Governors received any remuneration or other benefits from the Company or from any connected body.

SEVENOAKS SCHOOL
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 JULY 2025

	2025	2024
10. STAFF COSTS (continued)		
Aggregate employee benefits of key management personnel	£3,467,739	£2,327,364
Number of higher paid employees in bands of:		
£60,000 to £70,000	46	41
£70,001 to £80,000	42	44
£80,001 to £90,000	18	20
£90,001 to £100,000	4	4
£100,001 to £110,000	6	5
£110,001 to £120,000	2	-
£120,001 to £130,000	1	2
£130,001 to £140,000	1	-
£140,001 to £150,000	1	-
£240,001 to £250,000	1	-
£300,001 to £310,000	1	1
The number of staff in the higher paid employee bands above with retirement benefits accruing		
- in defined contribution schemes was	23	14
of which the contributions amounted to	£726,619	£125,504
- in defined benefit schemes was	96	101
The average number of employees during the year was as follows:		
Teaching	222	160
Teaching support	30	30
Welfare	61	65
Premises	58	68
Support	116	94
Other activities	121	134
	608	551
During the year settlement agreement payments totalling £221,983 (2024: £56,700) were payable.		
11. INTANGIBLE ASSETS		Total
		£'000
Cost & Net book value		
At 1st August 2024		59
Additions and cost at 31 July 2025		12
Amortisation		
Charge for the year and at 31 July 2025		-
Net Book Value		
At 31 July 2025		71
At 31 July 2024		59

SEVENOAKS SCHOOL
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 JULY 2025

12. TANGIBLE FIXED ASSETS

	Property & Improvements £'000	Vehicles & equipment £'000	Total £'000
Cost			
At 1 August 2024	34,948	8,680	43,628
Solefield School Acquisition	12,100	956	13,056
Additions	4,518	1,243	5,761
Disposals	(808)	(29)	(837)
Revaluation	(869)	-	(869)
At 31 July 2025	49,889	10,850	60,739
Depreciation			
At 1 August 2024	16,834	7,197	24,031
Solefield School Acquisition	-	790	790
Depreciation	2,282	750	3,032
Disposals	-	(15)	(15)
At 31 July 2025	19,116	8,722	27,838
Net Book Value			
At 31 July 2025	30,773	2,128	32,901
At 31 July 2024	18,114	1,483	19,597

The revaluation balance of £(869k) relates to VAT recoverable via the Capital Goods Scheme on assets acquired before the Company registered for VAT.

13. SECURITIES INVESTMENTS

	2025 £'000	2024 £'000
Investments		
At 1 August 2024	1,066	990
(Decrease)/Increase in value of investments	(12)	76
At 31 July 2025	1,054	1,066
Investments comprise:		
Alternative assets		
Pooled charity investment funds	1,054	1,066
Holdings at the year end comprising more than 5% of the total are:		
COIF income shares	923	939
M & G Charifund	131	127

SEVENOAKS SCHOOL
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 JULY 2025

14. DEBTORS

	2025 £'000	2024 £'000
Fees and extras	13,596	123
Trade debtors	1,258	257
Staff loans	11	7
Other debtors	1,410	45
Other prepayments and accrued income	1,666	1,121
Amounts due from subsidiary companies (Note 24)	223	238
	18,164	1,791

All debtors are due within one year, except for other debtors, which includes a balance of £868,000 relating to VAT recovery under the Capital Goods Scheme from 2026/27 to 2032/33.

Fee debtors in 2025 include bills raised for the 2025 Michaelmas term in July 2025 and are therefore also included in accruals and deferred income.

15. CREDITORS: Amounts falling due within one year

Deposits from parents	4,366	3,941
Fees received from parents in advance of term	4,536	6,840
Trade creditors	4,307	1,481
Taxation and social security	3,047	566
Payroll Costs	1,856	1,933
Fees in advance scheme (Note 17)	3,181	4,720
Accruals and deferred income	16,336	1,789
	37,629	21,270

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

Fees in advance scheme (Note 17)	4,773	9,498
----------------------------------	-------	-------

17. FEES IN ADVANCE SCHEME

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

After five years	139	424
Within two to five years	2,303	4,434
Within one to two years	2,331	4,640
	4,773	9,498
Within one year	3,181	4,720
	7,954	14,218

SEVENOAKS SCHOOL
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 JULY 2025

17. FEES IN ADVANCE (continued)

£'000

Summary of movements in liability

Balance at 1 August 2024	14,219
New contracts	112
Repayments	(52)
Amounts used to pay fees	(6,428)
Amounts accrued to contract as debt financing cost	103
Balance at 31 July 2025	7,954

18. FINANCIAL INSTRUMENTS

	2025 £'000	2024 £'000
Financial assets measured at fair value	1,054	968

Financial assets held at fair value include assets held as investments.

19. LEASES

At 31 July 2025 the Company had annual commitments under non-cancellable operating leases expiring as follows:

Leasehold property leases which expire:

Payable within one year	4,501	4,248
Payable in the second to fifth year inclusive	16,936	14,653
Payable after five years	10,286	9,102
	31,723	28,003

Other leases which expire:

Payable within one year	137	61
Payable in the second to fifth year inclusive	249	88
Payable after five years	-	-
	386	149

Freehold property leases which expire:

Receivable within one year	231	113
Receivable in the second to fifth year inclusive	-	-
Receivable after five years	-	-
	231	113

SEVENOAKS SCHOOL
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 JULY 2025

20. MAJOR FUNDS OF THE COMPANY

a. RESTRICTED FUNDS

- | | |
|--------------------------------|---|
| i. Bursary fund | - Grants from Sevenoaks School Foundation for means tested bursaries for pupils. |
| ii. SFU scholarship | - A gift from Sevenoaks Farmers Union to provide fees assistance to pupils whose parents hold membership of the SFU. |
| iii. Ligner scholarship | - A bequest from G A Ligner to provide a closed scholarship to former pupils who are attending university, with priority given to those attending Gonville & Caius or other colleges of Cambridge University. |
| iv. Plender scholarship | - A bequest from Lord Plender to provide a closed scholarship to former pupils who are attending University. |
| v. Johnson scholarship | - A bequest from CP Johnson to provide a closed scholarship to former pupils who are attending St John's College, Oxford. |
| vi. Downton scholarship | - A bequest from Hilda Downton to provide a music scholarship at Sevenoaks School, in the name of her brother, John Downton. |
| vii. Garrod scholarship | - A gift for scholarships at Sevenoaks School. |
| viii. Forder bursary | - To provide means tested bursaries for extras. |
| ix. General scholarship | - Numerous gifts to provide means tested financial support. |
| x. Taylor prizes | - A gift from Kim Taylor to provide prizes for IB extended essays. |
| xi. Shooting fund | - A gift to provide financial support to the Sevenoaks School shooting club for prizes and competition expenses. |
| xii. Consolidated prizes fund | - Numerous individual gifts to establish prizes for pupils. |
| xiii. Kirkwood fund | - A gift to provide funds for a high quality speaker to visit the School. |
| xiv. Consolidated travel funds | - Various gifts and legacies to provide financial assistance to pupils and recent former pupils for educational international travel. |
| xv. Chiesman settlement | - A will settlement from the estate of C. S. Chiesman for the benefit of Sevenoaks School. The income from the settlement is transferred annually to unrestricted funds. |
| xvi. Friends of Sevenoaks | - A fund to hold grants from the Friends of Sevenoaks (An independent charity for the support of Sevenoaks School) for the purchase of specific items of equipment. |

SEVENOAKS SCHOOL
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 JULY 2025

20. MAJOR FUNDS OF THE COMPANY (Continued)

b. UNRESTRICTED AND DESIGNATED FUNDS

Unrestricted funds represent accumulated income from the School's activities and other sources that are available for the general purposes of the School. Designated funds represent unrestricted funds that have been set aside for specific purposes by decision of the Governing Body.

- o General reserve - The general unrestricted funds of the Company.
- o Pension reserve - A designated fund to cover the deficit on the defined benefit pension scheme (Note 22).
- o Fixed assets reserve - A designated fund to cover the cost of the Company's fixed assets.
- o Bursary reserve - A designated fund to provide means tested bursaries for pupils who would otherwise be unable to benefit from an education at Sevenoaks School.

21. ANALYSIS OF NET ASSETS BETWEEN FUNDS

	Restricted £'000	Unrestricted £'000	Total £'000
At 31 July 2025			
Intangible assets	-	71	71
Tangible fixed assets	-	32,901	32,901
Securities investments	1,054	-	1,054
Net current assets	1,202	17,974	19,176
Long term liabilities	-	(4,773)	(4,773)
	2,256	46,173	48,429
At 31 July 2024			
Intangible assets	-	59	59
Tangible fixed assets	-	19,597	19,597
Securities investments	1,066	-	1,066
Net current assets	527	23,085	23,612
Long term liabilities	-	(9,498)	(9,498)
	1,593	33,243	34,836

SEVENOAKS SCHOOL
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 JULY 2025

22. SUMMARY OF MOVEMENTS ON MAJOR FUNDS

	At 1 August 2024 £'000	Incoming resources £'000	Resources expended £'000	Other transfers £'000	Gains/ (Losses) £'000	At 31 July 2025 £'000
Unrestricted funds						
General reserve	13,646	46,687	(46,166)	(895)	-	13,272
Fixed assets reserve	19,597	16,321	(3,017)	-	-	32,901
Bursary reserve	-	1,423	(2,318)	895	-	0
Total unrestricted	33,243	64,431	(51,501)	-	-	46,173
Restricted funds						
Bursary fund	-	587	(500)	-	-	87
SFU scholarship	74	2	-	-	(1)	75
Ligner scholarship	241	5	-	-	(3)	243
Plender scholarship	153	3	-	-	(2)	154
Johnson scholarship	259	5	-	-	(3)	261
Downton scholarship	77	-	-	-	-	77
Garrod scholarship	83	2	-	-	(1)	84
Forder bursary	70	3	-	-	2	75
General Scholarship Fund	28	1	-	-	-	29
Taylor prizes	34	2	-	-	-	36
Stenning fund	109	2	-	-	0	111
Prize Funds	121	2	-	-	(1)	122
Kirkwood fund	22	-	-	-	-	22
Travel Funds	102	2	-	-	(1)	103
Friends of Sevenoaks	3	-	-	-	-	3
Institute of Teaching & Learning	10	-	-	-	-	10
KAN	13	33	-	-	-	46
Pastoral	8	8	-	-	-	16
DfE Cross-Sector Pshp Bid	9	-	-	-	-	9
Biology Pond	44	-	-	-	-	44
Chiesman Trust	133	3	-	-	(2)	134
Capital Projects	-	499	-	-	-	499
IB art exhibition	-	15	-	-	-	15
Ambition	-	1	-	-	-	1
Total restricted	1,593	1,175	(500)	-	(12)	2,256
Total funds	34,836	65,606	(52,001)	-	(12)	48,429

SEVENOAKS SCHOOL
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 JULY 2025

22. SUMMARY OF MOVEMENTS ON MAJOR FUNDS (Continued)

Comparative summary of movement on major funds

	At 1 August 2023 £'000	Incoming resources £'000	Resources expended £'000	Other transfers £'000	Gains/ (Losses) £'000	At 31 July 2024 £'000
Unrestricted funds						
General reserve	9,376	45,153	(40,740)	(143)	-	13,646
Pension reserve	-	-	-	-	-	-
Fixed assets reserve	20,229	1,983	(2,615)	-	-	19,597
Bursary reserve	540	1,312	(1,970)	118	-	-
Total unrestricted	30,145	48,448	(45,325)	(25)	-	33,243
Restricted funds						
Bursary fund	4	448	(508)	56	-	-
SFU scholarship	67	2	-	-	5	74
Ligner scholarship	226	2	-	-	13	241
Plender scholarship	142	3	-	-	8	153
Johnson scholarship	243	3	-	-	13	259
Downton scholarship	77	-	-	-	-	77
Garrod scholarship	77	1	-	-	5	83
Forder bursary	62	3	-	-	5	70
General scholarship	25	1	-	-	2	28
Taylor prizes	32	1	-	-	1	34
Shooting fund	106	1	-	-	2	109
Consolidated prizes fund	115	1	-	-	5	121
Kirkwood fund	21	1	-	-	-	22
Consolidated travel funds	94	1	-	-	7	102
Friends of Sevenoaks	3	26	-	(26)	-	3
Inst of Teaching & Learning	-	10	-	-	-	10
Kent Academies Network	-	13	-	-	-	13
Pastoral Fund	-	8	-	-	-	8
DfE Sevenoaks Community Fund	9	0	-	-	-	9
STGSC Biology Pond	44	0	-	-	-	44
Chiesman Trust	120	3	-	-	10	133
CCF Grant	-	5	-	(5)	-	-
Total restricted	1,467	533	(508)	25	76	1,593
Total funds	31,612	48,981	(45,833)	-	76	34,836

SEVENOAKS SCHOOL
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 JULY 2025

23. PENSION SCHEMES

Retirement benefits to employees of the Company are provided through defined benefit schemes and defined contribution schemes, which are funded by the School's and employees' contributions.

Defined benefit schemes

Teachers' Pension Scheme

Sevenoaks 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 £2,916,857 (2024: £2,500,749) and at the year end £259,289 (2024: £234,607) 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.

The valuation confirmed that the employer contribution rate for the TPS increased 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 School closed the TPS to new members with effect from 1 September 2024 and offers a defined contribution scheme with an employer instead.

Local Government Pension Scheme

Sevenoaks School is an "admitted body" to the Kent County Council (KCC) Pension Fund (LGPS). The scheme was closed to new members with effect from 1 April 2010, though it remains open to existing members.

Contributions are made to the scheme in accordance with the recommendations of the scheme's actuary and are charged to the Statement of Financial Activities. The current service contribution rate during the year was set in bands, linked to the level of full-time equivalent salary received, ranging from 5.5% to 12.5% payable by employees and a further 26.6% payable by the School. At 31 July 2025, £Nil was accrued in respect of pension contributions to this scheme (2024: £Nil).

SEVENOAKS SCHOOL
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 JULY 2025

23. PENSION SCHEMES (Continued)

	2025 £'000	2024 £'000
a. The amounts recognised in the balance sheet are as follows:		
Present value of funded obligations	(14,202)	(15,057)
Fair value of scheme assets	20,056	19,459
Impact of asset ceiling	(5,854)	(4,402)
Net asset/(liability) recognised in the balance sheet	-	-
b. Changes in the present value of the defined benefit obligation		
Opening defined benefit obligation	15,057	14,601
Current service cost	117	135
Interest cost	732	740
Change in financial assumptions	(1,261)	447
Change in demographic assumptions	276	(35)
Experience loss/(gain) on defined benefit obligation	129	(62)
Estimated benefits paid net of transfers in	(881)	(807)
Contributions by scheme participants and other employers	33	38
Closing defined benefit obligation	14,202	15,057
c. Changes in the fair value of the scheme assets		
Opening fair value of scheme assets	19,459	18,881
Interest on assets	955	966
Return on assets less interest	371	232
Other actuarial gains/(losses)	-	-
Administration expenses	(18)	(17)
Contributions by employer, including unfunded	137	166
Contributions by scheme participants and other employers	33	38
Benefits paid plus unfunded net of transfers in	(881)	(807)
Closing fair value of scheme assets	20,056	19,459
d. The amounts included within the Statement of Financial Activities		
Service cost	117	135
Net interest on the defined benefit (asset)/liability	(223)	(226)
Administration expenses	18	17
Total amount charged within net incoming resources	(88)	(74)
Net actuarial (gains) recognised in the year	-	-

The Company expects to contribute £136,000 in 2025/26

SEVENOAKS SCHOOL
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 JULY 2025

23. PENSION SCHEMES (Continued)	2025 £'000	2024 £'000
e. Reconciliation of movements in Present Value of Plan Liabilities and Assets		
Net (asset) at beginning of year	(4,402)	(4,280)
Movements in the year:		
Employer's current service cost	117	135
Employer's contribution	(137)	(166)
Expected net interest on plan assets	223	226
Actual net interest less expected net interest on plan assets	(799)	(667)
Changes in assumptions underlying the plan liabilities	(856)	350
Net (asset) at the end of the year	(5,854)	(4,402)

The net asset of £5,854,000 is not recognised as a defined benefit plan asset in the balance sheet, in accordance with FRS 102, as the Company is unable to recover the surplus, either through reduced contributions in the future or through refunds from the plan.

f. The major categories of scheme assets as percentage of total assets

	2025 %	2024 %
Equities	59%	57%
Gilts	6%	7%
Other bonds	14%	14%
Property	8%	9%
Cash	3%	3%
Absolute return fund	5%	5%
Infrastructure	5%	5%
	100%	100%

The actual return on scheme assets is estimated to be 6.94% in the year ended 31 July 2025.

g. Principal actuarial assumptions at the balance sheet date

Discount rate	5.60%	5.00%
Rate of increase in salaries	3.75%	3.85%
Rate of increase in payment of pensions	2.75%	2.85%

Assumed life expectancy in years at age 65:

Non pensioners		
Females	25.4	24.7
Males	23.0	22.0
Pensioners		
Females	23.7	23.3
Males	21.4	20.7

SEVENOAKS SCHOOL
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 JULY 2025

23. PENSION SCHEMES (Continued)

h. History of experience gains and losses

	2025 £'000	2024 £'000	2023 £'000	2022 £'000	2021 £'000	2020 £'000
Defined benefit obligation	(14,202)	(15,057)	(14,601)	(17,880)	(24,933)	(23,744)
Plan assets	20,056	19,459	18,881	19,415	20,176	17,535
Surplus / (Deficit)	5,854	4,402	4,280	1,535	(4,757)	(6,209)
Experience adjustments on plan liabilities	(129)	62	(1,844)	(53)	397	(778)

Defined contribution scheme

The Sevenoaks School Group Personal Pension Plan (GPP) started in April 2010. This is a money purchase group personal pension scheme managed by Aegon. Until 1 September 2024, members of the contractually enrolled scheme paid a minimum of 4% of their pensionable salary with no maximum limit. The School matched each member's contribution, up to a limit of 7% (formerly 6%). From 1 September 2024, the scheme became non-contributory for members, with the School contributing 10% of pensionable salary. Members of the GPP scheme receive a death-in-service benefit of 3 times salary.

Solefield School teaching staff are members of a defined contribution scheme with an employer contribution of 16.48% and employee contributions ranging from 7.4% to 12.0%. Non-teaching staff are also members of a defined contribution scheme with employer contributions ranging from 5% to 8% and a minimum employee contribution of 5%.

Employers' contributions are charged in the Statement of Financial Activities in the period in which the salaries to which they relate are due. Employers' contributions in the year amounted to £1,737k (2024: £164k). At 31 July 2025 there were £256k of accrued pension contributions (2024: £Nil).

SEVENOAKS SCHOOL
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 JULY 2025

24. SUBSIDIARIES

The Company owns all the issued share capital of a trading company Sennocke Services Limited, company number 1980362 incorporated in England, which carries out the commercial trading services of Sevenoaks School. The School receives any surpluses earned by the company as a gift-aided donation. The financial statements of the company for the year to 31 July 2025, which are not consolidated with the School financial statements, showed the following position:

	2025	2024
	£	£
PROFIT AND LOSS ACCOUNT		
Turnover	364,292	493,153
Operating costs	(244,182)	(281,799)
Profit from continuing activities	120,110	211,354
Deposit interest received	-	-
	120,110	211,354
Gift aided donation (Gross)	(120,110)	(211,354)
Profit after payment of covenant	-	-
Balance brought forward	15,000	15,000
Balance carried forward	15,000	15,000
BALANCE SHEET		
CURRENT ASSETS		
Debtors	6,307	24,367
Cash at bank and in hand	332,116	253,812
	338,423	278,179
CREDITORS: Amounts falling due within one year	(323,421)	(263,177)
Net current assets	15,002	15,002
TOTAL NET ASSETS	15,002	15,002
CAPITAL AND RESERVES		
Called up share capital	2	2
Profit and loss account	15,000	15,000
	15,002	15,002

No management charges were paid by Sennocke Services Limited to the Company during the year (2024: £Nil). At 31 July 2025 a balance of £223,426 (2024: £238,497) was owed to the Company.

SEVENOAKS SCHOOL
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 JULY 2025

**25 STATEMENT OF FINANCIAL ACTIVITIES - COMPARATIVE FIGURES BY FUND TYPE
FOR THE YEAR ENDED 31 JULY 2024**

	Unrestricted funds £'000	Restricted funds £'000	Total funds £'000
Income from:			
Charitable activities			
School fees receivable	41,067	-	41,067
Ancillary trading income	3,977	-	3,977
Other trading activities			
Charitable trading income	2,248	-	2,248
Investments			
Investment income	-	22	22
Bank and other interest	945	-	945
Voluntary sources			
Grants and donations	211	511	722
Total incoming resources	48,448	533	48,981
Expenditure on:			
Raising funds			
Charitable trading costs	(1,271)	-	(1,271)
Financing costs	(39)	-	(39)
Total deductible costs	(1,310)	-	(1,310)
Charitable activities			
Education and grant making	(44,015)	(508)	(44,523)
Total expenditure	(45,325)	(508)	(45,833)
Net incoming funds from operations before transfers and investment gains	3,123	25	3,148
Gains on investments	-	76	76
Transfers between funds	(25)	25	-
Net loss	3,098	126	3,224
Pension scheme actuarial gains	-	-	-
Net movement in funds for the year	3,098	126	3,224
Fund balances brought forward 1 August 2023	30,145	1,467	31,612
Fund balances carried forward 31 July 2024	33,243	1,593	34,836

**SEVENOAKS SCHOOL
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 JULY 2025**

26 CHARITABLE ACQUISITION DONATION - SOLEFIELD SCHOOL EDUCATIONAL TRUST LIMITED

On 1 May 2025, the whole of the assets and liabilities of Solefield School Educational Trust Limited were transferred to Sevenoaks School. From that date, Solefield School became part of the Sevenoaks Family of Schools. A summary of the assets and liabilities transferred to Sevenoaks School as a charitable acquisition donation are as noted below.

	£'000
Fixed Assets (note 12)	12,266
Net current assets	202
	12,468

27 CONTINGENT LIABILITY

The Company is aware of a possible liability in relation to a historic legal matter. The outcome of this matter is not known, and the Company is unable to quantify the potential liability at this time.

28 EVENTS AFTER THE END OF THE REPORTING PERIOD

On 20 February 2026 the Company exchanged contracts to effect a charitable merger with Bickley Park School Ltd (Company number: 00733991, Charity number: 307915).

The transaction is structured as a transfer of the entire undertaking of Bickley Park School Ltd into the Company, including all staff, assets, and liabilities, for nil consideration. It is expected that legal completion will take place on 31 May 2026.

Following completion, the assets and liabilities of Bickley Park School will be incorporated into the Company's financial statements at their fair value. As the merger will take place after the reporting date, no adjustments have been made to these accounts.



Accounts

SEVENOAKS SCHOOL



ANNUAL REPORT AND FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 JULY 2024



SEVENOAKS SCHOOL

ANNUAL REPORT AND FINANCIAL STATEMENTS

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SEVENOAKS SCHOOL
GOVERNORS, DIRECTORS, CHARITY TRUSTEES
YEAR ENDED 31 JULY 2024

GOVERNORS, DIRECTORS AND CHARITY TRUSTEES

The Governors of Sevenoaks School ("the School") are the School's charity trustees under charity law and the directors of the charitable company. The members of the Governing Body who served in office during the year and subsequently are detailed below.

		(1) Ed	(2) FP	(3) Gov
A C Beckett (Chair)		•		•
C P Gill (Vice-Chair)	<i>Joined the Education Committee in May 2024 and resigned from the Governance Committee</i>	•	•	•
K Allen			•	•
C E B Barda			•	
R S M Best		•		•
J G Davies				•
A Eastman	<i>Resigned as Governor in April 2024</i>	•		
E J Ecclestone*		•		
C W Houghteling				•
G A Innes			•	
P J Luxmoore		•		
M L McLnerney		•		
M S Merson			•	
A Timms			•	
A P S Yuravlivker			•	

- (1) Members of the Education Committee
(2) Members of the Finance & Property Committee
(3) Members of the Governance Committee
* Parent of student at the School during the financial year

During the year the activities of the Governing Body were carried out through three committees. The membership of these committees is shown above for each Governor.

The Governing Body also has two Associate Members, Matthew Proctor and Mandy Aulak. This unremunerated role is a one-year post, intended to cover specific expertise or for individuals who may not have capacity to take on the full responsibility of a Governor. The Associate Member does not hold either the responsibilities or the decision-making powers of a Governor and are not company directors or charity trustees. Both Associate Members have agreed to extend their roles for a second year (i.e. 2024/25).

Under the School's Memorandum and Articles, the following bodies each nominate a Governor:

- The President and Fellows of St John's College in the University of Oxford - A Timms
- The Trustees for the time being of the Will of Charles Plumptre Johnson - G A Innes
- The Master and Fellows of Jesus College in the University of Cambridge - vacancy.
- Sevenoaks District Council – currently a vacancy, the Council have nominated an individual, who will be appointed at the School's AGM in December 2024.

SEVENOAKS SCHOOL
OFFICERS AND ADVISERS
YEAR ENDED 31 JULY 2024

OFFICERS (currently and throughout the year)

J R Elzinga AB MSt FCCT Headmaster

Dr B McAhrn* MA MPhil Bursar and Clerk to the Governors

*(*name change from McClure, with effect from 16th May 2023)*

ADVISERS

**Principal address and
Registered Office** Sevenoaks School
High Street
Sevenoaks
Kent TN13 1HU

Auditor Crowe U.K. LLP
55 Ludgate Hill
London
EC4M 7JW

Bankers National Westminster Bank PLC
67 High Street
Sevenoaks
Kent
TN13 1LA

Solicitors Knocker & Foskett
The Red House
Sevenoaks
Kent
TN13 1JL

Insurance Brokers Aon Risk Services Ltd
Somerset House
London Road
Redhill
Surrey
RH1 1LU

Chartered Surveyors Ibbett Mosely
125 High Street
Sevenoaks
Kent
TN13 1UT

Website www.sevenoaksschool.org

SEVENOAKS SCHOOL

ANNUAL REPORT OF THE GOVERNORS

YEAR ENDED 31 JULY 2024

The members of Sevenoaks School Governing Body present their Annual Report for the year ended 31 July 2024 under the Charities Act 2011, including the Directors' and Strategic Reports, under the Companies Act 2006, together with the audited financial statements for the year.

REFERENCE AND ADMINISTRATIVE INFORMATION

Sevenoaks School was founded in 1432. It is constituted as a company limited by guarantee registered in England, No. 4908949, and is registered with the Charity Commission under Charity No. 1101358.

Details of the members of the Governing Body, together with the School's officers and principal advisers, are given on pages 1 and 2.

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing Document

The company is governed by its Memorandum and Articles of Association, last amended on 19 June 2014.

Governing Body

The Governing Body is self-appointing, and its members are appointed for five years. Members may be re-elected for a further five years. New members of the Governing Body are elected at the Annual General Meeting of the company on the recommendation of the Governing Body, who will have received proposals from the Governance Committee. In making these nominations, account is taken of eligibility, personal competence, specialist skills, diversity, and availability. The Governors have regard to the Charity Governance Code published in 2017, as updated in 2020, which sets out the principles and recommended practice for good governance within the sector.

Recruitment and Training of Governors

Established governor recruitment and induction processes are in place. Training opportunities for Governors are identified on an annual basis following a skills and experience audit. Additionally, Governors may undertake training arranged by the Association of Governing Bodies of Independent Schools (AGBIS) and by the Boarding Schools' Association. The purpose of the training is to keep Governors informed and updated on current issues in the sector and regulatory requirements. During the school year 2022/23, the Governing Body achieved a certificate in the AGBIS/HMC Good Governance Programme having completed all modules of the programme. The certificate is valid for three years.

Organisational Management

The members of the Governing Body, as the charity trustees, are legally responsible for the overall management and control of the School. They meet three times a year. Additionally, there are three sub-committees which have delegated oversight of specific areas on behalf of the Governing Body:

- The Governance Committee is responsible for maintaining and enhancing good governance. It does so by keeping governance procedures under review and considering proposals for improvements. Periodically it reviews the composition of the Governing Body to ensure that a broad range of complementary skills and experience is represented. The Governance Committee is chaired by Alison Beckett, Chair of Governors.
- The Education Committee provides a forum for oversight and discussion of the School's educational aims and achievements and assists the Headmaster and management team in reviewing educational and pastoral policies. The Education Committee is chaired by Eliza Ecclestone.
- The Finance and Property Committee is responsible for the review of the School's medium and long term financial and capital plans, budgets, and cash flows. The Committee also supervises and recommends the audited financial statements and annual report for approval by the Governing Body. Any School policies or initiatives that have a significant financial impact are considered by the Committee before being presented to the full Governing Body. The Finance and Property Committee is chaired by Mark Merson.

From time to time, Governors meet with members of the management team outside the normal schedule to discuss strategy or other important issues. Governors may also sit on steering groups or working groups to examine particular issues, for example, during 2023/24 this included participating in a Steering Group led by Sevenoaks School Foundation to oversee the construction of the New Girls' Boarding House.

The day-to-day running of the School is delegated to the Headmaster and Bursar. They are supported by their Senior Leadership Teams and together this group are the key management personnel. The Headmaster and Bursar attend all meetings of the Governing Body and the Governing Body's Committees. During 2023/24, a Chief Commercial Officer was appointed and took up post in April 2024, reporting to the Headmaster as part of the Senior Leadership Team. The Chief Commercial Officer leads on the development of commercial opportunities and attends Finance and Property Committee and Governing Body meetings.

SEVENOAKS SCHOOL

ANNUAL REPORT OF THE GOVERNORS

YEAR ENDED 31 JULY 2024

Remuneration policy is set by the Governing Body with the objective of rewarding staff fairly and reasonably. Delivery of the School's charitable vision and purpose is primarily dependent on the performance of the staff and staff costs are the largest single element of the School's charitable expenditure. The appropriateness and relevance of the remuneration policy is reviewed annually having taken account of comparative pay data produced both by the Office for National Statistics and private sector bodies. During 2023/24, the Chair, Alison Beckett, held an advisory group to review and set the remuneration of the Headmaster and Bursar, consisting of the Chair, Vice Chair, Chair of the Finance and Property Committee and a member of the Governance Committee.

Structure and relationships

The School has a wholly owned non-charitable subsidiary, Sennocke Services Limited (SSL). Annual profits of SSL are donated to the School under the Gift Aid Scheme. Consolidated financial statements have not been prepared due to the immateriality of SSL, but the financial result for the period for SSL is included in note 24 to the financial statements. The trading activities of SSL primarily comprise revenue from the letting of School facilities, when not in use by the School, to non-educational entities or individuals. This includes the letting of the Sennocke Sports Centre and The Space Performing Arts Centre.

The School also administers several special trusts, as detailed in Notes 20 to 22 to the financial statements.

Sevenoaks School Foundation ("the Foundation") is an independent charity that was set up in 2004 and registered with the Charity Commission under Charity No. 307923. The Foundation, whose objects mirror those of the School, is the registered owner of the majority of the buildings that form the premises of Sevenoaks School. The aim of the Foundation is to provide support to the Governors of Sevenoaks School in providing a first-class education. The Trustees do so by leasing the buildings in which the School carries out its activities as detailed in Note 19 to the financial statements and by overseeing the work of the Foundation Office in raising the funds necessary to support both new building projects and a widening of access by the award of free and assisted places.

Employment Policy and Employee Engagement

The School is an equal opportunities employer. Having a diverse staff enhances the School community and the School warmly welcome applicants from all backgrounds. Full and fair consideration is given to job applications from all candidates regardless of any protected characteristics and due consideration is given to training and employment needs of all staff. The Governors and senior managers place considerable value on the involvement of the School's employees in the activities of the School and continue to keep them informed on topics affecting them as employees, as well as on matters relating to the operation of the School. A Staff Common Room Committee is the main formal communication forum for teaching staff and the Support Staff Council for support staff. These bodies allow a two-way flow of information throughout the School and allow staff views to be sought on all types of issues. There are also regular all-staff meetings, through which employees are briefed and their views sought on a wide range of matters affecting the School.

Investment policy and objectives

The officers of the School are empowered by the Governors to manage the School's financial resources by placing deposits with a term of up to 24 months in a limited number of named financial institutions, or by purchasing units in a limited number of named pooled charitable investment funds. The officers of the School are also empowered to comply with alternative investment strategies if required under the terms of a donation or legacy. There is an upper limit of £10m in the placement of deposits for each of the approved institutions. Resources invested in pooled charitable investment funds are held for the long term and are traded only if a fund's performance is repeatedly below sector expectations. The investment strategy and policy are monitored by the Finance and Property Committee, as is investment performance, which is reported below, within the Strategic Report.

AIMS AND OBJECTS

Charitable Objects

The objects of the company are to advance education by the provision of a day and boarding school in or near Sevenoaks and by ancillary or incidental educational activities and other associated activities for the benefit of the community and, in selecting students to attend the School, preference shall be given to boys and girls who are, or who have a parent or parents, resident in the designated area. In this context, the designated area is defined as Sevenoaks and the immediately surrounding area. The Governors are mindful of the long-standing need to provide public benefit and of the requirements of the Charities Act 2011.

Aims and Intended Impact

Within the objects, it is the policy of the School to discover and develop to the full, the academic and co-curricular potential

SEVENOAKS SCHOOL

ANNUAL REPORT OF THE GOVERNORS

YEAR ENDED 31 JULY 2024

of each student. The School also seeks to promote the physical and mental health and sense of social responsibility of every student. Within this context, students are encouraged to cultivate a strong sense of individual initiative with a sense of responsibility to the community in which they live, and to maintain a balance between self-respect and social concern. Similarly, the School aims to foster a healthy intellectual appetite while, at the same time, establishing the necessary ethical framework within which students can develop personally and professionally as citizens of the world. Sevenoaks School is a co-educational community for both day and boarding students. These aims are encapsulated in the term a *Sevenoaks Education*.

STRATEGIC REPORT

In 2022 the Governing Body approved a ten-year strategy for the School, entitled *Sevenoaks 600* in anticipation of the School's 600th anniversary in 2032. The strategic vision is to empower students from all backgrounds with the knowledge, understanding and confidence to flourish and make a difference, such that the School is recognised globally as exceptional, innovative and inclusive. The School is committed to being a community that is pioneering, inclusive, responsible and sustainable, and these principles will guide its decision-making as it works towards delivering its vision for the School's future.

OBJECTIVES FOR THE YEAR

The Governors' objectives for the academic year 2023/24 were:

1. **Sevenoaks 600:** Approval of a delivery plan that leads Sevenoaks School to fulfil the strategic aims detailed in Sevenoaks 600 across all four pillars and makes substantial progress towards a fully-costed financial plan.
2. **Finance:** To support the Executive through the challenging financial environment facing the School, including supporting the Executive to build reserves and achieve a positive financial trajectory.
3. **Alternative Revenue Streams:** As a Board, to explore and support building and implementing a business case for sustainable, alternative, non-fee income streams at Sevenoaks School. To assist the Executive team in putting in place commercial resources and an appropriate risk/reward framework and governance to underpin the business case.

Strategies to Achieve the Year's Objectives

In pursuing the School's objectives, Governors have made use of established sub-committees, as well as participating in steering groups or working groups consisting of Governors and senior members of staff. Governors have also worked with the Trustees of Sevenoaks School Foundation. Where it has proved necessary, specialist advice has been sought. To assist in the delivery of physical facilities, professional advice has been taken from a range of consultants, as well as employing contractors.

Performance Against Objectives

1. **Sevenoaks 600:** Good progress has been made across all four pillars of the Sevenoaks 600 strategy (A Sevenoaks Education; Inclusive Sevenoaks; Responsible Sevenoaks; Sustainable Sevenoaks). The delivery plan comprises an Education Plan and several enabling plans, all of which continue to evolve. The Education Plan is led by the Senior Deputy Head and team of Deputy Heads, and provides the structure for termly reports to the Education Committee. The Campus Plan covers infrastructure, maintenance, decarbonisation, accessibility, security, space utilisation and future development, is managed via the Campus Board and provides the structure for termly reports to the Finance and Property Committee. The People Plan and associated HR Roadmap are aligned with the employee lifecycle and cover recruitment, development, progression, reward, recognition, retention and exit of staff, and are managed via the HR Board, with reporting to relevant committees as appropriate. The Data and Technology Plan is in the early stages of development, with good progress made in strengthening infrastructure and resilience, and is managed via the Technology Board, with reporting to relevant committees as appropriate. All of these enabling plans are further supported by management tools and workstreams such as the Risk Framework and Policy Framework which provide structure for termly reports to the Governance Committee and other committees as appropriate.
2. **Finance:** Despite the challenging financial environment, the School ended the 2023/24 financial year in a strong financial position. The priority remains to manage resources and protect the financial stability and resilience of the School going forwards, particularly in light of the UK Government's implementation of VAT on independent school fees and removal of business rate relief.
3. **Alternative Revenue Streams:** The Governing Body approved a Commercial Blueprint in November 2023, outlining a range of potential campus bound and beyond campus commercial opportunities. The Chief Commercial Officer's work in developing the business case for each of these options is overseen by a new Commercial Working Group, chaired by a Governor and reporting to the Finance and Property Committee.

SEVENOAKS SCHOOL

ANNUAL REPORT OF THE GOVERNORS

YEAR ENDED 31 JULY 2024

Promotion of the success of the organisation to benefit its members

The Governors confirm that in accordance with Section 172 (1) of the Companies Act they act in a way they consider would be most likely to achieve the charitable objects of the company. In making this assessment the Governors have considered the following:

a. The likely consequences of any decision in the long term

The long-term sustainability of the operating model is considered by the Governors as set out in the going concern section of the Governors' Report. Specifically, the Governors consider both short- and longer-term financial projections and the key risks that could negatively impact the sustainability of Sevenoaks School. The Governors review management information, budgets, forecasts, cash flow projections and progress against the financial plan on a regular basis. Risk management is embedded at all levels across the company. The most significant risks are discussed at each Board meeting. See page 12 for further details.

b. The interests of the company's employees

In relation to employee engagement, the Governors receive regular reports from management on the perspectives of staff. There is regular consultation with staff through a Staff Common Room (SCR) and Support Staff Council (SSC). The School received the Wellbeing Award for Schools (2021-2024) in recognition of its work towards ensuring every member of the School community is supported and can flourish. The award recognises good practice, whilst also highlighting important areas for improvement. A new Staff Wellbeing Policy was implemented in June 2022.

The School has complied with the UK's Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 which requires the publication of information on the gender pay gap for UK employees annually. The School's report is available on the Sevenoaks School website.

c. The need to foster the company's business relationships with suppliers, customers, and others

Sevenoaks School is committed to ensuring that its mission and values are reflected in its approach to buying goods and services and Sevenoaks School is transparent with information and prides itself on building mutually beneficial relationships.

d. The impact of the company's operations on the community and the environment

The company has completed the Energy Savings Opportunity Scheme (ESOS) reporting requirements and is now reporting under the Streamlined Energy and Carbon Reporting (SECR). Decarbonising the campus is a stated aim of the School's strategy, and work has begun to develop a roadmap towards becoming a carbon net zero community, to be overseen by a Sustainability Steering Group.

The School's considerable contribution to the local community is set out in sections which follow and includes partnership work and support to local state funded schools. The School's voluntary service ethos supports a wide range of contributions which are also described.

e. The desirability of the company maintaining a reputation for high standards of business conduct

Sevenoaks School seeks to promote and apply the highest standards of business conduct and adheres to all applicable laws and regulations relating to fraud, bribery, and corruption wherever it operates (including the UK Fraud Act 2006 and Bribery Act 2010 which applies to Sevenoaks School's operations both in the UK and globally). The Governing Body is committed to preventing modern slavery and human trafficking within the School's activities, by taking steps to ensure that the School and, as far as it is able, its supply chains are free from slavery and human trafficking.

f. The need to act fairly as between members of the company.

The Governors have a conflicts of interest policy. All Governors are required to make an annual declaration of business interests and declare if there is any conflict of interest relating to any item on the agenda at each meeting.

REVIEW OF ACHIEVEMENTS AND PERFORMANCE FOR THE YEAR

Public Benefit

The imperative of delivering public benefit is woven throughout the School's activities and enshrined at the heart of the *Sevenoaks 600* strategy. The School is proactive in seeking to make a significant contribution for the benefit of its communities in accordance with its charitable objects and has taken careful consideration of the Charity Commission guidance in deciding what educational and ancillary activities the charity should undertake. In the following report, therefore, the School's achievements and performance are reviewed through a lens of public benefit, including: advancing education; widening opportunity through offering financial assistance with fees; a distinctive student service programme; sharing resources and expertise through partnerships; and providing free or subsidised use of School facilities by other schools and community groups.

Advancing education ('A Sevenoaks Education')

Founded in 1432, Sevenoaks School enjoys the distinction of being one of the UK's longest established schools. A tradition of innovation and excellence has seen Sevenoaks develop into a co-educational day and boarding school, its constituency

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extending both locally and internationally. The School offers a rigorous as well as a broad education for students from the age of 11 to 18 and in particular has developed a worldwide reputation as a centre of excellence and as a flagship for the International Baccalaureate. 1215 students attended the School during 2023/24. The School actively seeks to maintain gender balance, with 595 female students and 620 male students. A third of the students (433) were boarders, comprising 213 female and 220 male students.

The School continues its outstanding record of integrating academic achievement, pastoral care and co-curricular opportunity. The School was awarded the Independent School of the Year for Student Wellbeing 2023, the Sunday Times Parent Power Co-educational Independent School of the Year 2023, the Week Best of the Best for IB 2023 and Spear's School of the Year 2022.

Our professional team of specialist tutors, boarding house staff and year heads ensures that our students receive expert care and support, while the mutual respect shared by students and staff helps to generate an atmosphere of friendliness. The School's campus offers a safe, attractive environment in which to learn and grow. State-of-the-art facilities, together with high level instruction, provide rich opportunities for students to participate in a wide variety of sports, the performing arts and many other activities.

Every student is encouraged to be curious, creative, critically aware, and to develop his or her passion and talent to the full. Life is fast-paced and dynamic, and expectations are high. At the same time, the School cultivates in its students the habit of reflecting on their learning and on the way they behave and perform. While distinctively forward-looking, the School continues to value its alumni, who return for regular matches, social events and anniversary dinners, and whose presence is strongly felt and recorded in the inclusive School publications.

The School's international outlook promotes the principles of tolerance and open-mindedness. Regular assemblies, tutor group meetings and a programme of talks help to foster the social and emotional welfare of students, while a long tradition of service and local and international charity projects advances a core set of values across the student body. Ambitious but principled, confident and compassionate, Sevenoaks students are prepared for leadership in an ever more complex world.

All Sixth Form students pursue the International Baccalaureate Diploma, a programme the School has delivered for over 40 years. The Diploma represents, in the School's view, the best preparation for university and for work in a world of global competition. Students leave Sevenoaks to study a wide range of courses at top universities in the UK, the US and elsewhere. They do so with an enlarged capacity for independent thought and intellectual risk-taking, a strong appetite for learning, and equipped with the skills and personal qualities necessary for a happy and successful life.

We continue to be delighted by the academic results achieved by the School's students at both U6th and Y11.

221 students took the IB Diploma this year, with all but two gaining a full Diploma. Our IB points mean average (out of 45) was 39.6. The median average (middle result) was 41, and the mode average (most common result) was 42.

1,922 GCSE or IGCSE qualifications were taken by 184 students. 86.4% (with some remarks still to be processed) were graded a 7,8 or 9. 45% of results were graded at 9.

In 2023/24, the Higher Education Department supported successful applications by over 200 students going to universities in the UK, USA, Canada, Europe and further afield. We are particularly proud of the fact that applicants from this cohort received at least one offer from all of the US Ivy League universities, unprecedented for Sevenoaks School, and possibly a unique achievement for any UK secondary school.

27 students received offers from Oxford or Cambridge. Well over 90% of students applying through UCAS have taken up a place at their firm choice university.

Widening opportunity through financial assistance with fees ('Inclusive Sevenoaks')

The School was established by William Sevenoke in 1432 as a free school to provide an education for young scholars regardless of their financial background, and the School is committed to respecting that heritage. Over the past 10 years the School has significantly increased the number of students receiving full or partial financial assistance from 17 to 72 in 2023/24 at a cost of £1.797m. Funded by both the School and the Sevenoaks School Foundation, these students benefit from the outstanding educational opportunities offered by the School, and the whole community benefits from the greater diversity of backgrounds and perspectives. A priority objective within the *Sevenoaks 600* strategy is to raise endowed funds to provide financial assistance for students in perpetuity, with the ambitious long-term vision to move towards needs-blind admissions. This year, the Sevenoaks School Foundation has taken further steps towards establishing a permanent endowment fund: key appointments have been made into the Foundation office, with an Endowment Working Group in place to agree on the right governance and legal structure and investment strategy.

Since 2016 the School has also partnered with the Royal National Children's SpringBoard Foundation, the UK's largest boarding school bursary charity. The aim is to match children to the right boarding schools to achieve life-transforming outcomes for students, and to provide for a 'ripple effect' whereby those students raise aspiration with their home communities. This education can provide young people with the opportunity to access a future not tied to where they started in life. Currently there are two Royal SpringBoard students at Sevenoaks School who are supported by full boarding bursaries from the Sevenoaks School Foundation.

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Student Service Programme ('Responsible Sevenoaks')

The School's Institute of Service and Partnerships (ISP) continues to create positive, inclusive and sustainable social change through educational innovation and collaboration.

Key aims of the ISP:

1. To support students in developing the knowledge, skills and insight needed to become informed and active local and global citizens.
2. To work with partners to create transformational educational opportunities in Kent and beyond.
3. To act as an organisational role model for members of the School and wider community with regard to social and environmental impact.
4. To work with others to advance practice in service and partnerships across the national and international education sectors.

Service Afternoons: The School community engages in service activity on Thursday afternoons. This year the Thursday afternoon Service programme engaged over 530 students in years 10-13 in 45 different service projects. In total, students will have given over 34,000 hours of voluntary service with local partner schools and community organisations, as well as advocating for wider causes. Service placements enable students to develop their skills, empathy and social understanding. As always, the service projects are diverse in nature, and include:

- Educational partnerships: Primary Science, Literacy, Maths, Modern Languages, Latin, History, Chess, Art, Technology, Music, Drama, Coding/Robotics; Fuse Schools; Valence Schools; EduLit.
- Environmental action: The Green Team, The Blue Team, Environmental Action Group, Action for Biodiversity. Our allotment produce is harvested and donated to the Sevenoaks Larder.
- Equity Diversity and Inclusion: Linking Ages, Refugee Partnership Group, EDI Action Group, the Local Action team, Charity Shop support, Music Performance Group, MUN, Riding for the Disabled, Breaking Good (open-source science project), Conflict and Rebuilding.

Fundraising: In the year to date, through cash donations and online appeals School students have raised over £20,000. £1,000 was raised for the local Longspring Woods campaign (which aimed to raise £100,000) and, after promoting the cause via the school newsletter, a parent donated £50,000. The Council wrote to thank us for our support. Our Christmas food drive to support local primary schools enabled us to donate 117 bags of food and treats.

Youth Voice: Six of our students were elected to represent the voice of local young people on the Kent Youth County Council. They are attending ten meetings over the academic year, as well as a residential in the summer and are focused on three key campaign strands (free school meals and tackling poverty; public transport; and mental health and wellbeing). One student has been elected to the UK Youth Parliament. Sevenoaks students are also represented on Sevenoaks Youth Council.

Sharing resources and expertise through partnerships: The School's strategic vision reinforces its commitment to share educational expertise and other resources with schools and other partners, providing opportunities for children and teachers to take part in an impactful programme spanning teaching and learning events and co-curricular activities, including:

- **Schools Partnership Alliance (SPA):** Sevenoaks is a champion member of the SPA which supports and promotes schools of different types working together and learning from one another, to improve outcomes for all young people. We hosted the inaugural conference in November 2023 and contribute to the Innovation Hub which operates as a source of best practice for member schools.
- **Knole Academy:** This School has a strong partnership with Knole Academy, including:
 - The Headmaster and Senior Deputy Head are on the Teaching and Learning governance committee, and the Chair of the Governing Body is a member of the Knole Academy Trust.
 - Knole students are involved in the Kent Academies Network;
 - Teaching and IB support from members of the Physics, Maths, Chemistry and Geography departments;
 - Sevenoaks students support maths and literacy classes as part of the Service programme;
 - Knole students are invited to Oxbridge and US applications evenings at Sevenoaks.
- **Valence School:** We have continued to develop our partnership with Valence School. Fifteen Service students support there each Thursday afternoon. Valence also comes to Sevenoaks for sports competitions and workshops (including Art and Science). We also continue to offer Science support onsite at Valence from our Head of Biology.
- **Kent Academies Network (KAN):** KAN aims to remove barriers to Higher Education by developing students' confidence, knowledge, and agency so that they can set ambitious goals, and ultimately reach them. Our Core and Aspire programmes are both four years long and involve students who meet eligibility criteria at Knole, Skinners, Marsh, Oasis Isle of Sheppey and John Wallis schools. There are 75 students in the 2020-2023 cohorts, of whom 69% are first generation university students. 98 percent of alumni have gone on to study for a degree or degree apprenticeship. Increasingly we are seeing more KAN alumni return to work as mentors.
- **Sevenoaks Primary Partnership:** Over 50 events totaling over 250 hours were held in support of the Sevenoaks primary Partnership. These events mostly involve hosting meetings for teachers and headteachers within the partnership, alongside a number of sports events such as water polo, aqua splash, triathlon, and netball.

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- **STEAM Week:** Over 2000 students from over 20 schools across the Sevenoaks community joined us throughout the week which consisted of a series of interactive shows in the Pamoja Hall, as well as workshops and lessons across physics, biology and chemistry for local school children (spanning primaries, secondaries and schools with special provision). A number of the primary workshops were led by Sevenoaks students.
- **Holiday Activity Programme Sevenoaks (HAPS):** In August, the School will once again hold its annual summer school for highly motivated primary students in Years 4 and 5. We have increased capacity in Maths and Science and also introduced Sport as part of the offering, increasing the places available from 150 last year to 262.
- **Physics Partners:** A Sevenoaks' physics teacher leads the West Kent Hub sessions for Physics Partners, a charity that supports newly qualified teachers, and teachers without a physics qualification, to support Physics teaching in state schools. They are delivered on site using our specialist equipment.
- **Education boxes:** A Sevenoaks education box is a collection of subject-specific classroom resources available on loan to schools. During the first two terms of 2023/24, 24 different schools and organisations borrowed one of the Education boxes. In total there were 58 bookings.
- **Facilities:** The School's facilities and grounds, in particular the Performing Arts Centre and Sennocke Sports Centre are made available at discounted rates to local schools and community groups such as Anthony Roper School, Sevenoaks Hockey Club, Sevenoaks Powerchair Football Club, Sevenoaks Round Table, the Sevenoaks Chamber of Commerce, the Sevenoaks Festival and various local orchestras. This academic year, we have forged a new partnership with AIM Kent (who provide free 11+ preparation classes to low-income families) and they are hosting weekly classes at Sevenoaks, as well as extended sessions in the holidays and their annual Mock Exam (their primary fundraising stream).

Combined Cadet Force (CCF)

The CCF is an optional activity for students in Year 10 and upwards. The experience is built around the themes of action, adventure, fun and friendship. Sevenoaks School CCF consists of about 220 cadets in Army, Royal Air Force (RAF) and Royal Navy (RN) sections. Cadets gain valuable experience in leadership in addition to knowledge of defence organisation.

Links with other Charitable Bodies

The School has links with other charitable bodies, including Sevenoaks School Foundation (Registered Charity No. 307923), an independent charity whose objects mirror those of the School. In 2023/24, the Foundation made grants of £349,631 (2022/23: £462,123) to the School for bursaries and scholarships. A further £100,898 (2022/23: £100,884) was granted by the Foundation to fund residential trips and other extra-curricular activities for bursary award holders.

The School also has a long relationship with Sevenoaks Almshouses, an independent but neighbouring charity with a shared history, that provides affordable housing for people of retirement age. The School nominates two trustees and provides a range of support services.

Sustainability ('Sustainable Sevenoaks')

Sustainability is a strategic pillar of the *Sevenoaks 600* strategy. This year the sustainability agenda has progressed further as follows:

Sustainable Campus workstream: The School continues to work towards becoming a carbon net zero community and campus. A Decarbonisation Plan for the school has been prepared and costed, and is informing the overarching long-term strategy for the buildings across the campus. Decarbonisation is now factored into all building projects, and individual sustainability projects continue in line with the strategy. These projects include:

- Solar panels installed onto the roof of the Sennocke Sports Centre during summer 2024 with 620 Solar panels, generating 346,437 kWh of power annually. The PAC solar collector system has been replaced and Orchards PV system repaired.
- A heat retention cover installed onto the swimming pool in the Sennocke Centre during summer 2024. This should eliminate 85-90% of heat loss when covering the pool, providing a return on investment within 18 months.
- A rolling programme of lighting upgrades is underway replacing soon-to-be obsolescent fluorescent lighting with low energy long life LED lighting. Approximately 350 LED lights were fitted in 2023-2024 (Junior Play, D-Block, PAC, SCR, external tennis courts, Sennocke Centre)
- The new boarding house 'New House' has been designed to Passivhaus principles using a fully electric approach.
- Refurbishment of D-Block kitchen Air Handling units during summer 2024, incorporating inverter driven EC fans which will reduce energy consumption.
- A new composter has been installed for the disposal of green waste from the gardens and food waste, whilst creating compost for use across the campus by the Gardens Teams.
- In all refurbishment projects, attention has been focused on improvements to the thermal efficiency of the building. These improvements include better insulation, double or secondary glazing, and improved ventilation.

Sustainable Community and Sustainable Curriculum workstreams: As a School, we have a responsibility to respond to and nurture the passion students have for environmental sustainability. The following initiatives took place in the community

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during 2023-24:

- IT set up a system for recycling electrical equipment.
- School trips have had a compulsory Carbon Offset fee added to the cost of the trip.
- Service afternoon initiatives included Eco Action Group, Action for Biodiversity, The Green Team (including the School Allotment).
- There is a regular "Swap Shop" running each term, organised by students.
- There is a Boarding Eco Committee which feeds into Sustainability Steering Group meetings
- Research was started to identify former students working in the field of Sustainability.

New Girls' Boarding House

The New Girls' Boarding House ("New House") opened its doors to students in the Summer Term 2024 increasing our boarding population to 450 students from Year 9 to the Upper Sixth. New House successfully combines spacious, modern boarding with traditional materials. New House has been built with a sustainable approach: the structure is of cross-laminated timber, on a thin concrete raft, which minimises embodied carbon: the house is all electric, has MVHR ventilation systems and its heat comes from an air-source heat pump installation. Students and staff have been unanimous in their praise for the design and ambience of the building. Additional operational costs relating to the delayed opening will be reimbursed by the Sevenoaks School Foundation.

Investment Performance

The School holds the majority of its restricted funds in long term investments, mainly in the form of pooled charitable investment funds, which yielded an average gain of 7.7% for the year ended 31 July 2024 (2022/23: average loss 2.2%). The dividend income was available to be applied to the purposes of the various funds. Governors anticipate future performance to be in line with their investment objective of preserving the capital value with a minimum level of risk.

Unrestricted funds are held in bank deposits for operational liquidity purposes and for short to medium term application to planned improvements to the School's facilities, as well as for capital protection purposes. The Governors will review the investment strategy again over the coming year.

An Endowment Working Group has been established in collaboration with the Sevenoaks School Foundation to finalise a responsible investment policy, in anticipation of developing a permanent endowment to provide financial assistance for students.

FINANCIAL REVIEW AND RESULTS FOR THE YEAR

Results

Net incoming funds (before the actuarial gain on pensions and the gain on investments) for the year were £3,148,000 as shown on the Statement of Financial Activities on page 18 (2023: Net incoming funds £1,562,000). This includes a £211,000 (2022/23: £203,000) surplus from Sennocke Services Limited which is included in the Statement of Financial Activities as an unrestricted donation, with the summary accounts for the entity being disclosed in Note 24 to the financial statements.

Reserves Level and Policy and Financial Viability

The reserves of Sevenoaks School are held in designated funds for fixed assets, buildings and bursaries. The designated fund for fixed assets covers the book value of fixed assets (£19,597,000). Each year reserves equivalent to 3% of gross fee income are transferred to the bursary reserve (£1,312,000) and the cost of bursaries granted (£1,970,000) is set against that fund. In addition, transfers from restricted funds for bursaries for fees and extras, which include grants received from Sevenoaks School Foundation, are allocated to the bursary reserve, to cover the cost to the School of making those additional awards. The balance on the bursary reserve was £Nil at July 2024 (2023: £540,000).

At 31 July 2024, £13,646,000 (2023: £9,376,000) was held in General Funds. The Governors' intention is to hold up to one term's operating costs in General Funds to provide an element of protection in an uncertain economic climate. Despite the current economic uncertainty, the Governors consider the level of reserves to be appropriate. The Governors will continue to keep the level of reserves under review.

Going Concern

The Governors continue to review the long-term future and the evolving global economic context on the School's operations and finances. Taking into consideration actions taken to manage costs and to preserve cash, together with the ongoing demand for places, funding facilities available to the School, and future projected cash flows, the Governors have a reasonable expectation that the School has adequate resources to continue its activities for the foreseeable future, and consider that there are no material uncertainties over the School's financial viability. Accordingly, the Governors continue to adopt the going concern basis in preparing the financial statements.

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STREAMLINED ENERGY AND CARBON REPORTING (SECR)

The School's greenhouse gas emissions for the financial year were equivalent to 1,677.92 (2022/23: 1,806.87) tonnes of carbon dioxide which equates to 8,597,975 (2022/23: 9,211,428) kilo-Watt-hours (kWh) of energy. The School has undertaken 8 energy efficiency actions (EEA) in this reporting year.

This information has been compiled in line with the 2019 HM Government Environmental Reporting Guidelines: including Streamlined Energy and Carbon Reporting (SECR). The 2022 UK Government GHG Conversion Factors for Company Reporting have been used to calculate emissions. Energy consumption data has been taken from invoices issued for the financial year and meter readings. Transport energy has been calculated from fuel consumption data in litres for Scope 1 emissions and miles travelled for Scope 3 emissions.

Table 1 shows the GHG emissions for the School in tonnes of carbon dioxide equivalent for the year:

	Emission Source	2023/24 Energy (kWh)	2023/24 Emissions (tCO₂e)	2022/23 Energy (kWh)	2022/23 Emissions (tCO₂e)
Scope 1	Gas Consumption	5,257,672	961.63	5,336,073	976.12
	Heating Oil	263,899	67.69	301,884	77.43
	Owned Transport	245,110	58.12	178,704	44.88
	Sub Total	5,766,681	1,087.44	5,816,661	1,098.43
Scope 2	Purchased Electricity	2,755,956	570.62	3,296,531	682.63
Scope 3	Business Travel	75,338	19.86	98,236	25.81
Total Emissions		8,597,975	1,677.92	9,211,428	1,806.87

Table 2 shows the intensity ratios for the School:

Type	2023/24 kWh/Students	2023/24 tCO₂e/Students	2022/23 kWh/Students	2022/23 tCO₂e/Students
Occupancy	7,059	1.38	7,780	1.53

During the year the following efficiency actions were taken:

Category	Title	Description
Lighting	LED upgrades	☐ LED lights are being fitted as an ongoing project throughout the School. Approximately 350 were fitted across the school in 2023-2024
Smart meters	Controlling energy usage	☐ Introduction of smart meters in conjunction with energy providers
D-Block plantroom now under BMS control	Controlling energy efficiency and heating	☐ Increased seasonal control and optimisation
New boilers in staff accommodation properties	Heating	☐ Replacement of old boilers with new condensing boilers
Recycling efficiencies	Installation of a composter	☐ Environmentally sustainable disposal of food and green waste whilst creating compost for the Gardens Team
Construction of a new boarding house	Thermal efficiency improvements Sustainable heating	☐ Building constructed to passive house standard ☐ Use of air source heat pumps rather than traditional boilers No fossil fuel (gas/oil) supply installed
Replacement of roof and external window repairs in staff accommodation	Thermal efficiency improvements	☐ Replacement roof with improved insulation. Improved secondary glazing to windows.
Repair work to reinstate the solar thermal system on the Performing Arts Centre and PV panels on staff accommodation	Energy efficiency	☐ Increased local production of renewable energy.

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RISK MANAGEMENT

The Governing Body is committed to promoting the safety and welfare of students and all members of the School community. The School's Risk Framework is designed to give the Board visibility of key risks and is organised in a format to bring clarity and support the meaningful discussion of risk.

Risks are organised under the three headings of operational risks, business model risks and external risks, all of which inform the assessment of five top level strategic risks. A summary report is considered termly by the Governance Committee, with the full Risk Framework tabled annually for review by the Governance Committee and subsequently the Governing Body. Each term a governor is appointed to carry out assurance on the control and mitigation of key risks and report back to the Governance Committee.

Strategic risks

The five top level strategic risks are: failure in quality of educational provision and experience; drop in high quality applications; failure to recruit, retain and develop world class staff; inability of School resources to change; and the public perception of the School is negatively affected. At the end of 2023/24, the main strategic risk facing the School is that resources (financial, space, systems, technology, staff or leadership capability) are unable to change. To manage and mitigate this risk, Governors and the School's executive leadership review the School's financial position regularly, with focused reports scheduled on the campus, technology and staff. Whilst there are no material concerns over the School's long term viability, given the volatility of the external economic and political context, Governors remain acutely aware of the need to manage resources responsibly and sustainably.

Operational risks

Operational risks encompass safety or safeguarding incidents, physical or digital security breaches, negative student or staff behaviour, or failure in educational provision or governance.

Safeguarding and Health and Safety: The School has comprehensive safeguarding and health and safety policies and procedures in place to mitigate risks of a safeguarding or health and safety incident or failure in pastoral care, always in line with national guidance *Keeping Children Safe in Education (KCSIE)*, the National Minimum Boarding Standards, and relevant Health and Safety legislation. The need for vigilance and immediate action, particularly where a child is considered at risk, is continually reinforced through communications and training, led by the Designated Safeguarding Lead and Health & Safety Manager. A secure central repository (CPOMS) is used for the reporting and recording of safeguarding concerns, and a counselling provision is in place to support mental health concerns. Concerns in respect of inappropriate online behaviour by students are dealt with through a programme of educational initiatives, including an online safety week, staff awareness training and information for parents. All staff have been trained on Prevent (the legal requirement to have due regard to preventing people from being drawn into terrorism) and Prevent Duty Guidance has been reflected in the School's safeguarding policy. All staff are required to undertake safeguarding and health and safety training as part of induction, reinforced by annual training, including a requirement to confirm in writing they have read the updated version of KCSIE. All pre-employment checks required from KCSIE are undertaken including DBS with barred list check. Staff are requested to confirm if there has been any change to their DBS status on an annual basis. The Health, Safety and Security Board meets termly and reviews relevant policies, accident reporting, risk assessment processes, and any specific issues or concerns. Both Safeguarding and Health and Safety are reported to Governors on a termly basis, with additional updates if required.

Physical or digital security breaches: A Campus Security Working Group reviews campus-wide security risks and mitigating processes, including aspects such as vehicle movement, alarms, CCTV, visitor and contractor management. The School remains vigilant to cyber-attacks and employs a multi-layered approach to cyber defence. There are regular penetration tests and multi-factor authentication has been rolled out for all staff and students. There is regular training for staff and students on the importance of good cybersecurity practices. A comprehensive IT risk register has been developed.

Negative student or staff behaviour: Staff and student codes of conduct are in place and embedded within induction and admissions processes. The risk of student misconduct is mitigated through robust PSHE (personal, social, health and economic) education and close liaison with parents where there are concerns. The Behaviour Policy is a key School policy incorporating a number of policies relating to conduct, behaviour, rewards and sanctions applicable to students. It includes expectations that should be held by all members of the School community, students and staff.

Failure in educational provision, infrastructure or governance: The spirit of the International Baccalaureate Diploma Programme, with its breadth, balance, coherence and interdisciplinary approach, is at the heart of the School's curricular and co-curricular provision. Appropriate teaching provision and quality are closely monitored, the Institute of Teaching and Learning supports continued innovation, and staff benefit from ongoing CPD. Regulatory compliance is closely monitored, and an ISI Regulatory Compliance Inspection carried out in June 2022 concluded that the School met all of the required regulatory standards as set out in the Education (Independent School Standards) Regulations 2014, the National Minimum Standards for Boarding School 2015 and associated requirements, with no further action required. A rolling maintenance programme ensures the campus infrastructure is safely maintained. Governors meet regularly to monitor the School's activities and undertake regular training. An external review of governance effectiveness took place in September 2022 which found the governance was of a high standard and consequently won the AGBIS School of the Year in 2023. The Governing Body completed the AGBIS/HMC Good Governance programme in July 2023, which is valid for three years.

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Business model risks

Business model risks relate to changes in key income flows and cost areas. The School derives the majority of its income from tuition fees, and staffing costs constitute by far the greatest proportion of expenditure.

Teachers' Pension Scheme (TPS): In the light of the successive increases in the cost of the TPS in recent years, and the financial risk presented by possible further increases, the Governing Body worked with management during the year to consider alternatives. In November 2023, the government confirmed that the employers' contribution rate for the Teachers' Pension Scheme would increase from 23.68% to 28.68% of teachers' salaries from 1 April 2024. Consequently, Governors took the decision to cap the School's liability for further increases by closing the TPS scheme to new members and offering current teachers a compelling alternative defined contribution scheme from January 2024. In taking this action Governors were mindful of the need to balance the continuing importance of attractive pension entitlement to staff with the need to manage the financial risk to the School.

Change in policy towards independent schools: The latter part of 2023/24 was marked by the announcement of the general election and subsequently a new government was elected on 4th July. The government confirmed in an announcement on 29th July 2024 that they would be progressing with the imposition of VAT on school fees and the removal of business rate relief. In advance of this, the School had identified key business model risks relating to the imposition of VAT on school fees, including: setting fees too high or too low; increased competition from local grammar schools or privately owned fee paying schools; decline in the student pipeline. The School reviewed sector analysis, commissioned a postcode analysis and parent survey, and undertook extensive financial modelling to understand potential impacts on the student population and associated financial implications.

External risks

External risks include regulatory, legal, political, economic or social events or changes beyond the School's control, that have an adverse impact on the School's ability to operate. Specific risks relevant at the close of 2023/24 include:

Global Recession: The School benefits from having a diverse, international community but it does mean that the School may be exposed to the effects of global economic and political events impacting students and their families around the world. This includes the risk that both international and domestic parents may be unable to pay school fees. This risk has been heightened with recent geopolitical unrest. In response to this, the School continues to diversify to new and growing markets whilst maintaining the Sevenoaks (and immediately surrounding areas) market and continuing to have a strong anchor in the local community. Sound financial robustness and ensuring there are sufficient reserves in place to weather downturns also serve to mitigate against this risk.

Changing Demands for Education: Given the changing political context the risk associating with changing demands for education have heightened. This captures potential affordability issues faced by parents due to the imposition of VAT on school fees and therefore a move towards state/grammar schools. Partly in response to this risk the School will continue to make free and assisted places available and to market the strength of a Sevenoaks Education.

Conclusion

In the opinion of the Governors, the School has established a robust Risk Framework and review system, with appropriate resources allocated to mitigating risks to an acceptable level.

FUTURE PLANS

Given the changing landscape ahead for both the School and the independent school sector as a whole, the Governing Body agreed on a single, focused objective for 2024/25: *to ensure a carefully considered, strategically and financially sound response to the anticipated imposition of VAT on fees, to protect both the School's financial health and reputation.* The Board is also committed to fully exploring and building alternative, non-fee income streams to support the delivery of the strategic aims of the School.

ACCOUNTING AND REPORTING RESPONSIBILITIES

The members of the Governing Body (who are also Directors of Sevenoaks School for the purposes of company law and trustees of the Charity) are responsible for preparing the Annual Report and the financial statements in accordance with applicable law and regulations.

Company law requires the Governing Body to prepare financial statements for each financial year. Under that law the Governing Body has elected to prepare the financial statements in accordance with United Kingdom Generally Accepted Accounting Practice (United Kingdom Accounting Standards and applicable law).

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

- select the most appropriate accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP;

SEVENOAKS SCHOOL
ANNUAL REPORT OF THE GOVERNORS
YEAR ENDED 31 JULY 2024

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

The members of the Governing Body are responsible for keeping adequate accounting records that are sufficient to show

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

Relevant audit information

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

Approved by the Governing Body of Sevenoaks School on 3 December 2024 including, in their capacity as company directors, approving the Directors' and Strategic Reports contained therein, and signed on its behalf by:



Alison Beckett
Chair of Governing Body

Opinion

We have audited the financial statements of Sevenoaks School ('the charitable company') for the year ended 31 July 2024 which comprise the Statement of Financial Activities, the Balance Sheet, the Cash Flow Statement and notes to the financial statements, including significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 July 2024 and of its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for opinion

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

Conclusions relating to going concern

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

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the 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 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 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:

- adequate and proper accounting records have not been kept; or
- the 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 14, 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.

Details of the extent to which the audit was considered capable of detecting irregularities, including fraud and non-compliance with laws and regulations are set out below.

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/auditors-responsibilities. This description forms part of our auditor's report.

Extent to which the audit was considered capable of detecting irregularities, including fraud

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We identified and assessed the risks of material misstatement of the financial statements from irregularities, whether due to fraud or error, and discussed these between our audit team members. We then designed and performed audit procedures responsive to those risks, including obtaining audit evidence sufficient and appropriate to provide a basis for our opinion.

We obtained an understanding of the legal and regulatory frameworks within which the charitable 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 taxation legislation, together with the Charities SORP (FRS 102). We assessed the required compliance with these laws and regulations as part of our audit procedures on the related financial statement items.

In addition, we considered provisions of other laws and regulations that do not have a direct effect on the financial statements but compliance with which might be fundamental to the charitable company's ability to operate or to avoid a material penalty. We also considered the opportunities and incentives that may exist within the charitable company for fraud. The laws and regulations we considered in this context for the UK operations were The Education (Independent School Standards) Regulations 2014, health and safety legislation and employment legislation.

Auditing standards limit the required audit procedures to identify non-compliance with these laws and regulations to enquiry of the Trustees and other management and inspection of regulatory and legal correspondence, if any.

We identified the greatest risk of material impact on the financial statements from irregularities, including fraud, to be within the timing and recognition of income and the override of controls by management. Our audit procedures to respond to these risks included enquiries of management and the Finance Committee about their own identification and assessment of the risks of irregularities, sample testing on the posting of journals, reviewing accounting estimates for biases, reviewing regulatory correspondence with the Charity Commission, Independent Schools Inspectorate, Ofsted and reading minutes of meetings of those charged with governance.

Independent Auditor's Report to Sevenoaks School (Continued)

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. For example, the further removed non-compliance with laws and regulations (irregularities) is from the events and transactions reflected in the financial statements, the less likely the inherently limited procedures required by auditing standards would identify it. In addition, as with any audit, there remained a higher risk of non-detection of irregularities, as these may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal controls. We are not responsible for preventing non-compliance and cannot be expected to detect non-compliance with all laws and regulations.

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.



Tina Allison

Senior Statutory Auditor
For and on behalf of
Crowe U.K. LLP
Statutory Auditor

London

17 December 2024

SEVENOAKS SCHOOL
STATEMENT OF FINANCIAL ACTIVITIES
(INCORPORATING AN INCOME AND EXPENDITURE ACCOUNT)
FOR THE YEAR ENDED 31 JULY 2024

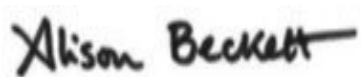
	Notes	Unrestricted funds £'000	Restricted funds £'000	2024 £'000	2023 £'000
Income from:					
Charitable activities					
School fees receivable	2	41,067	-	41,067	36,165
Ancillary trading income	3	3,977	-	3,977	3,741
Other trading activities					
Charitable trading income	4	2,248	-	2,248	1,911
Investments					
Investment income	5	-	22	22	32
Bank and other interest	6	945	-	945	477
Voluntary sources					
Grants and donations	7	211	511	722	888
Total incoming resources		<u>48,448</u>	<u>533</u>	48,981	43,214
Expenditure on:					
Raising funds					
Charitable trading costs	8	(1,271)	-	(1,271)	(855)
Financing costs	9	(39)	-	(39)	(35)
Total deductible costs		<u>(1,310)</u>	<u>-</u>	(1,310)	(890)
Charitable activities					
Education and grant making	8	(44,015)	(508)	(44,523)	(40,762)
Total expenditure		<u>(45,325)</u>	<u>(508)</u>	(45,833)	(41,652)
Net incoming funds from operations before transfers and investment gains		<u>3,123</u>	<u>25</u>	3,148	1,562
Gains/(Losses) on investments	13	-	76	76	(22)
Transfers between funds	22	(25)	25	-	-
Net surplus		<u>3,098</u>	<u>126</u>	3,224	1,540
Pension scheme actuarial gains	23	-	-	-	-
Net movement in funds for the year		<u>3,098</u>	<u>126</u>	3,224	1,540
Fund balances brought forward 1 August 2023		<u>30,145</u>	<u>1,467</u>	31,612	30,072
Fund balances carried forward 31 July 2024		<u>33,243</u>	<u>1,593</u>	34,836	31,612

The notes on pages 21 to 40 form part of these financial statements.

**SEVENOAKS SCHOOL
BALANCE SHEET
AS AT 31 JULY 2024**

	Notes	2024 £'000	2023 £'000
FIXED ASSETS			
Intangible assets	11	59	-
Tangible assets	12	19,597	20,229
Investments	13	1,066	990
		20,722	21,219
CURRENT ASSETS			
Debtors	14	1,791	1,661
Cash and deposits		43,091	27,067
		44,882	28,728
CURRENT LIABILITIES			
Creditors payable within one year	15	(21,270)	(15,719)
NET CURRENT ASSETS		23,612	13,009
TOTAL ASSETS LESS CURRENT LIABILITIES		44,334	34,228
LONG TERM LIABILITIES			
Creditors payable after more than one year	16	(9,498)	(2,616)
Pension scheme funding surplus/(deficit)	23	-	-
NET ASSETS	22	34,836	31,612
REPRESENTED BY:			
RESTRICTED FUNDS	22	1,593	1,467
UNRESTRICTED FUNDS	22		
Designated funds			
Fixed assets	22	19,597	20,229
Bursary reserve	22	-	540
		19,597	20,769
Pension reserve	22	-	-
Other unrestricted funds	22	13,646	9,376
General funds		13,646	9,376
TOTAL FUNDS	22	34,836	31,612

These financial statements were approved by the Governing Body on 3 December 2024 and were signed on its behalf by:



Alison Beckett
Chair of Governing Body

The notes on pages 21 to 40 form part of these financial statements.

**SEVENOAKS SCHOOL
CASH FLOW STATEMENT
FOR THE YEAR ENDED 31 JULY 2024**

	Note	2024	2023
		£'000	£'000
Net cash inflow from operations			
Net cash provided by operating activities	(i)	17,207	5,645
Cash flows from investing activities			
Payment for intangible fixed assets		(59)	-
Payment for tangible fixed assets		(2,102)	(1,110)
Proceeds on sale of tangible fixed assets		50	21
Net return on defined benefit pension scheme		-	-
Investment income and bank interest received		967	509
Net cash used in investing activities		(1,144)	(580)
Cash flows from financing activities:			
Finance costs paid		(39)	(35)
Net cash used in financing activities		(39)	(35)
Change in cash/cash equivalents in the period		16,024	5,030
Cash/cash equivalents at the beginning of the reporting period		27,067	22,037
Cash/cash equivalents at the end of the reporting period	(ii)	43,091	27,067
(i) Reconciliation of net income to net cash flow from operating activities			
Net incoming funds		3,148	1,562
Elimination of non-operating cashflows:			
- Investment income		(967)	(509)
- Financing costs		39	35
Defined benefit pension scheme adjustments		-	-
Depreciation charge		2,727	2,697
(Profit) on sale of assets		(43)	(21)
(Increase) in debtors		(130)	(5)
Increase in creditors		2,667	1,694
Increase in fees in advance scheme creditors		10,025	295
(Decrease) in parents' deposits		(259)	(103)
		14,059	4,083
Net cash inflow from operations		17,207	5,645
(ii) Analysis of changes and cash equivalents			
		At 1 Aug 2023 £'000	Cashflow £'000
Deposits		8,393	9,767
Cash at bank		18,674	6,257
		27,067	16,024
		43,091	

The notes on pages 21 to 40 form part of these financial statements

**SEVENOAKS SCHOOL
STATEMENT OF ACCOUNTING POLICIES
FOR THE YEAR ENDED 31 JULY 2024**

1. ACCOUNTING POLICIES

The financial statements have been prepared in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS102), the Companies Act 2006 and the Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) - effective 1 January 2019.

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

The accounts are drawn up on the historical cost basis of accounting, as modified by the revaluation of investments. The accounts present the statement of financial activities (SOFA), the balance sheet and the cash flow statement for the charity.

The School is a Public Benefit entity registered as a charity in England and Wales and a company limited by guarantee. It was incorporated on 23 September 2003 (company number: 4908949) and registered as a charity on 5 January 2004 (charity number: 1101358).

Going concern

Having reviewed the expected ongoing demand for places and the School's future projected cash flows, the Governors have a reasonable expectation that the School has adequate resources to continue its activities for the foreseeable future and consider that there are no material uncertainties over the School's financial viability. Accordingly, they continue to adopt the going concern basis in preparing the financial statements as outlined in the Statement of Accounting and Reporting Responsibilities on page 13.

Critical accounting judgements and key sources of estimation uncertainty

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

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

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

The following accounting policies have been applied consistently in dealing with items which are considered material in relation to the School's financial statements.

1.1 Fees and similar income

Fees receivable and charges for services and use of the premises, less any allowances, scholarships or bursaries granted by the School against those fees, but including contributions from restricted funds, are accounted for in the period in which the service is provided.

1.2 Investment income

Investment income from dividends, bank balances and fixed interest securities is accounted for on an accruals basis.

1.3 Donations, legacies, grants and other voluntary incoming resources

Voluntary incoming resources are accounted for as and when entitlement arises, the amount can be reliably quantified and the economic benefit to the School is considered probable.

**SEVENOAKS SCHOOL
STATEMENT OF ACCOUNTING POLICIES
FOR THE YEAR ENDED 31 JULY 2024**

1. ACCOUNTING POLICIES (Continued)

1.3 Donations, legacies, grants and other voluntary incoming resources (continued)

Voluntary income for the School's general purposes is accounted for as unrestricted and is credited to the General Fund. Where a donor has imposed trust law restrictions, voluntary income is credited to the relevant restricted fund and incoming endowments are accounted for as permanent trust capital or expendable trust capital, according to whether the donor intends retention is to be permanent or not. Gifts in kind are valued at estimated open market value at the date of the gift, in the case of assets for retention or consumption, or at the value to the School in the case of donated services or facilities.

1.4 Expenditure

Expenditure is accrued as soon as a liability is considered probable. Expenditure attributable to more than one cost category in the Statement of Financial Activities is apportioned on the basis of the estimated amount attributable to each activity during the year by reference to the use made of the underlying assets. Irrecoverable VAT is included with the item of expenditure to which it relates.

Grants awarded are expended as soon as they become legal or operational commitments. Governance costs comprise the costs of complying with constitutional and statutory requirements.

1.5 Intangible fixed assets

Expenditure on the development of trademarks has been capitalised and carried in the balance sheet at historical cost.

1.6 Amortisation

Amortisation will be provided once the intangible asset is brought into use.

1.7 Tangible fixed assets

Expenditure on the acquisition, construction or enhancement of land and buildings, vehicles, furniture, machinery, IT equipment and systems, and other equipment costing more than £5,000 is capitalised and carried in the balance sheet at historical cost. In certain circumstances, where the cost of an asset is not ascertainable, a reasonable estimate of the cost, if material, has been used.

Other expenditure on equipment incurred in the normal day-to-day running of the School is charged to the Statement of Financial Activities as incurred.

1.8 Depreciation

Depreciation is provided to write off the cost of all relevant tangible fixed assets less estimated residual value based on current market prices, in equal annual instalments over their expected useful economic lives:

- School freehold and leasehold buildings, including major extensions - 50 years
- Improvements to freehold and leasehold buildings - 10 years
- Furniture, machinery and equipment - 4 years
- Motor vehicles - 4 years
- IT equipment and systems - 3 years

1.9 Investments

Listed investments are valued at their market values as at the balance sheet date. Unrealised gains and losses arising on the revaluation of investments are credited or charged to the Statement of Financial Activities and are allocated to the appropriate Fund according to the "ownership" of the underlying assets.

1.10 Sennocke Services Limited

The principal activity of the School's subsidiary company, Sennocke Services Limited, is to carry on the commercial trading business of Sevenoaks School. The activity and balance sheet is not currently at a level which is considered to be material and, therefore, the accounts of Sennocke Services Limited are not consolidated.

**SEVENOAKS SCHOOL
STATEMENT OF ACCOUNTING POLICIES
FOR THE YEAR ENDED 31 JULY 2024**

1. ACCOUNTING POLICIES (Continued)

1.11 Fund accounting

The charitable trust funds of the School are accounted for as unrestricted or restricted income, in accordance with the terms of trust imposed by the donors.

1.12 Fund accounting

Unrestricted income belongs to the School's corporate reserves, spendable at the discretion of the Governors either to further the School's objects or to benefit the School itself. Where the Governors decide to set aside any part of these funds to be used in future for some specific purpose, this is accounted for by transfer to the appropriate designated fund.

Restricted income comprises gifts, legacies and grants where there is no capital retention obligation or power but only a trust law restriction to some specific purpose intended by the donor.

1.13 Pension costs

Retirement benefits to employees of the School and its subsidiary are provided through three pension schemes, two defined benefit on a career average revalued basis (CARE) schemes, and one defined contribution scheme. The pension costs charged in the Statement of Financial Activities are determined as follows:

(a) The Teachers' Pension Scheme – This scheme is a multi-employer pension scheme. It is not possible to identify the School's share of the underlying assets and liabilities of the Teachers' Pension Scheme on a consistent and reasonable basis and therefore, as required by FRS102, the School accounts for the scheme as if it were a defined contribution scheme. The scheme changed from a defined benefit scheme to a CARE scheme in April 2015. The School's contributions, which are in accordance with the recommendations of the Government Actuary, are charged in the period in which the salaries to which they relate are payable.

(b) The School also contributes to the Local Government Pension Scheme (LGPS) for support staff at rates determined by the scheme actuary. The LGPS transitioned from a defined benefit to a CARE scheme in April 2014, and is accounted for under FRS102. The surplus in the LGPS is not recognised as a defined benefit plan asset in the balance sheet as the School is unable to recover the surplus, either through reduced contributions in the future or through refunds from the plan. In prior years, the net defined benefit liability of the scheme was shown in the accounts as a designated fund entitled "Pension Reserve", which was deducted from unrestricted funds in the balance sheet. The Governors note that the calculated notional deficit or surplus calculated under FRS102 can vary greatly from year to year depending on the assumptions made at the valuation date, but with normally little or no effect on short term cashflows.

(c) The School's Group Personal Pension Plan – This is a defined contribution group personal pension plan for staff with Aegon. Employers' pension costs are charged in the period in which the salaries to which they relate are payable. Since 1 April 2010 all new support staff join the defined contribution Group Pension Plan, including those joining the scheme under auto-enrolment.

1.14 Operating leases

Rentals under operating leases are charged on a straight-line basis over the lease term, even if the payments are not made on such a basis. Benefits received and receivable as an incentive to sign an operating lease are similarly spread on a straight-line basis over the lease term.

1.15 Financial instruments

Financial instruments are initially recognised at transaction value and subsequently measured at amortised cost with the exception of investments which are held at fair value. Financial assets held at amortised cost comprise cash at bank and in hand, together with trade and other debtors. A specific provision is made for debts for which recoverability is in doubt. Cash at bank and in hand is defined as all cash held in instant access and term deposit bank accounts. Financial liabilities held at amortised cost comprise deposits from parents, fees received in advance of term, trade creditors, fees in advance scheme and other creditors.

SEVENOAKS SCHOOL
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 JULY 2024

	2024 £'000	2023 £'000
2. CHARITABLE ACTIVITIES - SCHOOL FEES RECEIVABLE		
Fees receivable consist of:		
School fees	43,732	38,532
Less: Scholarships, bursaries and other awards	(3,172)	(2,930)
	<u>40,560</u>	<u>35,602</u>
Add back: Bursaries and other awards paid for by restricted funds	507	563
	<u>41,067</u>	<u>36,165</u>

Scholarships, bursaries and other awards were paid to 248 pupils (2023: 281). Within this, means tested bursaries totalling £1.970m were paid to 72 pupils (2023: £1.350m 68 pupils).

3. CHARITABLE ACTIVITIES - ANCILLARY TRADING INCOME

Extras	2,651	2,614
Registration fees	499	426
Fees in lieu of notice and forfeit deposits	155	144
Shop and other trading income	242	160
Transport from Sevenoaks Station	45	43
Other income	385	354
	<u>3,977</u>	<u>3,741</u>

4. CHARITABLE TRADING INCOME

Charitable trading income relates to income and costs incurred in providing educational courses and provision of staff accommodation.

5. INVESTMENT INCOME

	Unrestricted £'000	Restricted £'000	2024 £'000	2023 £'000
Income from pooled charitable investment funds	-	22	22	32
	<u>-</u>	<u>22</u>	<u>22</u>	<u>32</u>

6. BANK AND OTHER INTEREST

	Unrestricted £'000	Restricted £'000	Total £'000	2023 £'000
Bank interest	945	-	945	477
	<u>945</u>	<u>-</u>	<u>945</u>	<u>477</u>

SEVENOAKS SCHOOL
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 JULY 2024

7. GRANTS AND DONATIONS

	Unrestricted £'000	Restricted £'000	2024 £'000	2023 £'000
Grants to the School for bursaries from:				
- Sevenoaks School Foundation	-	485	485	685
Gift aided donation - Sennocke Services Ltd (Note 24)	211	-	211	203
Grants to the School for non bursaries from:				
- Sevenoaks School Foundation	-	26	26	-
	<u>211</u>	<u>511</u>	<u>722</u>	<u>888</u>

8. ANALYSIS OF EXPENDITURE

(a) Total expenditure	Staff costs (Note 10) £'000	Depreciation (Note 12) £'000	Other £'000	Total £'000	Total £'000
Cost of generating funds					
Charitable trading expenses	460	202	609	1,271	855
Financing costs	-	-	39	39	35
Total cost of generating funds	<u>460</u>	<u>202</u>	<u>648</u>	<u>1,310</u>	<u>890</u>
Charitable expenditure					
Education and grant making					
Teaching	15,569	199	3,253	19,021	17,711
Welfare	2,357	41	3,428	5,826	5,054
Premises repairs and maintenance	1,846	2,199	8,265	12,310	11,462
Support costs and governance	4,505	86	2,267	6,858	5,962
Grants, awards and prizes (note 8(b))	-	-	508	508	573
Total charitable expenditure	<u>24,277</u>	<u>2,525</u>	<u>17,721</u>	<u>44,523</u>	<u>40,762</u>
Total expended	<u>24,737</u>	<u>2,727</u>	<u>18,369</u>	<u>45,833</u>	<u>41,652</u>
 <i>Comparative total expenditure</i>	 <i>Staff costs (Note 10) £'000</i>	 <i>Depreciation (Note 12) £'000</i>	 <i>Other £'000</i>	 <i>Total 2023 £'000</i>	
<i>Cost of generating funds</i>					
<i>Charitable trading expenses</i>	98	195	562	855	
<i>Financing costs</i>	-	-	35	35	
<i>Total cost of generating funds</i>	<u>98</u>	<u>195</u>	<u>597</u>	<u>890</u>	
<i>Charitable expenditure</i>					
<i>Education and grant making</i>					
<i>Teaching</i>	14,577	204	2,930	17,711	
<i>Welfare</i>	2,205	45	2,804	5,054	
<i>Premises repair and maintenance</i>	1,487	2,162	7,813	11,462	
<i>Support costs and governance</i>	4,078	91	1,793	5,962	
<i>Grants, awards and prizes (note 8(b))</i>	-	-	573	573	
<i>Total charitable expenditure</i>	<u>22,347</u>	<u>2,502</u>	<u>15,913</u>	<u>40,762</u>	
<i>Total expended</i>	<u>22,445</u>	<u>2,697</u>	<u>16,510</u>	<u>41,652</u>	

SEVENOAKS SCHOOL
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 JULY 2024

8. ANALYSIS OF EXPENDITURE (Continued)	2024 £'000	2023 £'000
(b) Grants, awards and prizes		
From restricted funds:		
Bursaries and other grants and awards	508	573
From unrestricted funds:		
Prizes and leaving awards	6	6
	<u>514</u>	<u>579</u>

(c) Governance included in support costs

Remuneration paid to auditor for audit services (Excluding VAT)	31	29
	<u> </u>	<u> </u>

No travel expenses (2023: £Nil) were claimed by members of the Governing Body.

In addition to the above audit remuneration, the auditor received fees for compliance services totalling £12,528 (2023: £1,800).

9. FINANCE AND OTHER COSTS

Fees in advance debt financing costs	39	35
	<u> </u>	<u> </u>

10. STAFF COSTS

The aggregate payroll costs for the year were as follows:

Wages and salaries	19,445	17,629
Social security costs	2,018	1,854
Other pension	3,274	2,962
	<u>24,737</u>	<u>22,445</u>

None of the Governors received any remuneration or other benefits from Sevenoaks School or from any connected body.

SEVENOAKS SCHOOL
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 JULY 2024

	2024	2023
10. STAFF COSTS (continued)		
Aggregate employee benefits of key management personnel	£2,327,364	£2,078,113
Number of higher paid employees in bands of:		
£60,000 to £70,000	41	43
£70,001 to £80,000	44	20
£80,001 to £90,000	20	7
£90,001 to £100,000	4	4
£100,001 to £110,000	5	6
£120,001 to £130,000	2	1
£290,001 to £300,000	-	1
£320,001 to £330,000	1	-
The number of staff in the higher paid employee bands above with retirement benefits accruing		
- in defined contribution schemes was	14	9
of which the contributions amounted to	£125,504	£41,223
- in defined benefit schemes was	101	64
The average number of employees during the year was as follows:		
Teaching	160	174
Teaching support	30	31
Welfare	65	66
Premises	68	41
Support	94	100
Other activities	134	131
	551	543
During the year settlement agreement payments totalling £56,700 (2023: £17,702) were payable.		
11. INTANGIBLE ASSETS		
	Other intangible fixed assets £'000	Total £'000
Cost		
Additions and cost at 31 July 2024	59	59
Amortisation		
Charge for the year and at 31 July 2024	-	-
Net Book Value		
At 31 July 2024	59	59
At 31 July 2023	-	-

SEVENOAKS SCHOOL
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 JULY 2024

12. TANGIBLE FIXED ASSETS

	Property & Improvements £'000	Vehicles & equipment £'000	Total £'000
Cost			
At 1 August 2023	33,940	7,705	41,645
Additions	1,008	1,094	2,102
Disposals	-	(119)	(119)
At 31 July 2024	<u>34,948</u>	<u>8,680</u>	<u>43,628</u>
Depreciation			
At 1 August 2023	14,619	6,797	21,416
Depreciation	2,215	512	2,727
Disposals	-	(112)	(112)
At 31 July 2024	<u>16,834</u>	<u>7,197</u>	<u>24,031</u>
Net Book Value			
At 31 July 2024	<u>18,114</u>	<u>1,483</u>	<u>19,597</u>
At 31 July 2023	<u>19,321</u>	<u>908</u>	<u>20,229</u>

At the balance sheet date the School had contracted commitments in respect of the construction of fixed assets of £1,355K (2023: £97K).

13. SECURITIES INVESTMENTS

	2024 £'000	2023 £'000
Investments		
At 1 August 2023	990	1,012
Increase/(Decrease) in value of investments	76	(22)
At 31 July 2024	<u>1,066</u>	<u>990</u>
Investments comprise:		
Alternative assets		
Pooled charity investment funds	1,066	990
Holdings at the year end comprising more than 5% of the total are:		
COIF income shares	939	874
M & G Charifund	127	116

SEVENOAKS SCHOOL
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 JULY 2024

14. DEBTORS

	2024 £'000	2023 £'000
Fees and extras	123	122
Trade debtors	257	113
Staff loans	7	2
Other debtors	45	34
Other prepayments and accrued income	1,121	1,164
Amounts due from subsidiary companies (Note 24)	238	226
	1,791	1,661

All debtors are due within one year.

15. CREDITORS: Amounts falling due within one year

Deposits from parents	3,941	4,200
Fees received from parents in advance of term	6,840	4,785
Trade creditors	1,481	1,242
Taxation and social security	566	471
Payroll costs	1,933	1,755
Fees in advance scheme (Note 17)	4,720	1,577
Accruals and deferred income	1,789	1,689
	21,270	15,719

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

Fees in advance scheme (Note 17)	9,498	2,616
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17. FEES IN ADVANCE SCHEME

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

After five years	424	70
Within two to five years	4,434	1,525
Within one to two years	4,640	1,021
	9,498	2,616
Within one year	4,720	1,577
	14,218	4,193

SEVENOAKS SCHOOL
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 JULY 2024

17. FEES IN ADVANCE (continued)

£'000

Summary of movements in liability

Balance at 1 August 2023	4,193
New contracts	11,792
Repayments	(66)
Amounts used to pay fees	(1,739)
Amounts accrued to contract as debt financing cost	39
Balance at 31 July 2024	14,219

18. FINANCIAL INSTRUMENTS

	2024	2023
	£'000	£'000
Financial assets measured at fair value	1,066	968

Financial assets held at fair value include assets held as investments.

19. LEASES

At 31 July 2024 the School had annual commitments under non-cancellable operating leases expiring as follows:

Leasehold property leases which expire:

Payable within one year	4,248	3,815
Payable in the second to fifth year inclusive	14,653	14,597
Payable after five years	9,102	6,014
	28,003	24,426

Other leases which expire:

Payable within one year	137	61
Payable in the second to fifth year inclusive	249	88
Payable after five years	-	-
	386	149

Freehold property leases which expire:

Receivable within one year	231	113
Receivable in the second to fifth year inclusive	-	-
Receivable after five years	-	-
	231	113

SEVENOAKS SCHOOL
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 JULY 2024

20. MAJOR FUNDS OF THE SCHOOL

a. RESTRICTED FUNDS

- | | |
|--------------------------------|---|
| i. Bursary fund | - Grants from Sevenoaks School Foundation for means tested bursaries for pupils. |
| ii. SFU scholarship | - A gift from Sevenoaks Farmers Union to provide fees assistance to pupils whose parents hold membership of the SFU. |
| iii. Ligner scholarship | - A bequest from G A Ligner to provide a closed scholarship to former pupils who are attending university, with priority given to those attending Gonville & Caius or other colleges of Cambridge University. |
| iv. Plender scholarship | - A bequest from Lord Plender to provide a closed scholarship to former pupils who are attending University. |
| v. Johnson scholarship | - A bequest from CP Johnson to provide a closed scholarship to former pupils who are attending St John's College, Oxford. |
| vi. Downton scholarship | - A bequest from Hilda Downton to provide a music scholarship at Sevenoaks School, in the name of her brother, John Downton. |
| vii. Garrod scholarship | - A gift for scholarships at Sevenoaks School. |
| viii. Forder bursary | - To provide means tested bursaries for extras. |
| ix. General scholarship | - Numerous gifts to provide means tested financial support. |
| x. Taylor prizes | - A gift from Kim Taylor to provide prizes for IB extended essays. |
| xi. Shooting fund | - A gift to provide financial support to the Sevenoaks School shooting club for prizes and competition expenses. |
| xii. Consolidated prizes fund | - Numerous individual gifts to establish prizes for pupils. |
| xiii. Kirkwood fund | - A gift to provide funds for a high quality speaker to visit the School. |
| xiv. Consolidated travel funds | - Various gifts and legacies to provide financial assistance to pupils and recent former pupils for educational international travel. |
| xv. Chiesman settlement | - A will settlement from the estate of C. S. Chiesman for the benefit of Sevenoaks School. The income from the settlement is transferred annually to unrestricted funds. |
| xvi. Friends of Sevenoaks | - A fund to hold grants from the Friends of Sevenoaks (An independent charity for the support of Sevenoaks School) for the purchase of specific items of equipment. |

b. UNRESTRICTED AND DESIGNATED FUNDS

Unrestricted funds represent accumulated income from the School's activities and other sources that are available for the general purposes of the School. Designated funds represent unrestricted funds that have been set aside for specific purposes by decision of the Governing Body.

- | | |
|-------------------|---|
| o General reserve | The general unrestricted funds of the School. |
|-------------------|---|

SEVENOAKS SCHOOL
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 JULY 2024

20. MAJOR FUNDS OF THE SCHOOL (Continued)

b. UNRESTRICTED AND DESIGNATED FUNDS

- o Pension reserve - A designated fund to cover the deficit on the defined benefit pension scheme (Note 22).
- o Fixed assets reserve - A designated fund to cover the cost of the School's fixed assets.
- o Buildings reserve - A designated fund to assist with the capital costs of improving the School's facilities. It is anticipated that this fund will be spent within the next 2 years.
- o Bursary reserve - A designated fund to provide means tested bursaries for pupils who would otherwise be unable to benefit from an education at Sevenoaks School.

21. ANALYSIS OF NET ASSETS BETWEEN FUNDS

	Restricted £'000	Unrestricted £'000	Total £'000
At 31 July 2024			
Intangible assets	-	59	59
Tangible fixed assets	-	19,597	19,597
Securities investments	1,066	-	1,066
Net current assets	527	23,085	23,612
Long term liabilities	-	(9,498)	(9,498)
	1,593	33,243	34,836
At 31 July 2023			
<i>Tangible fixed assets</i>	-	20,229	20,229
<i>Securities investments</i>	990	-	990
<i>Net current assets</i>	477	12,532	13,009
<i>Long term liabilities</i>		(2,616)	(2,616)
	1,467	30,145	31,612

SEVENOAKS SCHOOL
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 JULY 2024

22. SUMMARY OF MOVEMENTS ON MAJOR FUNDS

	At 1 August 2023	Incoming resources	Resources expended	Other transfers	Gains/ (Losses)	At 31 July 2024
	£'000	£'000	£'000	£'000	£'000	£'000
Unrestricted funds						
General reserve	9,376	45,153	(40,740)	(143)	-	13,646
Fixed assets reserve	20,229	1,983	(2,615)	-	-	19,597
Bursary reserve	540	1,312	(1,970)	118	-	-
Total unrestricted	30,145	48,448	(45,325)	(25)	-	33,243
Restricted funds						
Bursary fund	4	448	(508)	56	-	-
SFU scholarship	67	2	-	-	5	74
Ligner scholarship	226	2	-	-	13	241
Plender scholarship	142	3	-	-	8	153
Johnson scholarship	243	3	-	-	13	259
Downton scholarship	77	-	-	-	-	77
Garrod scholarship	77	1	-	-	5	83
Forder bursary	62	3	-	-	5	70
General scholarship	25	1	-	-	2	28
Taylor prizes	32	1	-	-	1	34
Shooting fund	106	1	-	-	2	109
Consolidated prizes fund	115	1	-	-	5	121
Kirkwood fund	21	1	-	-	-	22
Consolidated travel funds	94	1	-	-	7	102
Friends of Sevenoaks	3	26	-	(26)	-	3
Inst of Teaching & Learning	-	10	-	-	-	10
Kent Academies Network	-	13	-	-	-	13
Pastoral Fund	-	8	-	-	-	8
DfE Sevenoaks Community Fund	9	-	-	-	-	9
STGSC Biology Pond	44	-	-	-	-	44
Chiesman Trust	120	3	-	-	10	133
CCF Grant	-	5	-	(5)	-	-
Total restricted	1,467	533	(508)	25	76	1,593
Total funds	31,612	48,981	(45,833)	-	76	34,836

£1,066,000 of restricted funds are held in securities (2023: £990,000), and the remaining £527,000 (2023: £477,000) is held in cash and deposits.

SEVENOAKS SCHOOL
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 JULY 2024

22. SUMMARY OF MOVEMENTS ON MAJOR FUNDS (Continued)

Comparative summary of movement on major funds

	<i>At 1 August 2022</i>	<i>Incoming resources</i>	<i>Resources expended</i>	<i>Other transfers</i>	<i>Gains/ (Losses)</i>	<i>At 31 July 2023</i>
	<i>£'000</i>	<i>£'000</i>	<i>£'000</i>	<i>£'000</i>	<i>£'000</i>	<i>£'000</i>
Unrestricted funds						
General reserve	5,657	40,271	(36,669)	117	-	9,376
Pension reserve	-	-	-	-	-	-
Fixed assets reserve	21,816	1,070	(2,657)	-	-	20,229
Bursary reserve	1,137	1,156	(1,753)	-	-	540
Total unrestricted	28,610	42,497	(41,079)	117	-	30,145
Restricted funds						
Bursary fund	-	568	(564)	-	-	4
SFU scholarship	66	2	-	-	(1)	67
Ligner scholarship	224	5	-	-	(3)	226
Plender scholarship	141	3	-	-	(2)	142
Johnson scholarship	241	5	-	-	(3)	243
Downton scholarship	77	-	-	-	-	77
Garrod scholarship	76	2	-	-	(1)	77
Forder bursary	62	3	-	-	(3)	62
General scholarship	26	1	-	-	(2)	25
Taylor prizes	33	1	-	-	(2)	32
Shooting fund	106	1	-	-	(1)	106
Consolidated prizes fund	114	2	-	-	(1)	115
Kirkwood fund	20	1	-	-	-	21
Consolidated travel funds	92	3	-	-	(1)	94
Friends of Sevenoaks	3	56	-	(56)	-	3
Kent Academies Network	-	61	-	(61)	-	-
DfE Sevenoaks Community Fund	18	-	(9)	-	-	9
STGSC Biology Pond	44	-	-	-	-	44
Chiesman Trust	119	3	-	-	(2)	120
Total restricted	1,462	717	(573)	(117)	(22)	1,467
Total funds	30,072	43,214	(41,652)	-	(22)	31,612

SEVENOAKS SCHOOL
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 JULY 2024

23. PENSION SCHEMES

Retirement benefits to employees of the School are provided through two defined benefit schemes and one defined contribution scheme, which are funded by the School's and employees' contributions.

Defined benefit schemes

Teachers' Pension Scheme

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 £2,500,749 (2023: £2,232,683) and at the year end £234,607 (2023: £216,218) 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.

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%.

Local Government Pension Scheme

Sevenoaks School is an "admitted body" to the Kent County Council (KCC) Pension Fund (LGPS). The scheme was closed to new members with effect from 1 April 2010, though it remains open to existing members.

Contributions are made to the scheme in accordance with the recommendations of the scheme's actuary and are charged to the Statement of Financial Activities. The current service contribution rate during the year was set in bands, linked to the level of full-time equivalent salary received, ranging from 5.5% to 12.5% payable by employees and a further 39.3% payable by the School. At 31 July 2024, £Nil was accrued in respect of pension contributions to this scheme (2023: £Nil).

SEVENOAKS SCHOOL
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 JULY 2024

23. PENSION SCHEMES (Continued)

	2024 £'000	2023 £'000
a. The amounts recognised in the balance sheet are as follows:		
Present value of funded obligations	(15,057)	(14,601)
Fair value of scheme assets	19,459	18,881
Impact of asset ceiling	(4,402)	(4,280)
Net asset/(liability) recognised in the balance sheet	-	-
b. Changes in the present value of the defined benefit obligation		
Opening defined benefit obligation	14,601	17,880
Current service cost	135	226
Interest cost	740	593
Change in financial assumptions	447	(4,757)
Change in demographic assumptions	(35)	(303)
Experience (gain)/loss on defined benefit obligation	(62)	1,844
Estimated benefits paid net of transfers in	(807)	(928)
Contributions by scheme participants and other employers	38	46
Closing defined benefit obligation	15,057	14,601
c. Changes in the fair value of the scheme assets		
Opening fair value of scheme assets	18,881	19,415
Interest on assets	966	650
Return on assets less interest	232	(452)
Other actuarial gains/(losses)	-	(98)
Administration expenses	(17)	(12)
Contributions by employer, including unfunded	166	260
Contributions by scheme participants and other employers	38	46
Benefits paid plus unfunded net of transfers in	(807)	(928)
Closing fair value of scheme assets	19,459	18,881
d. The amounts included within the Statement of Financial Activities		
Service cost	135	226
Net interest on the defined benefit (asset)/liability	(226)	(57)
Administration expenses	17	12
Total amount charged within net incoming resources	(74)	181
Net actuarial (gains) recognised in the year	-	-

The School expects to contribute £156,000 in 2023/24.

SEVENOAKS SCHOOL
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 JULY 2024

23. PENSION SCHEMES (Continued)

	2024 £'000	2023 £'000
e. Reconciliation of movements in Present Value of Plan Liabilities and Assets		
Net (asset) at beginning of year	(4,280)	(1,535)
Movements in the year:		
Employer's current service cost	135	226
Employer's contribution	(166)	(260)
Expected net interest on plan assets	226	57
Actual net interest less expected net interest on plan assets	(667)	350
Changes in assumptions underlying the plan liabilities	350	(3,118)
Net (asset) at the end of the year	(4,402)	(4,280)

The net asset of £4,402,000 is not recognised as a defined benefit plan asset in the balance sheet, in accordance with FRS 102, as the School is unable to recover the surplus, either through reduced contributions in the future or through refunds from the plan.

f. The major categories of scheme assets as percentage of total assets

	2024 %	2023 %
Equities	57%	64%
Gilts	7%	1%
Other bonds	14%	14%
Property	9%	10%
Cash	3%	1%
Absolute return fund	5%	7%
Infrastructure	5%	3%
	100%	100%

The actual return on scheme assets is estimated to be 6.44% in the year ended 31 July 2023.

g. Principal actuarial assumptions at the balance sheet date

Financial assumptions

Discount rate	5.00%	5.20%
Rate of increase in salaries	3.85%	3.80%
Rate of increase in payment of pensions	2.85%	2.80%

Assumed life expectancy in years at age 65:

Non pensioners		
Females	24.7	24.6
Males	22.0	22.0
Pensioners		
Females	23.3	23.2
Males	20.7	20.7

SEVENOAKS SCHOOL
NOTES TO THE FINANCIAL STATEMENTS
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23. PENSION SCHEMES (Continued)

h. History of experience gains and losses

	2024	2023	2022	2021	2020	2019
	£'000	£'000	£'000	£'000	£'000	£'000
Defined benefit obligation	(15,057)	(14,601)	(17,880)	(24,933)	(23,744)	(20,500)
Plan assets	19,459	18,881	19,415	20,176	17,535	17,180
Surplus / (Deficit)	4,402	4,280	1,535	(4,757)	(6,209)	(3,320)
Experience adjustments on plan liabilities	62	(1,844)	(53)	397	(778)	-

Defined contribution scheme

The Sevenoaks School Group Personal Pension Plan (GPP) started in April 2010. This is a money purchase group personal pension scheme managed by Aegon. Members of the contractually enrolled scheme pay a minimum of 4% of their pensionable salary with no maximum limit. The School matches each member's contribution, up to a limit of 7% (formerly 6%). Members of the GPP scheme receive a death-in-service benefit of 3 times salary.

There is a sub-section of the GPP scheme for auto-enrolment. Members of the auto-enrolled scheme currently pay 5% of their pensionable salary.

Members may contract to exchange salary for higher pension contribution. Employers' contributions are charged in the Statement of Financial Activities in the period in which the salaries to which they relate are due. Employers' contributions in the year amounted to £164k (2023: £241k). At 31 July 2024 there were £Nil accrued pension contributions for this scheme (2023: £Nil).

SEVENOAKS SCHOOL
NOTES TO THE FINANCIAL STATEMENTS
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24. SUBSIDIARIES

The School owns all the issued share capital of a trading company Sennocke Services Limited, company number 1980362 incorporated in England, which carries out the commercial trading services of Sevenoaks School. The School receives any surpluses earned by the company as a gift-aided donation. The financial statements of the company for the year to 31 July 2024, which are not consolidated with the School financial statements, showed the following position:

	2024 £	2023 £
PROFIT AND LOSS ACCOUNT		
Turnover	493,153	412,369
Operating costs	(281,799)	(209,306)
	<u>211,354</u>	<u>203,063</u>
Profit from continuing activities	211,354	203,063
Deposit interest received	-	-
	<u>211,354</u>	<u>203,063</u>
 Gift aided donation (Gross)	 (211,354)	 (203,063)
	<u>-</u>	<u>-</u>
Profit after payment of covenant	-	-
Balance brought forward	15,000	15,000
	<u>15,000</u>	<u>15,000</u>
Balance carried forward	15,000	15,000
 BALANCE SHEET		
CURRENT ASSETS		
Debtors	24,367	80,134
Cash at bank and in hand	253,812	181,790
	<u>278,179</u>	<u>261,924</u>
CREDITORS: Amounts falling due within one year	(263,177)	(246,922)
	<u>15,002</u>	<u>15,002</u>
Net current assets	15,002	15,002
 TOTAL NET ASSETS	 15,002	 15,002
 CAPITAL AND RESERVES		
Called up share capital	2	2
Profit and loss account	15,000	15,000
	<u>15,002</u>	<u>15,002</u>

No management charges were paid by Sennocke Services Limited to the School during the year (2023: £Nil). At 31 July 2024 a balance of £238,497 (2023: £226,079) was owed to the School.

25. RELATED PARTY TRANSACTIONS

Sevenoaks School is the educational sponsor of Knole Academy. The Headmaster and the Senior Deputy Head of Sevenoaks School are also Governors of Knole Academy.

SEVENOAKS SCHOOL
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 JULY 2024

26. STATEMENT OF FINANCIAL ACTIVITIES - COMPARATIVE FIGURES BY FUND TYPE
FOR THE YEAR ENDED 31 JULY 2023

	Unrestricted funds £'000	Restricted funds £'000	Total funds £'000
Income from:			
Charitable activities			
School fees receivable	36,165	-	36,165
Ancilliary trading income	3,741	-	3,741
Other trading activities			
Charitable trading income	1,911	-	1,911
Investments			-
Investment income	-	32	32
Bank and other interest	477	-	477
Voluntary sources			
Grants and donations	203	685	888
Total incoming resources	42,497	717	43,214
Expenditure on:			
Raising funds			
Charitable trading costs	(855)	-	(855)
Financing costs	(35)	-	(35)
Total deductible costs	(890)	-	(890)
Charitable activities			
Education and grant making	(40,189)	(573)	(40,762)
Total expenditure	(41,079)	(573)	(41,652)
Net incoming funds from operations before transfers and investment gains	1,418	144	1,562
Gains on investments	-	(22)	(22)
Transfers between funds	117	(117)	-
Net loss	1,535	5	1,540
Pension scheme actuarial gains	-	-	-
Net movement in funds for the year	1,535	5	1,540
Fund balances brought forward 1 August 2022	28,610	1,462	30,072
Fund balances carried forward 31 July 2023	30,145	1,467	31,612

Accounts

SEVENOAKS SCHOOL



ANNUAL REPORT AND FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 JULY 2023



SEVENOAKS SCHOOL

ANNUAL REPORT AND FINANCIAL STATEMENTS

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SEVENOAKS SCHOOL
GOVERNORS, DIRECTORS, CHARITY TRUSTEES
YEAR ENDED 31 JULY 2023

GOVERNORS, DIRECTORS AND CHARITY TRUSTEES

The Governors of Sevenoaks School ("the School") are the School's charity trustees under charity law and the directors of the charitable company. The members of the Governing Body who served in office during the year and subsequently are detailed below.

		(1) Ed	(2) FP	(3) Gov	(4) PB
A C Beckett (Chair)		•		•	
C P Gill (Vice-Chair)	Elected for a second term, commencing January 2023		•	•	•
K Allen *	Joined the Governance Committee in May 2023		•	•	•
C E B Barda	Appointed as a Governor in June 2023		•		
R S M Best		•		•	
T A B Boulton	Retired as Governor in December 2022	•		•	
J G Davies	Elected for a second term, commencing January 2023			•	•
A Eastman	Appointed as a Governor in January 2023	•			
E J Ecclestone*		•			•
C W Houghteling	Appointed as a Governor in January 2023			•	
G A Innes			•		
J F J London	Retired as a Governor at the end of July 2023		•		•
P J Luxmoore		•			
M L McInerney		•			•
M S Merson			•		
A Timms			•		
A P S Yuravlivker			•		

- (1) Members of the Education Committee
(2) Members of the Finance & Property Committee
(3) Members of the Governance Committee
(4) Members of the Public Benefit Committee
* Parent of pupil at the School during the financial year

During the year the activities of the Governing Body were carried out through four committees. The membership of these committees is shown above for each Governor. In December 2022 the Governing Body agreed to wind down the Public Benefit Committee (PBC). This reflects the success of the PBC in raising the profile of public benefit, which is now a key focus of the School strategy and future fundraising efforts, and is reflected most especially in the work of the Institute of Service and Partnerships and the new Financial Assistance with Fees Policy.

This year the new role of Associate Member was created by the Board. This unremunerated role is a one year post, to cover a specific expertise or for individuals who may not have capacity to take on the full responsibility of a Governor. The Associate Member does not hold either the responsibilities or the decision making powers of a Governor and are not company directors or charity trustees. In June 2023 Matthew Proctor joined as an Associate Member, attending the FPC and Board Meetings.

Under the School's Memorandum and Articles, the following bodies each nominate a Governor:

- **Sevenoaks District Council** - J F J London, the tenure of Cllr London ended in July 2023. A successor is currently being sought
- **The Master and Fellows of Jesus College in the University of Cambridge** - Prof Wilson retired in June 2022 leaving a vacancy in the office of Nominated Governor
- **The President and Fellows of St John's College in the University of Oxford** - A Timms
- **The Trustees for the time being of the Will of Charles Plumptre Johnson** - G A Innes

SEVENOAKS SCHOOL
OFFICERS AND ADVISERS
YEAR ENDED 31 JULY 2023

OFFICERS (currently and throughout the year)

J R Elzinga AB MSt FCCT	Headmaster
Dr B McClure* MA MPhil	Bursar and Clerk to the Governors (Maternity Leave, March 2023) (*name change to McAhron, with effect from 16 th May 2023)
D Davies BA MSc ACMA CGMA	Interim Bursar and Clerk to the Governors (maternity cover)

ADVISERS

Principal address and Registered Office	Sevenoaks School High Street Sevenoaks Kent TN13 1HU
Auditor	Crowe U.K. LLP 55 Ludgate Hill London EC4M 7JW
Bankers	National Westminster Bank PLC 67 High Street Sevenoaks Kent TN13 1LA
Solicitors	Knocker & Foskett The Red House Sevenoaks Kent TN13 1JL
Insurance Brokers	Aon Risk Services Ltd Somerset House London Road Redhill Surrey RH1 1LU
Chartered Surveyors	Ibbett Mosely 125 High Street Sevenoaks Kent TN13 1UT
Website	www.sevenoaksschool.org

SEVENOAKS SCHOOL

ANNUAL REPORT OF THE GOVERNORS

YEAR ENDED 31 JULY 2023

The members of Sevenoaks School Governing Body present their Annual Report for the year ended 31 July 2023 under the Charities Act 2011, including the Directors' and Strategic Reports, under the Companies Act 2006, together with the audited financial statements for the year.

REFERENCE AND ADMINISTRATIVE INFORMATION

Sevenoaks School ("the School") was founded in 1432. It is constituted as a company limited by guarantee registered in England, No. 4908949, and is registered with the Charity Commission under Charity No. 1101358.

Details of the members of the Governing Body, together with the School's officers and principal advisers, are given on pages 1 and 2.

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing Document

The company is governed by its Memorandum and Articles of Association, last amended on 19 June 2014.

Governing Body

The Governing Body is self-appointing, and its members are appointed for five years. Members may be re-elected for a further five years. New members of the Governing Body are elected at the Annual General Meeting of the company on the recommendation of the Governing Body, who will have received proposals from the Governance Committee. In making these nominations, account is taken of eligibility, personal competence, specialist skills, diversity, and availability. The Governors have regard to the Charity Governance Code published in 2017, as updated in 2020, which sets out the principles and recommended practice for good governance within the sector.

Recruitment and Training of Governors

A new induction process was implemented this year to introduce new Governors into the workings of the School, including strategy, risk, Governing Body policy and procedures and to meet with key School stakeholders. Training opportunities for Governors are identified, particularly in key areas such as safeguarding. Additionally, some Governors took advantage of the opportunity to undertake training arranged by the Association of Governing Bodies of Independent Schools (AGBIS) and by the Boarding Schools' Association. The purpose of the training is to keep Governors informed and updated on current issues in the sector and regulatory requirements. During the school year 2022/23, the Governing Body achieved a certificate in the AGBIS/HMC Good Governance Programme having completed all modules of the programme. The certificate is valid for three years.

Organisational Management

The members of the Governing Body, as the charity trustees, are legally responsible for the overall management and control of the School. They meet three times a year. Additionally, there are four sub-committees which have delegated oversight of specific areas on behalf of the Governing Body:

- The Governance Committee is responsible for maintaining and enhancing good governance. It does so by keeping governance procedures under review and considering proposals for improvements. Periodically it reviews the composition of the Governing Body to ensure that a broad range of complementary skills and experience is represented. The Governance Committee is chaired by Alison Beckett, Chair of Governors.
- The Education Committee provides a forum for oversight and discussion of the School's educational aims and achievements and assists the Headmaster and management team in reviewing educational and pastoral policies. The Education Committee is chaired by Eliza Ecclestone.
- The Finance and Property Committee is responsible for the review of the School's medium and long term financial and capital plans, budgets, and cash flows. The Committee also supervises and recommends the audited financial statements and annual report for approval by the Governing Body. Any School policies or initiatives that have a significant financial impact are considered by the Committee before being presented to the full Governing Body. The Finance & Property Committee is chaired by Mark Merson.
- The Public Benefit Committee reviewed the School's service and partnership activities and other public benefit activities and ensured that these were in keeping with the charitable objects of Sevenoaks School. The Public Benefit Committee was chaired by John Davies. In December 2022 the Governing Body agreed to wind down the Public Benefit Committee.

From time to time, Governors meet with members of the management team outside the normal schedule to discuss strategy or other important issues. Governors may also sit on steering groups or working groups to examine particular issues, for example during 2022/23 this included participating in a Steering Group led by Sevenoaks School Foundation to oversee the construction of a New Girls' Boarding House.

SEVENOAKS SCHOOL

ANNUAL REPORT OF THE GOVERNORS

YEAR ENDED 31 JULY 2023

The day-to-day running of the School is delegated to the Headmaster and Bursar. They are supported by their Senior Management Teams and together this group are the key management personnel. The Headmaster and Bursar attend all meetings of the Governing Body and the Governing Body's Committees.

Remuneration policy is set by the Governing Body with the objective of rewarding staff fairly and reasonably. Delivery of the School's charitable vision and purpose is primarily dependent on the performance of the staff and staff costs are the largest single element of the School's charitable expenditure. The appropriateness and relevance of the remuneration policy is reviewed annually having taken account of comparative pay data produced both by the Office for National Statistics and private sector bodies. During 2022/23, the Chair, Alison Beckett, held an advisory group to review and set the remuneration of the Headmaster and Bursar, consisting of the Chair, Vice Chair, Chair of the Finance and Property Committee and a member of the Governance Committee.

Structure and relationships

The School has a wholly owned non-charitable subsidiary, Sennocke Services Limited (SSL). Annual profits of SSL are donated to the School under the Gift Aid Scheme. Consolidated financial statements have not been prepared due to the immateriality of SSL, but the financial result for the period for SSL is included in note 23 to the financial statements. The trading activities of SSL primarily comprise revenue from the letting of School facilities, when not in use by the School, to non-educational entities or individuals. This includes the letting of the Sennocke Sports Centre and The Space Performing Arts Centre.

The School also administers several special trusts, as detailed in Notes 19 to 21 to the financial statements.

Sevenoaks School Foundation ("the Foundation") is an independent charity that was set up in 2004 and registered with the Charity Commission under Charity No. 307923. The Foundation, whose objects mirror those of the School, is the registered owner of the majority of the buildings that form the premises of Sevenoaks School. The aim of the Foundation is to provide support to the Governors of Sevenoaks School in providing a first-class education. The Trustees do so by leasing the buildings in which the School carries out its activities as detailed in Note 18 to the financial statements and by overseeing the work of the Foundation Office in raising the funds necessary to support both new building projects and a widening of access by the award of free and assisted places.

Employment Policy and Employee Engagement

The School is an equal opportunities employer. Having a diverse staff enhances the School community and the School warmly welcome applicants from all backgrounds. Full and fair consideration is given to job applications from all candidates regardless of any protected characteristics and due consideration is given to training and employment needs of all staff. The Governors and senior managers place considerable value on the involvement of the School's employees in the activities of the School and continue to keep them informed on topics affecting them as employees, as well as on matters relating to the operation of the School. A Staff Common Room Committee is the main formal communication forum for teaching staff whilst for support staff there is the Support Staff Council. These bodies allow a two-way flow of information throughout the School and allow staff views to be sought on all types of issues. There are also regular all-staff meetings, through which employees are briefed and their views sought on a wide range of matters affecting the School.

Investment policy and objectives

The officers of the School are empowered by the Governors to manage the School's financial resources by placing deposits with a term of up to 24 months in a limited number of named financial institutions, or by purchasing units in a limited number of named pooled charitable investment funds. The officers of the School are also empowered to comply with alternative investment strategies if required under the terms of a donation or legacy. There is an upper limit of £7.5m in the placement of deposits for each of the approved institutions. Resources invested in pooled charitable investment funds are held for the long term and are traded only if a fund's performance is repeatedly below sector expectations. The investment strategy and policy are monitored by the Finance and Property Committee, as is investment performance, which is reported below, within the Strategic Report.

AIMS AND OBJECTS

Charitable Objects

The objects of the company are to advance education by the provision of a day and boarding school in or near Sevenoaks and by ancillary or incidental educational activities and other associated activities for the benefit of the community and, in selecting pupils to attend the School, preference shall be given to boys and girls who are, or who have a parent or parents, resident in the designated area. In this context, the designated area is defined as Sevenoaks and the immediately surrounding area. The Governors are mindful of the long-standing need to provide public benefit and of the requirements of the Charities Act 2011. In this regard the Governors have monitored closely the guidance on public benefit produced by the Charity Commission together with its supplemental guidance on fee-charging.

Aims and Intended Impact

Within the objects, it is the policy of the School to discover and develop to the full the academic and co-curricular potential

SEVENOAKS SCHOOL

ANNUAL REPORT OF THE GOVERNORS

YEAR ENDED 31 JULY 2023

of each pupil. The School also seeks to promote the physical and mental health and sense of social responsibility of every student. Within this context, pupils are encouraged to cultivate a strong sense of individual initiative with a sense of responsibility to the community in which they live, and to maintain a balance between self-respect and social concern. Similarly, the School aims to foster a healthy intellectual appetite while, at the same time, establishing the necessary ethical framework within which pupils can develop personally and professionally as citizens of the world. Sevenoaks School is a co-educational community for both day and boarding pupils. These aims are encapsulated in the term a *Sevenoaks Education*.

STRATEGIC REPORT

In March 2022 the Board of Governors approved the new School strategy, *Sevenoaks 600*. As the School looks ahead to its 600th anniversary in 2032, *Sevenoaks 600* will guide its evolution over the coming decade. The vision for Sevenoaks School in 2032 is to empower students from all backgrounds with the knowledge, understanding and confidence to flourish and make a difference, such that the School is recognised globally as exceptional, innovative and inclusive. The School is committed to being a community that is pioneering, inclusive, responsible and sustainable, and these principles will guide its decision-making as it works towards delivering its vision for the School's future.

OBJECTIVES FOR THE YEAR

The Governors' objectives for the academic year 2022/23 were:

1. **Ensuring the School's financial stability:** To support the Executive in bringing the School back onto a positive financial trajectory and to rebuild reserves over the mid-term.
2. **Strategic planning:** To support the Executive to advance *Sevenoaks 600* into sensibly phased and affordable plans.
3. **Good governance:** To respond to recommendations from the AGBIS Governance Effectiveness Review carried out in September 2022.

Strategies to Achieve the Year's Objectives

In pursuing the School's objectives, Governors have made use of established sub-committees, as well as participating in steering groups or working groups consisting of Governors and senior members of staff. Governors have also worked with the Trustees of Sevenoaks School Foundation. Where it has proved necessary, specialist advice has been sought. To assist in the delivery of physical facilities, professional advice has been taken from a range of consultants, as well as employing contractors.

Performance Against Objectives

1. **To Ensure the School's financial stability:** This year the School has faced significant external financial threats including high inflation. The School's budget for 2022/23 anticipated a surplus (or NIR) significantly below the sector benchmarking target as increases in the cost base, particularly regarding catering and maintenance, were expected to offset to some degree improved fee income. However, strict control of employee costs and a successful summer courses programme have brought better than expected results and, when coupled with a prudent capital expenditure programme, leaves the School with appropriate cash reserves. Significant external threats such as the potential for VAT on school fees, the School loss of business rate relief, and a rising cost base remain and strong financial management will be required to ensure that the School's reserves can meet future investment needs.
2. **Strategic Planning:** The new School strategy *Sevenoaks 600* was finalised and approved by the Board in March 2022. Implementation in all key areas of the strategy have progressed well this year. This includes:
 - Diverse and Inclusive: Good progress has been made in establishing the campaign to build a permanent endowment to support financially assisted places. This includes a comprehensive review carried out by specialists, More Partnership, resulting in a set of key recommendations in the development of operational strategies and plans and establishing both a Campaign Steering Group and Endowment Working Group.
 - Equity, Diversity and Inclusion: Working groups covering protected characteristics are in place with many initiatives successfully implemented; the Behaviour Policy has been rewritten and a new Transgender Policy is in place.
 - Sustainability Committees have been restructured and a plan identified to reduce energy consumption and waste and generate renewable energy with the aim to significantly reduce the School's carbon footprint by 2032.
 - The School's Institute of Service and Partnership's has a new structure which reflects the strategic aims of *Sevenoaks 600*. A new Director of Service and Partnerships has been recruited and will start in the Michaelmas term 2023.
3. **Good governance:** An external review of the Board's governance effectiveness took place in September 2022 by AGBIS. The findings of the review were very positive and commented on the "high standard" of the governance at the

SEVENOAKS SCHOOL

ANNUAL REPORT OF THE GOVERNORS

YEAR ENDED 31 JULY 2023

School. The majority of the recommendations contained in the report have now been implemented, this includes: increasing Governor numbers; revising the Board and Committee Terms of Reference and a new Governor's Handbook has been established. The Governing Body were delighted to receive the *School of the Year* award from AGBIS in the Lent term, in recognition of the high quality of governance at the School.

Promotion of the success of the organisation to benefit its members

The Governors confirm that in accordance with Section 172 (1) of the Companies Act they act in a way they consider would be most likely to achieve the charitable objects of the company. In making this assessment the Governors have considered the following:

a. The likely consequences of any decision in the long term

The long-term sustainability of the operating model is considered by the Governors as set out in the going concern section of the Governors' Report. Specifically, the Governors consider both short- and longer-term financial projections and the key risks that could negatively impact the sustainability of Sevenoaks School. The Governors review management information, budgets, forecasts, cash flow projections and progress against the financial plan on a regular basis. Risk management is embedded at all levels across the company. The most significant risks are discussed at each Board meeting. See page 13 for further details.

b. The interests of the company's employees

In relation to employee engagement, the Governors receive regular reports from management on the perspectives of staff. There is regular consultation with staff through a Staff Common Room (SCR) and Support Staff Council (SSC). The School received the Wellbeing Award for Schools (2021-2024) in recognition of its work towards ensuring every member of the School community is supported and can flourish. The award recognises good practice, whilst also highlighting important areas for improvement. A new Staff Wellbeing Policy was implemented in June 2022. The School has thirty-four staff who are trained mental health firstaiders. The School has been shortlisted for Independent School of the Year for Student Wellbeing in 2023.

The School has complied with the UK's Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 which requires the publication of information on the gender pay gap for UK employees annually. The School's report is available on the Sevenoaks School website.

c. The need to foster the company's business relationships with suppliers, customers, and others

Sevenoaks School is committed to ensuring that its mission and values are reflected in its approach to buying goods and services and Sevenoaks School is transparent with information and prides itself on building mutually beneficial relationships.

d. The impact of the company's operations on the community and the environment

The company has completed the Energy Savings Opportunity Scheme (ESOS) reporting requirements and is now reporting under the Streamlined Energy and Carbon Reporting (SECR). Decarbonising the campus is a stated aim of the School's new strategy, and work has begun to develop a roadmap towards becoming a carbon net zero community, to be overseen by a Sustainability Steering Group.

The School's considerable contribution to the local community is set out in sections which follow and includes partnership work and support to local state funded schools. The School's voluntary service ethos supports a wide range of contributions which are also described.

e. The desirability of the company maintaining a reputation for high standards of business conduct

Sevenoaks School seeks to promote and apply the highest standards of business conduct and adheres to all applicable laws and regulations relating to fraud, bribery, and corruption wherever it operates (including the UK Fraud Act 2006 and Bribery Act 2010 which applies to Sevenoaks School's operations both in the UK and globally).

f. The need to act fairly as between members of the company.

The Governors have a conflicts of interest policy. All Governors are required to make an annual declaration of business interests and declare if there is any conflict of interest relating to any item on the agenda at each meeting.

REVIEW OF ACHIEVEMENTS AND PERFORMANCE FOR THE YEAR

Public Benefit

The imperative of delivering public benefit is woven throughout the School's activities and enshrined at the heart of the *Sevenoaks 600* strategy. The School is proactive in seeking to make a significant contribution for the benefit of its communities in accordance with its charitable objects and has taken careful consideration of the Charity Commission guidance in deciding what educational and ancillary activities the charity should undertake. In the following report, therefore, the School's achievements and performance are reviewed through a lens of public benefit, including: advancing education; widening opportunity through offering free and assisted places; a distinctive student service programme; sharing resources

SEVENOAKS SCHOOL

ANNUAL REPORT OF THE GOVERNORS

YEAR ENDED 31 JULY 2023

and expertise through partnerships; and providing free or subsidised use of School facilities by other schools and community groups.

Advancing education

Founded in 1432, Sevenoaks School enjoys the distinction of being one of the UK's longest established schools. A tradition of innovation and excellence has seen Sevenoaks develop into a co-educational day and boarding school, its constituency extending both locally and internationally. The School offers a rigorous as well as a broad education for pupils from the age of 11 to 18 and in particular has developed a worldwide reputation as a centre of excellence and as a flagship for the International Baccalaureate. 1181 students attended the School during 2022/23. The School actively seeks to maintain gender balance, with 557 female students and 624 male students. A third of the students (387) were boarders, comprising 170 female and 217 male students. In advancing education, the School relieves public funds of considerable expense.

The School continues its outstanding record of integrating academic achievement, pastoral care and co-curricular opportunity. The School was awarded the top Co-Educational Independent School of the Year in the Sunday Times Parent Power 2023 Guide and the School of the Year 2022 by Spears Magazine. Our professional team of specialist tutors, boarding house staff and year heads ensures that our pupils are happy and receive expert care and support, while the mutual respect shared by students and staff helps to generate an atmosphere of friendliness. The School's campus offers a safe, attractive environment in which to learn and grow. State-of-the-art facilities, together with high level instruction, provide rich opportunities for pupils to participate in a wide variety of sports, the performing arts and many other activities.

Every pupil is encouraged to be curious, creative, critically aware, and to develop his or her passion and talent to the full. Life is fast-paced and dynamic, and expectations are high. At the same time, the School cultivates in its pupils the habit of reflecting on their learning and on the way they behave and perform. While distinctively forward-looking, the School continues to value its alumni, who return for regular matches, social events and anniversary dinners, and whose presence is strongly felt and recorded in the inclusive School publications.

The School's international outlook promotes the principles of tolerance and open-mindedness. Regular assemblies, tutor group meetings and a programme of talks help to foster the social and emotional welfare of students, while a long tradition of service and local and international charity projects advances a core set of values across the student body. Ambitious but principled, confident and compassionate, Sevenoaks students are prepared for leadership in an ever more complex world.

All Sixth Form students pursue the International Baccalaureate Diploma, a programme the School has delivered for over 40 years. The Diploma represents, in the School's view, the best preparation for university and for work in a world of global competition. Students leave Sevenoaks to study a wide range of courses at top universities in the UK, the US and elsewhere. They do so with an enlarged capacity for independent thought and intellectual risk-taking, a strong appetite for learning, and equipped with the skills and personal qualities necessary for a happy and successful life.

We are pleased by the academic results of both U6th and Y11 this year. Both year groups have had to cope with a lot of disruption to their studies, but they have shown great resilience and determination. In particular, for many of the U6th, this examination session was their first experience of full public exams because of the way grades were awarded in 2021.

All 231 who students were entered for the IB Diploma, achieved the Diploma– this is a significant achievement. Our IB points average stands at 39.0 out of a maximum of 45, well above the world average of 30.2, and in-line with our pre-pandemic averages.

1,790 GCSE or IGCSE qualifications were taken by 175 students. 86.1% (before remarks) were graded a 7,8 or 9. Whilst down from 2022's stunning 96.0%, it is not out-of-line with 2019's 87.7% (pre-pandemic). 43.0% of results were graded at 9.

In 2022/23, the Higher Education Department supported successful applications by 240 students going to universities in the UK, USA, Canada, Europe and further afield in 2023/24.

The percentage of students progressing to their firm-choice university was 93.5% (230/246). Eight students took up their insurance choice place (8/246, or 3%), eight gained a place via Clearing (8/246 or 3%). Of the cohort who have just applied, 238 are heading straight to university, 2 have a deferred place for 2024 entry and 15 will apply with their IB results.

Widening opportunity through financial assistance with fees

The School was established by William Sevenoke in 1432 as a free school to provide an education for young scholars regardless of their financial background, and the School is committed to respecting that heritage. Over the past 10 years the School has significantly increased the number of students receiving full or partial financial assistance from 17 to 68 in 2022/23 at a cost of £1.753m. Funded by both the School and the Sevenoaks School Foundation, these students benefit from the outstanding educational opportunities offered by the School, and the whole community benefits from the greater diversity of backgrounds and perspectives. A priority objective within the *Sevenoaks 600* strategy is to fundraise for an endowment that will provide financial assistance for students in perpetuity, with the ambitious long-term vision to move towards needs-blind admissions. This year, the Sevenoaks School Foundation has taken steps towards establishing a permanent endowment fund – campaign specialists have been engaged; the Foundation office team is growing to ensure it has the right level of resource, skills and experience; and the optimum framework of the Fund is being considered.

Since 2016 the School has also partnered with the Royal National Children's SpringBoard Foundation, the UK's largest boarding school bursary charity. The aim is to match children to the right boarding schools to achieve life-transforming

SEVENOAKS SCHOOL

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outcomes for students, and to provide for a 'ripple effect' whereby those students raise aspiration with their home communities. This education can provide young people with the opportunity to access a future not tied to where they started in life. Currently there are three Royal SpringBoard students at Sevenoaks School who are supported by full boarding bursaries from the Sevenoaks School Foundation.

Student Service Programme

The Institute of Service and Partnerships (ISP) continues to create positive, inclusive and sustainable social change through educational innovation and collaboration.

Key aims:

1. To support students in developing the knowledge, skills and insight needed to become informed and active local and global citizens.
2. To work with partners in creating transformational educational opportunities in Kent and beyond.
3. To act as an organisational role model for members of the School and wider community with regard to social and environmental impact.
4. To work with others to advance practice in service and partnerships across the national and international education sectors.

Service Afternoons: In 2022/2023 the Thursday afternoon Service programme engaged over 460 students in years 10-13 in 45 different service projects. Students in total worked for over 33,000 hours with local partner schools and community groups or organisations advocating wider causes and developing their skills and understanding. As always, the service projects are diverse in nature, and include:

- Educational partnerships: Junior Science, Minimus Latin, EduLit, EduSTEM, Fuse Schools, Pen Disco, Classroom Support, PE, Language Support, Chess, Coding/Robotics, Art for the Community, Primary Music, Gamelan.
- Environmental action: The Green Team (including a newly established clothes Swap Shop), The Blue Team, Action for Biodiversity. We now run an established allotment and fresh produce is regularly harvested and donated to the Sevenoaks Larder, a local charity.
- Equity Diversity and Inclusion: Linking Ages (and the newly developed Life Stories project), Conflict and Rebuilding, the Local Action team, Music Performance Group, Kent Academies Network, MUN, Riding for the Disabled, Video Production, Breaking Good (open source science project)
- Social Leadership: Social Leadership Programme (Years 10-13 for all schools across Kent): This programme involved a set of 10 online workshops with active practitioners in social entrepreneurship. Students participating in 2022/2023 were from a range of schools including, the Judd School, Sevenoaks School, Hillview School, Knole Academy, Walthamstow Hall and Kent College.
- Fundraising: In total, through cash donations and online appeals School students raised over £70,000. The School's British Red Cross Ukraine Crisis Appeal has raised in excess of £32,000.

Sharing resources and expertise through partnerships: The School's strategic vision reinforces its commitment to share its educational expertise and other resources with schools and other partners, providing opportunities for children and teachers to take part in a shared programme of teaching and learning events and co-curricular activities.

Sevenoaks Primary Partnership: Over 50 events totaling over 250 hours were held in support of the Sevenoaks Primary Partnership. These events mostly involve hosting meetings for teachers and headteachers within the partnership, alongside a number of sports events such as water polo, aqua splash, triathlon, and netball events.

High Achieving Pupils Summer School August 2023: In August, the School once again held its annual summer school for high achieving pupils from local primary schools. 124 Year 4 and 5 pupils from Partnership Primary Schools took part in at least one of the Maths, Science, Art, Music and Drama courses.

STEM Week: This week consisted of a series of interactive shows in the Pamoja Hall, workshops and lessons across physics, biology and chemistry, and Careers talks. Over 2000 students from over 20 schools across the Sevenoaks community signed up to join us throughout the week.

Education boxes: A Sevenoaks Education Box is a collection of subject-specific classroom resources available on loan to schools. In 2022/23, 33 different schools and organisations borrowed one of the Education Boxes; and in total, there were 79 bookings.

Facilities: The School's facilities and grounds, in particular the Performing Arts Centre and Sennocke Sports Centre, are made available to local schools and community groups such as The Weald Primary School, Anthony Roper School, Sevenoaks Hockey Club, Sevenoaks Athletic Club, Sevenoaks Powerchair Football Club, and Sevenoaks Round Table. The School's music concerts are open to the public.

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Kent Academies Network (KAN): KAN aims to remove barriers to Higher Education by developing pupils' confidence, knowledge, and agency so that they can set ambitious goals, and ultimately reach them. Our Core and Aspire programmes are both 4 years long and involve students who meet eligibility criteria from Knole Academy, Skinners, Marsh, Oasis Isle of Sheppey and John Wallis. There are 81 students in the 2020-2023 cohorts, of whom 67% are first generation university students. 98% of alumni have gone on to study for a degree or degree apprenticeship. Increasingly we are seeing more alumni return to work as mentors. For more information, please see the website and our KAN impact reports.

Knole Academy: This School has a strong partnership with Knole Academy, including:

- Governance: The Headmaster and the Senior Deputy Head are Governors of Knole Academy and are on the Teaching and Learning governance committee, the Chair of the Board of Governors is a member of the Knole Academy Trust; previous Acting Head Ms Theresa Homewood is Chair of Governors.
- Knole Academy students are involved in the Kent Academies Network;
- Teaching and IB support, from members of the English, Physics, Maths and Chemistry departments.
- Higher Education Consultancy.

Valence School: We have enjoyed a closer partnership with Valence School. A large number of service students attend each Thursday afternoon. Valence also come to Sevenoaks for sports competitions and afternoons. This year, we offered Science support onsite at Valence from our Head of Biology, and welcomed some Valence students back into our labs for a morning of onsite Biology.

Links with other Charitable Bodies

The School has links with other charitable bodies, including Sevenoaks School Foundation (Registered Charity No. 307923), an independent charity whose objects mirror those of the School. In 2022/23, the Foundation made grants of £462,123 (2021/22: £499,000) to the School for bursaries and scholarships. A further £100,884 (2021/22: £58,000) was granted by the Foundation to fund residential trips and other extra-curricular activities for bursary award holders.

The School also has a long relationship with Sevenoaks Almshouses, an independent but neighbouring charity with a shared history, that provides affordable housing for people of retirement age. The School nominates two trustees and provides a range of support services.

Sustainability

Sustainability is a strategic pillar of the *Sevenoaks 600* strategy. This year the sustainability agenda has progressed further through the three workstreams: 'sustainable campus', 'sustainable curriculum' and 'sustainable community' as follows:

Sustainable campus: The School continues to work towards becoming a carbon net zero community and campus. Good progress is being made in understanding the necessary steps in the journey to carbon net zero and the most effective methods to achieve this. The School commissioned a specialist report on direct and indirect emissions which provided an overarching strategy based on the ages of the School buildings across campus and the current heating systems. The next step of creating an action plan to make improvements for decarbonisation is now underway. Some recent campus improvements include:

- New builds: Aisher House and the forthcoming New House were designed to *Passivhaus* principles using a fully electric approach. Aisher House achieved a BREEAM (Building Research Establishment Environmental Assessment Method) rating of 'Excellent'.
- In all refurbishment projects, attention has been focussed on improvements to the thermal efficiency of the building. These improvements include better insulation, double or secondary glazing, and improved ventilation.
- A new composter will provide a solution for the disposal of green waste from the gardens and food waste, whilst creating compost for use by the Grounds and Gardens Teams.
- A rolling programme of lighting upgrades will replace soon-to-be obsolescent fluorescent lighting with low energy long life LED lighting.
- Plans are underway for solar panels to be installed on the roof of the Sennocke Centre.

A further report has been commissioned on the School's Scope 3 emissions, including the procurement of goods and services, transport, travel and waste. The Sustainability Steering Group will use this information to advise future carbon emissions reduction strategies.

Sustainable curriculum: The School is conducting an audit of how sustainability is embedded within its curriculum and co-curriculum, and how students are supported to engage with sustainability as a defining challenge of their generation. The School is committed to empowering students to be sustainability leaders in their future work and lives.

Sustainable community: As a School, there is a responsibility to respond to and nurture the passion many young people have for environmental sustainability. The School has a well-established student EcoCommittee through which students develop projects to drive awareness about how individual behaviours can contribute to sustainability efforts. The School also has student-led groups and campaigns including EcoCommittee Green Team, Action for Biodiversity, Footprint Facts, Uocean, EduSTEM, Eco Ambassadors and Green Flag. Topics currently under discussion include School trips, search engine choice and recycling on campus.

There is still much to be done, but we are beginning to make a difference as we translate our strategies into decarbonisation

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initiatives.

New Girls' Boarding House

The completion of the New Girls' Boarding House, which was scheduled for April 2023, was delayed. Its construction was significantly impacted by a range of factors, including excessive wet weather conditions. The School, the Steering Group and Design Team continue to work closely with the Contractor to achieve completion as soon as practically possible, whilst ensuring that the quality and structural integrity of the building is not compromised. Alternative accommodation of a high standard has been found for the displaced students within the school site, and a revised completion date is being scheduled for Spring 2024.

Investment Performance

The School holds the majority of its restricted funds in long term investments, mainly in the form of pooled charitable investment funds, which yielded an average loss of 2.2% for the year ended 31 July 2023 (2021/22: average loss 1.3%). The dividend income was available to be applied to the purposes of the various funds. Governors anticipate future performance to be in line with their investment objective of preserving the capital value with a minimum level of risk.

Unrestricted funds are held in bank deposits for operational liquidity purposes and for short to medium term application to planned improvements to the School's facilities, as well as for capital protection purposes. The Governors will review the investment strategy again over the coming year.

Over the coming year, the School will be working closely with the Sevenoaks School Foundation to develop a responsible investment policy, in anticipation of developing a permanent endowment to provide financial assistance for students.

FINANCIAL REVIEW AND RESULTS FOR THE YEAR

Results

Net incoming funds (before the actuarial gain on pensions and the loss on investments) for the year were £1,156,000 as shown on the Statement of Financial Activities (SOFA) on page 18 (2022: Net outgoing funds £1,211,000). This includes a £203,000 (2021/22: £202,000) surplus from Sennocke Services Limited which is included in the Statement of Financial Activities as an unrestricted donation, with the summary accounts for the entity being disclosed in Note 23 to the financial statements.

Reserves Level and Policy and Financial Viability

The reserves of Sevenoaks School are held in designated funds for fixed assets, buildings and bursaries. The designated fund for fixed assets covers the book value of fixed assets (£20,207,000). Each year reserves equivalent to 3% of gross fee income are transferred to the bursary reserve (£1,156,000) and the cost of bursaries granted (£1,753,000) is set against that fund. In addition, transfers from restricted funds for bursaries for fees and extras, which include grants received from Sevenoaks School Foundation, are allocated to the bursary reserve, to cover the cost to the School of making those additional awards. The balance on the bursary reserve was £540,000 at July 2023 (2022: £1,137,000).

At 31 July 2023, £9,376,000 (2022: £5,657,000) was held in General Funds. The Governors' intention is to hold up to one term's operating costs in General Funds to provide an element of protection in an uncertain economic climate. Despite the current economic uncertainty, the Governors consider the level of reserves to be appropriate. The Governors will continue to keep the level of reserves under review.

Going Concern

The Governors continue to review the long term future and the evolving global economic context on the School's operations and finances. Taking into consideration actions taken to manage costs and to preserve cash, together with the ongoing demand for places, funding facilities available to the School, and future projected cash flows, the Governors have a reasonable expectation that the School has adequate resources to continue its activities for the foreseeable future, and consider that there are no material uncertainties over the School's financial viability. Accordingly, the Governors continue to adopt the going concern basis in preparing the financial statements.

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STREAMLINED ENERGY AND CARBON REPORTING (SECR)

The School's greenhouse gas emissions for the financial year were equivalent to 1,806.87 (2021/22: 1,798.69) tonnes of carbon dioxide which equates to 9,211,428 (2021/22: 9,463,347) kilo-Watt-hours (kWh) of energy. The School has undertaken 7 energy efficiency actions (EEA) in this reporting year.

This information has been compiled in line with the 2019 HM Government Environmental Reporting Guidelines: including Streamlined Energy and Carbon Reporting (SECR). The 2022 UK Government GHG Conversion Factors for Company Reporting have been used to calculate emissions. Energy consumption data has been taken from invoices issued for the financial year and meter readings. Transport energy has been calculated from fuel consumption data in litres for Scope 1 emissions and miles travelled for Scope 3 emissions.

Table 1 shows the GHG emissions for the School in tonnes of carbon dioxide equivalent for the year:

	Emission Source	2022/23 Energy (kWh)	2022/23 Emissions (tCO₂e)	<i>2021/22 Energy (kWh)</i>	<i>2021/22 Emissions (tCO₂e)</i>
Scope 1	Gas Consumption	5,336,073	976.12	6,040,619	1,102.66
	Heating Oil	301,884	77.43	306,489	78.70
	Owned Transport	178,704	44.88	168,452	42.47
	Sub Total	5,816,661	1,098.44	6,515,560	1,223.83
Scope 2	Purchased Electricity	3,296,531	682.63	2,888,303	558.54
Scope 3	Business Travel	98,236	25.81	59,484	16.32
Total Emissions		9,211,428	1,806.87	9,463,347	1,798.69

Table 2 shows the intensity ratios for the School:

Type	2022/23 kWh/Students	2022/23 tCO₂e/Students	<i>2021/22 kWh/Students</i>	<i>2021/22 tCO₂e/Students</i>
Occupancy	7,780	1.53	8,109	1.54

During the year the following efficiency actions were taken:

Category	Title	Description
Lighting	LED upgrades	☐ LED lights are being fitted as an ongoing project throughout the School.
Smart meters	Controlling energy usage	☐ Introduction of smart meters in conjunction with energy providers
New boilers in staff accommodation properties	Heating	☐ Replacement of old boilers with new condensing boilers
Replacement of roof and external window repairs in staff accommodation	Thermal efficiency improvements	☐ Replacement and refurbishment work for three Grade 2 listed residential properties including improved insulation and secondary glazing.
Replacement roof of tuition building	Thermal efficiency improvements	☐ Replacement roof with improved insulation
Repair work to reinstate the solar thermal system on the Performing Arts Centre and PV panels on staff accommodation	Energy efficiency	☐ Increased local production of renewable energy.
Construction of a new boarding house	Thermal efficiency improvements Sustainable heating	☐ Building constructed to passive house standard ☐ Use of air source heat pumps rather than traditional boilers ☐ No fossil fuel (gas/oil) supply installed

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RISK MANAGEMENT

The Governing Body are committed to promoting the safety and welfare of students and all members of the School community. The School's Risk Framework is designed to give the Board visibility of key risks and is organised in a format to bring clarity and support the meaningful discussion of risk.

Risks are organised under the three headings of operational risks, business model risks and external risks, all of which inform the assessment of five top level strategic risks. A summary report is considered termly by the Governance Committee, with the full Risk Framework tabled annually for review by the Governance Committee and subsequently the Board of Governors.

Strategic risks

The five top level strategic risks are: failure in quality of educational provision and experience; drop in high quality applications; failure to recruit, retain and develop world class staff; resources unable to accommodate change; and public perception of the School is negatively affected. At the end of 2022/23, the main strategic risk facing the School is that resources (financial, space, systems, technology, staff or leadership capability) are unable to accommodate the need for change. To manage and mitigate this risk, Governors and the School's executive leadership review the School's financial position regularly, with focused reports scheduled on the campus, technology and staff. Whilst there are no material concerns over the School's long term viability, given the volatility of the external economic and political context, Governors remain acutely aware of the need to manage resources responsibly and sustainably.

Operational risks

Operational risks encompass safety or safeguarding incidents, physical or digital security breaches, negative student or staff behaviour, or failure in educational provision or governance.

Safeguarding and Health and Safety: The School has comprehensive safeguarding and health and safety policies and procedures in place to mitigate risks of a safeguarding or health & safety incident or failure in pastoral care, always in line with national guidance *Keeping Children Safe in Education (KCSIE)*, the National Minimum Boarding Standards, and relevant Health and Safety legislation. The need for vigilance and immediate action, particularly where a child is considered at risk, is continually reinforced through communications and training, led by the Designated Safeguarding Lead and Health & Safety Manager. A secure central repository (CPOMS) is used for the reporting and recording of safeguarding concerns, and a counselling provision is in place to support mental health concerns. Concerns in respect of inappropriate online behaviour by students are dealt with through a programme of educational initiatives, including an online safety week, staff awareness training and information for parents. All staff have been trained on Prevent (the legal requirement to have due regard to preventing people from being drawn into terrorism) and Prevent Duty Guidance has been reflected in the School's safeguarding policy. All staff are required to undertake safeguarding and health & safety training as part of induction, reinforced by annual training, including a requirement to confirm in writing they have read the updated version of KCSIE. All pre-employment checks required from KCSIE are undertaken including DBS with barred list check. Staff are requested to confirm if there has been any change to their DBS status on an annual basis. The Health and Safety Board meets termly and reviews relevant policies, accident reporting, risk assessment processes, and any specific issues or concerns. Both Safeguarding and Health and Safety are reported to Governors on a termly basis, with additional updates if required.

Physical or digital security breaches: A Campus Security Working Group reviews campus-wide security risks and mitigating processes, including aspects such as vehicle movement, alarms, CCTV, visitor and contractor management. The School remains vigilant to cyber-attacks and employs a multi-layered approach to cyber defence. There are regular penetration tests and multi-factor authentication has been rolled out for all staff and students. There is regular training for staff and students on the importance of good cybersecurity practices. A comprehensive IT risk register has been developed.

Negative student or staff behaviour: Staff and student codes of conduct are in place and embedded within induction and admissions processes. The risk of student misconduct is mitigated through robust PSHE (personal, social, health and economic) education and close liaison with parents where there are concerns. The Governing Body approved a new Behaviour Policy at the end of 2022 which incorporates a number of policies relating to conduct, behaviour, rewards and sanctions applicable to students. It includes expectations that should be held by all members of the School community, students and staff.

Failure in educational provision, infrastructure or governance: The spirit of the International Baccalaureate Diploma Programme (IBDP), with its breadth, balance, coherence and interdisciplinary approach, is at the heart of the School's curricular and co-curricular provision. Appropriate teaching provision and quality are closely monitored, the Institute of Teaching and Learning (ITL) supports continued innovation, and staff benefit from ongoing CPD. Regulatory compliance is closely monitored, and an ISI Regulatory Compliance Inspection carried out in June 2022 concluded that the School met all of the required regulatory standards as set out in the Education (Independent School Standards) Regulations 2014, the National Minimum Standards for Boarding School 2015 and associated requirements, with no further action required. A rolling maintenance programme ensures the campus infrastructure is safely maintained. Governors meet regularly to monitor the School's activities and undertake regular training. An external review of governance effectiveness took place in September 2022 which found the governance was of a high standard. The Governing Body completed the AGBIS/HMC Good Governance programme in July 2023, which is valid for three years.

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Business model risks

Business model risks relate to changes in key income flows and cost areas. The School derives the majority of its income from tuition fees, and staffing costs constitute by far the greatest proportion of expenditure.

Cost increases: At the end of 2022/23, the combined economic impact of Brexit, Covid and Russia's invasion of Ukraine are having an effect on inflation, which not only puts pressure on the School's operating budget but also affects parental ability to pay tuition fees and drives up staff salary expectations. In terms of mitigating actions, the School has secured fixed price contracts where possible, processes are being adjusted to ensure enhanced budget monitoring, and the Finance and Property Committee regularly review the longer term financial plan to understand potential impacts should risks materialise, test assumptions and identify further potential mitigating actions should they be required. The School has moved to producing monthly management accounts to support stronger financial management. The School is actively exploring alternative, non-fee revenue streams as a lever for increasing the income of the School and building financial resilience.

Pension cost increases: A further business model risk relates to the anticipated increase in pension costs. The School maintains an active awareness of the increasing cost of the Teachers' Pension Scheme which remains under the review of the Finance and Property Committee.

Change in government policy towards independent schools: There remains an ongoing risk of a change in governmental policy towards independent schools, which may result in the removal of business rate relief and other charitable tax benefits and the addition of VAT on school fees. The School has long sought to mitigate this risk through its significant contribution to public benefit and support for state-funded partner schools; however, Governors recognise that a national policy change is unlikely to take individual school circumstances into account and therefore financial modelling is underway to make provision for this risk should it materialise.

External risks

External risks include regulatory, legal, political, economic or social events or changes beyond the School's control, that have an adverse impact on the School's ability to operate. Specific risks relevant at the close of 2022/23 include:

Global Recession: The School benefits from having a diverse, international community but it does mean that the School may be exposed to the effects of global economic and political events impacting students and their families around the world. This includes the risk that both international and domestic parents may be unable to pay School fees. In response to this, the School continues to diversify to new and growing markets whilst maintaining the Sevenoaks (and immediately surrounding areas) market and continuing to have a strong anchor in the local community. Sound financial robustness and ensuring there are sufficient reserves in place to weather downturns also serve to mitigate against this risk.

Conclusion

In the opinion of the Governors, the School has established a robust Risk Framework and review system, with appropriate resources allocated to mitigating risks to an acceptable level.

FUTURE PLANS

Governing Body Objectives 2023/24

- **Ensuring the School's financial stability:** To support the Executive through the challenging financial environment facing the School, including supporting the Executive to build reserves and achieve a positive financial trajectory.
- **Strategic planning:** Approval of a delivery plan that leads Sevenoaks School to fulfil the strategic aims detailed in *Sevenoaks 600* across all four pillars and makes substantial progress towards a fully-costed financial plan.
- **Alternative Revenue Streams:** As a Board, to explore and support building and implementing a business case for sustainable, alternative, non-fee income streams at Sevenoaks School. Assist the Executive team in putting in place commercial resources and an appropriate risk/reward framework and governance to underpin the business case.

ACCOUNTING AND REPORTING RESPONSIBILITIES

The members of the Governing Body (who are also Directors of Sevenoaks School for the purposes of company law and trustees of the Charity) are responsible for preparing the Annual Report and the financial statements in accordance with applicable law and regulations.

Company law requires the Governing Body to prepare financial statements for each financial year. Under that law the Governing Body has elected to prepare the financial statements in accordance with United Kingdom Generally Accepted Accounting Practice (United Kingdom Accounting Standards and applicable law).

Under company law the Governing Body must not approve the financial statements unless they are satisfied that they give

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a true and fair view of the state of affairs of the charitable company and of the incoming resources and application of resources, including income and expenditure, of the charity for that period. In preparing these financial statements, the members of the Governing Body are required to:

- select the most appropriate accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP;
- make judgements and accounting estimates that are reasonable and prudent
- state whether applicable Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in business.

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

Relevant audit information

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

Approved by the Governing Body of Sevenoaks School on 30 November 2023 including, in their capacity as company directors, approving the Directors' and Strategic Reports contained therein, and signed on its behalf by:



Alison Beckett
Chair of Governing Body

Opinion

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

In our opinion the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 July 2023 and of its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for opinion

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

Conclusions relating to going concern

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

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the 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 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 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:

- adequate and proper accounting records have not been kept; or
- the 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 14, 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.

Details of the extent to which the audit was considered capable of detecting irregularities, including fraud and non-compliance with laws and regulations are set out below.

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/auditors-responsibilities. This description forms part of our auditor's report.

Extent to which the audit was considered capable of detecting irregularities, including fraud

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We identified and assessed the risks of material misstatement of the financial statements from irregularities, whether due to fraud or error, and discussed these between our audit team members. We then designed and performed audit procedures responsive to those risks, including obtaining audit evidence sufficient and appropriate to provide a basis for our opinion.

We obtained an understanding of the legal and regulatory frameworks within which the charitable 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 taxation legislation, together with the Charities SORP (FRS 102). We assessed the required compliance with these laws and regulations as part of our audit procedures on the related financial statement items.

In addition, we considered provisions of other laws and regulations that do not have a direct effect on the financial statements but compliance with which might be fundamental to the charitable company's ability to operate or to avoid a material penalty. We also considered the opportunities and incentives that may exist within the charitable company for fraud. The laws and regulations we considered in this context for the UK operations were The Education (Independent School Standards) Regulations 2014, health and safety legislation and employment legislation.

Auditing standards limit the required audit procedures to identify non-compliance with these laws and regulations to enquiry of the Trustees and other management and inspection of regulatory and legal correspondence, if any.

We identified the greatest risk of material impact on the financial statements from irregularities, including fraud, to be within the timing and recognition of income and the override of controls by management. Our audit procedures to respond to these risks included enquiries of management and the Finance Committee about their own identification and assessment of the risks of irregularities, sample testing on the posting of journals, reviewing accounting estimates for biases, reviewing regulatory correspondence with the Charity Commission, Independent Schools Inspectorate, Ofsted and reading minutes of meetings of those charged with governance.

Independent Auditor's Report to Sevenoaks School (Continued)

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. For example, the further removed non-compliance with laws and regulations (irregularities) is from the events and transactions reflected in the financial statements, the less likely the inherently limited procedures required by auditing standards would identify it. In addition, as with any audit, there remained a higher risk of non-detection of irregularities, as these may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal controls. We are not responsible for preventing non-compliance and cannot be expected to detect non-compliance with all laws and regulations.

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.



Tina Allison
Senior Statutory Auditor
For and on behalf of
Crowe U.K. LLP
Statutory Auditor

London

Date 26 March 2024

SEVENOAKS SCHOOL
STATEMENT OF FINANCIAL ACTIVITIES
(INCORPORATING AN INCOME AND EXPENDITURE ACCOUNT)
FOR THE YEAR ENDED 31 JULY 2023

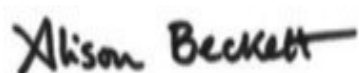
	Notes	Unrestricted funds £'000	Restricted funds £'000	2023 £'000	2022 £'000
Income from:					
Charitable activities					
School fees receivable	2	36,165	-	36,165	33,645
Ancillary trading income	3	3,741	-	3,741	2,277
Other trading activities					
Charitable trading income	4	1,911	-	1,911	881
Investments					
Investment income	5	-	32	32	31
Bank and other interest	6	477	-	477	48
Voluntary sources					
Grants and donations	7	203	685	888	1,069
Total incoming resources		<u>42,497</u>	<u>717</u>	<u>43,214</u>	<u>37,951</u>
Expenditure on:					
Raising funds					
Charitable trading costs	8	(855)	-	(855)	(1,059)
Financing costs	9	(35)	-	(35)	(41)
Total deductible costs		<u>(890)</u>	<u>-</u>	<u>(890)</u>	<u>(1,100)</u>
Charitable activities					
Education and grant making	8	(40,189)	(573)	(40,762)	(38,062)
Total expenditure		<u>(41,079)</u>	<u>(573)</u>	<u>(41,652)</u>	<u>(39,162)</u>
Net incoming/(outgoing) funds from operations before transfers and investment gains		<u>1,418</u>	<u>144</u>	<u>1,562</u>	<u>(1,211)</u>
(Losses) on investments	12	-	(22)	(22)	(13)
Transfers between funds	21	117	(117)	-	-
Net surplus/(loss)		<u>1,535</u>	<u>5</u>	<u>1,540</u>	<u>(1,224)</u>
Pension scheme actuarial gains	22	-	-	-	5,132
Net movement in funds for the year		<u>1,535</u>	<u>5</u>	<u>1,540</u>	<u>3,908</u>
Fund balances brought forward 1 August 2022		28,610	1,462	30,072	26,164
Fund balances carried forward 31 July 2023		<u>30,145</u>	<u>1,467</u>	<u>31,612</u>	<u>30,072</u>

The notes on pages 21 to 40 form part of these financial statements.

**SEVENOAKS SCHOOL
BALANCE SHEET
AS AT 31 JULY 2023**

	Notes	2023 £'000	2022 £'000
FIXED ASSETS			
Tangible fixed assets	11	20,229	21,816
Investments	12	990	1,012
		21,219	22,828
CURRENT ASSETS			
Debtors	13	1,661	1,656
Cash and deposits		27,067	22,037
		28,728	23,693
CURRENT LIABILITIES			
Creditors payable within one year	14	(15,719)	(14,425)
NET CURRENT ASSETS		13,009	9,268
TOTAL ASSETS LESS CURRENT LIABILITIES		34,228	32,096
LONG TERM LIABILITIES			
Creditors payable after more than one year	15	(2,616)	(2,024)
Pension scheme funding surplus/(deficit)	22	-	-
NET ASSETS	21	31,612	30,072
REPRESENTED BY:			
RESTRICTED FUNDS	21	1,467	1,462
UNRESTRICTED FUNDS	21		
Designated funds			
Fixed assets	21	20,229	21,816
Bursary reserve	21	540	1,137
		20,769	22,953
Pension reserve	21	-	-
Other unrestricted funds	21	9,376	5,657
General funds		9,376	5,657
TOTAL FUNDS	21	31,612	30,072

These financial statements were approved by the Governing Body on 30 November 2023 and were signed on its behalf by:



Alison Beckett
Chair of Governing Body

The notes on pages 21 to 40 form part of these financial statements.

SEVENOAKS SCHOOL
CASH FLOW STATEMENT
FOR THE YEAR ENDED 31 JULY 2023

	Note	2023	2022
		£'000	£'000
Net cash inflow from operations			
Net cash provided by operating activities	(i)	5,645	4,191
Cash flows from investing activities			
Payment for tangible fixed assets		(1,110)	(980)
Proceeds on sale of tangible fixed assets		21	26
Net return on defined benefit pension scheme		-	(531)
Investment income and bank interest received		509	79
Net cash used in investing activities		(580)	(1,406)
Cash flows from financing activities:			
Finance costs paid		(35)	(41)
Net cash used in financing activities		(35)	(41)
Change in cash/cash equivalents in the period		5,030	2,744
Cash/cash equivalents at the beginning of the reporting period		22,037	19,293
Cash/cash equivalents at the end of the reporting period	(ii)	27,067	22,037
(i) Reconciliation of net income to net cash flow from operating activities			
Net incoming/(outgoing) funds		1,562	(1,211)
Elimination of non-operating cashflows:			
- Investment income		(509)	(79)
- Financing costs		35	41
Defined benefit pension scheme adjustments		-	906
Depreciation charge		2,697	2,898
(Profit)/Loss on sale of assets		(21)	45
Decrease/(Increase) in debtors		(5)	(129)
Increase in creditors		1,694	1,375
Increase/(Decrease) in fees in advance scheme creditors		295	(763)
(Decrease)/Increase in parents' deposits		(103)	1,108
		4,083	5,402
Net cash inflow from operations		5,645	4,191
(ii) Analysis of changes and cash equivalents			
		At 1 Aug 2022 £'000	Cashflow £'000
Deposits		8,201	192
Cash at bank		13,836	4,838
		22,037	27,067

The notes on pages 21 to 40 form part of these financial statements

**SEVENOAKS SCHOOL
STATEMENT OF ACCOUNTING POLICIES
FOR THE YEAR ENDED 31 JULY 2023**

1. ACCOUNTING POLICIES

The financial statements have been prepared in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS102), the Companies Act 2006 and the Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) - effective 1 January 2015.

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

The accounts are drawn up on the historical cost basis of accounting, as modified by the revaluation of investments. The accounts present the statement of financial activities (SOFA), the balance sheet and the cash flow statement for the charity.

The School is a Public Benefit entity registered as a charity in England and Wales and a company limited by guarantee. It was incorporated on 23 September 2003 (company number: 4908949) and registered as a charity on 5 January 2004 (charity number: 1101358).

Going concern

Having reviewed the funding facilities available to the School together with the expected ongoing demand for places and the School's future projected cash flows, the Governors have a reasonable expectation that the School has adequate resources to continue its activities for the foreseeable future and consider that there are no material uncertainties over the School's financial viability. Accordingly, they continue to adopt the going concern basis in preparing the financial statements as outlined in the Statement of Accounting and Reporting Responsibilities on page 13.

Critical accounting judgements and key sources of estimation uncertainty

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

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

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

The following accounting policies have been applied consistently in dealing with items which are considered material in relation to the School's financial statements.

1.1 Fees and similar income

Fees receivable and charges for services and use of the premises, less any allowances, scholarships or bursaries granted by the School against those fees, but including contributions from restricted funds, are accounted for in the period in which the service is provided.

1.2 Investment income

Investment income from dividends, bank balances and fixed interest securities is accounted for on an accruals basis.

1.3 Donations, legacies, grants and other voluntary incoming resources

Voluntary incoming resources are accounted for as and when entitlement arises, the amount can be reliably quantified and the economic benefit to the School is considered probable.

**SEVENOAKS SCHOOL
STATEMENT OF ACCOUNTING POLICIES
FOR THE YEAR ENDED 31 JULY 2023**

1. ACCOUNTING POLICIES (Continued)

1.3 Donations, legacies, grants and other voluntary incoming resources (continued)

Voluntary income for the School's general purposes is accounted for as unrestricted and is credited to the General Fund. Where a donor has imposed trust law restrictions, voluntary income is credited to the relevant restricted fund and incoming endowments are accounted for as permanent trust capital or expendable trust capital, according to whether the donor intends retention is to be permanent or not. Gifts in kind are valued at estimated open market value at the date of the gift, in the case of assets for retention or consumption, or at the value to the School in the case of donated services or facilities.

1.4 Expenditure

Expenditure is accrued as soon as a liability is considered probable. Expenditure attributable to more than one cost category in the SOFA is apportioned on the basis of the estimated amount attributable to each activity during the year by reference to the use made of the underlying assets. Irrecoverable VAT is included with the item of expenditure to which it relates.

Grants awarded are expended as soon as they become legal or operational commitments. Governance costs comprise the costs of complying with constitutional and statutory requirements.

1.5 Tangible fixed assets

Expenditure on the acquisition, construction or enhancement of land and buildings, vehicles, furniture, machinery, IT equipment and systems, and other equipment costing more than £5,000 is capitalised and carried in the balance sheet at historical cost. In certain circumstances, where the cost of an asset is not ascertainable, a reasonable estimate of the cost, if material, has been used.

Other expenditure on equipment incurred in the normal day-to-day running of the School is charged to the Statement of Financial Activities as incurred.

1.6 Depreciation

Depreciation is provided to write off the cost of all relevant tangible fixed assets less estimated residual value based on current market prices, in equal annual instalments over their expected useful economic lives:

- School freehold and leasehold buildings, including major extensions - 50 years
- Improvements to freehold and leasehold buildings - 10 years
- Furniture, machinery and equipment - 4 years
- Motor vehicles - 4 years
- IT equipment and systems - 3 years

1.7 Investments

Listed investments are valued at their market values as at the balance sheet date. Unrealised gains and losses arising on the revaluation of investments are credited or charged to the Statement of Financial Activities and are allocated to the appropriate Fund according to the "ownership" of the underlying assets.

1.8 Sennocke Services Limited

The principal activity of the School's subsidiary company, Sennocke Services Limited, is to carry on the commercial trading business of Sevenoaks School. The activity and balance sheet is not currently at a level which is considered to be material and, therefore, the accounts of Sennocke Services Limited are not consolidated.

1.9 Fund accounting

The charitable trust funds of the School are accounted for as unrestricted or restricted income, in accordance with the terms of trust imposed by the donors.

SEVENOAKS SCHOOL
STATEMENT OF ACCOUNTING POLICIES
FOR THE YEAR ENDED 31 JULY 2023

1. ACCOUNTING POLICIES (Continued)

1.10 Fund accounting (continued)

Unrestricted income belongs to the School's corporate reserves, spendable at the discretion of the Governors either to further the School's objects or to benefit the School itself. Where the Governors decide to set aside any part of these funds to be used in future for some specific purpose, this is accounted for by transfer to the appropriate designated fund.

Restricted income comprises gifts, legacies and grants where there is no capital retention obligation or power but only a trust law restriction to some specific purpose intended by the donor.

1.11 Pension costs

Retirement benefits to employees of the School and its subsidiary are provided through three pension schemes, two defined benefit on a career average revalued basis (CARE) schemes, and one defined contribution scheme. The pension costs charged in the Statement of Financial Activities are determined as follows:

(a) The Teachers' Pension Scheme – This scheme is a multi-employer pension scheme. It is not possible to identify the School's share of the underlying assets and liabilities of the Teachers' Pension Scheme on a consistent and reasonable basis and therefore, as required by FRS102, the School accounts for the scheme as if it were a defined contribution scheme. The scheme changed from a defined benefit scheme to a CARE scheme in April 2015. The School's contributions, which are in accordance with the recommendations of the Government Actuary, are charged in the period in which the salaries to which they relate are payable.

(b) The School also contributes to the Local Government Pension Scheme (LGPS) for support staff at rates determined by the scheme actuary. The LGPS transitioned from a defined benefit to a CARE scheme in April 2014, and is accounted for under FRS102. The surplus in the LGPS is not recognised as a defined benefit plan asset in the balance sheet as the School is unable to recover the surplus, either through reduced contributions in the future or through refunds from the plan. In prior years, the net defined benefit liability of the scheme was shown in the accounts as a designated fund entitled "Pension Reserve", which was deducted from unrestricted funds in the balance sheet. The Governors note that the calculated notional deficit or surplus calculated under FRS102 can vary greatly from year to year depending on the assumptions made at the valuation date, but with normally little or no effect on short term cashflows.

(c) The School's Group Personal Pension Plan – This is a defined contribution group personal pension plan for support staff with Aegon. Employers' pension costs are charged in the period in which the salaries to which they relate are payable. Since 1 April 2010 all new support staff join the defined contribution Group Pension Plan, including those joining the scheme under auto-enrolment.

1.12 Operating leases

Rentals under operating leases are charged on a straight-line basis over the lease term, even if the payments are not made on such a basis. Benefits received and receivable as an incentive to sign an operating lease are similarly spread on a straight-line basis over the lease term.

1.13 Financial instruments

Financial instruments are initially recognised at transaction value and subsequently measured at amortised cost with the exception of investments which are held at fair value. Financial assets held at amortised cost comprise cash at bank and in hand, together with trade and other debtors. A specific provision is made for debts for which recoverability is in doubt. Cash at bank and in hand is defined as all cash held in instant access and term deposit bank accounts. Financial liabilities held at amortised cost comprise all creditors except social security and other taxes and provisions.

SEVENOAKS SCHOOL
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 JULY 2023

	2023 £'000	2022 £'000
2. CHARITABLE ACTIVITIES - SCHOOL FEES RECEIVABLE		
Fees receivable consist of:		
School fees	38,532	35,578
Less: Scholarships, bursaries and other awards	(2,930)	(2,392)
	<u>35,602</u>	<u>33,186</u>
Add back: Bursaries and other awards paid for by restricted funds	563	459
	<u>36,165</u>	<u>33,645</u>

Scholarships, bursaries and other awards were paid to 281 pupils (2022: 271). Within this, means tested bursaries totalling £1.753m were paid to 68 pupils (2022: £1.350m 56 pupils).

3. CHARITABLE ACTIVITIES - ANCILLARY TRADING INCOME

Extras	2,614	1,668
Registration fees	426	367
Fees in lieu of notice and forfeit deposits	144	134
Shop and other trading income	160	78
Transport from Sevenoaks Station	43	30
Other income	354	-
	<u>3,741</u>	<u>2,277</u>

4. CHARITABLE TRADING INCOME

Charitable trading income relates to income and costs incurred in providing educational courses and provision of staff accommodation.

5. INVESTMENT INCOME

	Unrestricted £'000	Restricted £'000	2023 £'000	2022 £'000
Equities	-	32	32	31
	<u>-</u>	<u>32</u>	<u>32</u>	<u>31</u>

6. BANK AND OTHER INTEREST

	Unrestricted £'000	Restricted £'000	Total £'000	2022 £'000
Bank interest	477	-	477	48
	<u>477</u>	<u>-</u>	<u>477</u>	<u>48</u>

SEVENOAKS SCHOOL
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 JULY 2023

7. GRANTS AND DONATIONS

	Unrestricted £'000	Restricted £'000	2023 £'000	2022 £'000
Grants to the School for bursaries from:				
- Sevenoaks School Foundation	-	685	685	555
Gift aided donation - Sennocke Services Ltd (Note 23)	203	-	203	202
Grants to the School for non bursaries from:				
- Sevenoaks School Foundation	-	-	-	301
Sundry grants and donations	-	-	-	11
	<u>203</u>	<u>685</u>	<u>888</u>	<u>1,069</u>

8. ANALYSIS OF EXPENDITURE

(a) Total expenditure	Staff costs (Note 10) £'000	Depreciation (Note 11) £'000	Other £'000	Total £'000	<i>Total £'000</i>
Cost of generating funds					
Charitable trading expenses	98	195	562	855	1,059
Financing costs	-	-	35	35	41
Total cost of generating funds	<u>98</u>	<u>195</u>	<u>597</u>	<u>890</u>	<u>1,100</u>
Charitable expenditure					
Education and grant making					
Teaching	14,577	204	2,930	17,711	16,598
Welfare	2,205	45	2,804	5,054	4,571
Premises, repairs and maintenance	1,487	2,162	7,813	11,462	10,939
Support costs and governance	4,078	91	1,793	5,962	5,463
Grants, awards and prizes (note 8(b))	-	-	573	573	491
Total charitable expenditure	<u>22,347</u>	<u>2,502</u>	<u>15,913</u>	<u>40,762</u>	<u>38,062</u>
Total expended	<u>22,445</u>	<u>2,697</u>	<u>16,510</u>	<u>41,652</u>	<u>39,162</u>
 <i>Comparative total expenditure</i>	 Staff costs (Note 10) £'000	 Depreciation (Note 11) £'000	 Other £'000	 Total 2022 £'000	
<i>Cost of generating funds</i>					
Charitable trading expenses	209	195	655	1,059	
Financing costs	-	-	41	41	
Total cost of generating funds	<u>209</u>	<u>195</u>	<u>696</u>	<u>1,100</u>	
<i>Charitable expenditure</i>					
<i>Education and grant making</i>					
Teaching	14,370	301	1,927	16,598	
Welfare	2,228	56	2,287	4,571	
Premises repair and maintenance	1,318	2,253	7,368	10,939	
Support costs and governance	3,684	94	1,685	5,463	
Grants, awards and prizes (note 8(b))	-	-	491	491	
Total charitable expenditure	<u>21,600</u>	<u>2,704</u>	<u>13,758</u>	<u>38,062</u>	
Total expended	<u>21,809</u>	<u>2,899</u>	<u>14,454</u>	<u>39,162</u>	

SEVENOAKS SCHOOL
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 JULY 2023

	2023 £'000	<i>2022</i> £'000
(b) Grants, awards and prizes		
From restricted funds:		
Bursaries and other grants and awards	573	491
From unrestricted funds:		
Prizes and leaving awards	6	5
	<u>579</u>	<u>496</u>
	<u>579</u>	<u>496</u>

(c) Governance included in support costs

Remuneration paid to auditor for audit services	26	28
	<u>26</u>	<u>28</u>

No travel expenses (2022: £Nil) were claimed by members of the Governing Body.

In addition to the above audit remuneration, the auditor received fees for compliance services totalling £1,800 (2022: £3,474).

9. FINANCE AND OTHER COSTS

Fees in advance debt financing costs	35	41
	<u>35</u>	<u>41</u>
	<u>35</u>	<u>41</u>

10. STAFF COSTS

The aggregate payroll costs for the year were as follows:

Wages and salaries	17,629	17,193
Social security costs	1,854	1,763
Other pension	2,962	2,853
	<u>22,445</u>	<u>21,809</u>
	<u>22,445</u>	<u>21,809</u>

None of the Governors received any remuneration or other benefits from Sevenoaks School or from any connected body.

SEVENOAKS SCHOOL
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 JULY 2023

	2023	2022
10. STAFF COSTS (continued)		
Aggregate employee benefits of key management personnel	£2,078,113	£1,833,000
Number of higher paid employees in bands of:		
£60,000 to £70,000	43	41
£70,001 to £80,000	20	20
£80,001 to £90,000	7	7
£90,001 to £100,000	4	5
£100,001 to £110,000	6	2
£120,001 to £130,000	1	-
£270,001 to £280,000	-	1
£290,001 to £300,000	1	-
The number of staff in the higher paid employee bands above with retirement benefits accruing		
- in defined contribution schemes was	9	12
of which the contributions amounted to	£41,223	£83,899
- in defined benefit schemes was	64	64
The average number of employees during the year was as follows:		
Teaching	174	168
Teaching support	31	28
Welfare	66	58
Premises	41	45
Support	100	77
Other activities	131	143
	543	519

During the year settlement agreement payments totalling £17,702 (2022: £36,164) were payable.

SEVENOAKS SCHOOL
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 JULY 2023

11. TANGIBLE FIXED ASSETS

	Property & Improvements £'000	Vehicles & equipment £'000	Total £'000
Cost			
At 1 August 2022	33,459	7,116	40,575
Additions	481	629	1,110
Disposals	-	(40)	(40)
At 31 July 2023	33,940	7,705	41,645
Depreciation			
At 1 August 2022	12,417	6,342	18,759
Depreciation	2,202	495	2,697
Disposals	-	(40)	(40)
At 31 July 2023	14,619	6,797	21,416
Net Book Value			
At 31 July 2023	19,321	908	20,229
At 31 July 2022	21,042	774	21,816

At the balance sheet date the School had contracted commitments in respect of the construction of fixed assets of £97K (2022: £Nil).

12. SECURITIES INVESTMENTS

	2023 £'000	2022 £'000
Investments		
At 1 August 2022	1,012	1,025
(Decrease)/Increase in value of investments	(22)	(13)
At 31 July 2023	990	1,012
Investments comprise:		
Alternative assets		
Pooled charity investment funds	990	1,012
Holdings at the year end comprising more than 5% of the total are:		
COIF income shares	874	890
M & G Charifund	116	122

SEVENOAKS SCHOOL
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 JULY 2023

13. DEBTORS

	2023 £'000	2022 £'000
Fees and extras	122	425
Trade debtors	113	184
Staff loans	2	3
Other debtors	34	35
Other prepayments and accrued income	1,164	784
Amounts due from subsidiary companies (Note 23)	226	225
	1,661	1,656

All debtors are due within one year.

14. CREDITORS: Amounts falling due within one year

Deposits from parents	4,200	4,303
Fees received from parents in advance of term	4,785	3,774
Trade creditors	1,242	898
Taxation and social security	471	455
Payroll costs	1,755	1,624
Fees in advance scheme (Note 16)	1,577	1,874
Accruals and deferred income	1,689	1,297
Loan from the Johnson Trust (Note 24)	-	200
	15,719	14,425

15. CREDITORS: Amounts falling due after more than one year

Fees in advance scheme (Note 16)	2,616	2,024
----------------------------------	-------	-------

16. FEES IN ADVANCE SCHEME

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

After five years	70	45
Within two to five years	1,525	912
Within one to two years	1,021	1,067
	2,616	2,024
Within one year	1,577	1,874
	4,193	3,898

SEVENOAKS SCHOOL
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 JULY 2023

16. FEES IN ADVANCE (continued)

£'000

Summary of movements in liability

Balance at 1 August 2022	3,898
New contracts	2,348
Repayments	(122)
Amounts used to pay fees	(1,966)
Amounts accrued to contract as debt financing cost	35
Balance at 31 July 2023	4,193

17. FINANCIAL INSTRUMENTS

	2023 £'000	2022 £'000
Financial assets measured at fair value	990	1,012

Financial assets held at fair value include assets held as investments.

18. LEASES

Leasehold property leases which expire:

Payable within one year	3,815	3,808
Payable in the second to fifth year inclusive	14,597	14,563
Payable after five years	6,014	9,654
	24,426	28,025

Other leases which expire:

Payable within one year	61	54
Payable in the second to fifth year inclusive	88	34
Payable after five years	-	-
	149	88

Freehold property leases which expire:

Receivable within one year	113	22
Receivable in the second to fifth year inclusive	-	-
Receivable after five years	-	-
	113	22

**SEVENOAKS SCHOOL
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 JULY 2023**

19. MAJOR FUNDS OF THE SCHOOL

a. RESTRICTED FUNDS

- | | |
|--------------------------------|---|
| i. Bursary fund | - Grants from Sevenoaks School Foundation for means tested bursaries for pupils. |
| ii. SFU scholarship | - A gift from Sevenoaks Farmers Union to provide fees assistance to pupils whose parents hold membership of the SFU. |
| iii. Ligner scholarship | - A bequest from G A Ligner to provide a closed scholarship to former pupils who are attending university, with priority given to those attending Gonville & Caius or other colleges of Cambridge University. |
| iv. Plender scholarship | - A bequest from Lord Plender to provide a closed scholarship to former pupils who are attending University. |
| v. Johnson scholarship | - A bequest from CP Johnson to provide a closed scholarship to former pupils who are attending St John's College, Oxford. |
| vi. Downton scholarship | - A bequest from Hilda Downton to provide a music scholarship at Sevenoaks School, in the name of her brother, John Downton. |
| vii. Garrod scholarship | - A gift for scholarships at Sevenoaks School. |
| viii. Forder bursary | - To provide means tested bursaries for extras. |
| ix. General scholarship | - Numerous gifts to provide means tested financial support. |
| x. Taylor prizes | - A gift from Kim Taylor to provide prizes for IB extended essays. |
| xi. Shooting fund | - A gift to provide financial support to the Sevenoaks School shooting club for prizes and competition expenses. |
| xii. Consolidated prizes fund | - Numerous individual gifts to establish prizes for pupils. |
| xiii. Kirkwood fund | - A gift to provide funds for a high quality speaker to visit the School. |
| xiv. Consolidated travel funds | - Various gifts and legacies to provide financial assistance to pupils and recent former pupils for educational international travel. |
| xv. Chiesman settlement | - A will settlement from the estate of C. S. Chiesman for the benefit of Sevenoaks School. The income from the settlement is transferred annually to unrestricted funds. |
| xvi. Friends of Sevenoaks | - A fund to hold grants from the Friends of Sevenoaks (An independent charity for the support of Sevenoaks School) for the purchase of specific items of equipment. |

b. UNRESTRICTED AND DESIGNATED FUNDS

Unrestricted funds represent accumulated income from the School's activities and other sources that are available for the general purposes of the School. Designated funds represent unrestricted funds that have been set aside for specific purposes by decision of the Governing Body.

- | | |
|-------------------|---|
| o General reserve | The general unrestricted funds of the School. |
|-------------------|---|

SEVENOAKS SCHOOL
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 JULY 2023

19. MAJOR FUNDS OF THE SCHOOL (Continued)

b. UNRESTRICTED AND DESIGNATED FUNDS

- o Pension reserve - A designated fund to cover the deficit on the defined benefit pension scheme (Note 22).
- o Fixed assets reserve - A designated fund to cover the cost of the School's fixed assets.
- o Buildings reserve - A designated fund to assist with the capital costs of improving the School's facilities. It is anticipated that this fund will be spent within the next 2 years.
- o Bursary reserve - A designated fund to provide means tested bursaries for pupils who would otherwise be unable to benefit from an education at Sevenoaks School.

20. ANALYSIS OF NET ASSETS BETWEEN FUNDS

	Restricted £'000	Unrestricted £'000	Total £'000
At 31 July 2023			
Tangible fixed assets	-	20,229	20,229
Securities investments	990	-	990
Net current assets	477	12,532	13,009
Long term liabilities	-	(2,616)	(2,616)
	1,467	30,145	31,612
At 31 July 2022			
<i>Tangible fixed assets</i>	-	21,816	21,816
<i>Securities investments</i>	1,012	-	1,012
<i>Net current assets</i>	450	8,818	9,268
<i>Long term liabilities</i>		(2,024)	(2,024)
	1,462	28,610	30,072

SEVENOAKS SCHOOL
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 JULY 2023

21. SUMMARY OF MOVEMENTS ON MAJOR FUNDS

	At 1 August 2022	Incoming resources	Resources expended	Other transfers	Gains/ (Losses)	At 31 July 2023
	£'000	£'000	£'000	£'000	£'000	£'000
Unrestricted funds						
General reserve	5,657	40,271	(36,669)	117	-	9,376
Pension reserve	-	-	-	-	-	-
Fixed assets reserve	21,816	1,070	(2,657)	-	-	20,229
Bursary reserve	1,137	1,156	(1,753)	-	-	540
Total unrestricted	28,610	42,497	(41,079)	117	-	30,145
Restricted funds						
Bursary fund	-	568	(564)	-	-	4
SFU scholarship	66	2	-	-	(1)	67
Ligner scholarship	224	5	-	-	(3)	226
Plender scholarship	141	3	-	-	(2)	142
Johnson scholarship	241	5	-	-	(3)	243
Downton scholarship	77	-	-	-	-	77
Garrod scholarship	76	2	-	-	(1)	77
Forder bursary	62	3	-	-	(3)	62
General scholarship	26	1	-	-	(2)	25
Taylor prizes	33	1	-	-	(2)	32
Shooting fund	106	1	-	-	(1)	106
Consolidated prizes fund	114	2	-	-	(1)	115
Kirkwood fund	20	1	-	-	-	21
Consolidated travel funds	92	3	-	-	(1)	94
Friends of Sevenoaks	3	56	-	(56)	-	3
Kent Academies Network	-	61	-	(61)	-	-
DfE Sevenoaks Community Fund	18	-	(9)	-	-	9
STGSC Biology Pond	44	-	-	-	-	44
Chiesman Trust	119	3	-	-	(2)	120
Total restricted	1,462	717	(573)	(117)	(22)	1,467
Total funds	30,072	43,214	(41,652)	-	(22)	31,612

£990,000 of restricted funds are held in securities (2022: £1,012,000), and the remaining £478,000 (2022: £450,000) is held in cash and deposits.

SEVENOAKS SCHOOL
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 JULY 2023

21. SUMMARY OF MOVEMENTS ON MAJOR FUNDS (Continued)

The £476K transferred from restricted funds to unrestricted funds includes depreciation on capital equipment purchased using specific restricted funds and specific grants for the Institute of Teaching & Learning and the Kent Academies Network.

Comparative summary of movement on major funds

	At 1 August 2021	Incoming resources	Resources expended	Other transfers	Gains/ (Losses)	At 31 July 2022
	£'000	£'000	£'000	£'000	£'000	£'000
Unrestricted funds						
General reserve	4,622	34,952	(34,393)	476	-	5,657
Pension reserve	(4,757)	-	(375)	-	5,132	-
Fixed assets reserve	23,805	586	(2,575)	-	-	21,816
Bursary reserve	939	1,526	(1,328)	-	-	1,137
Total unrestricted	24,609	37,064	(38,671)	476	5,132	28,610
Restricted funds						
Bursary fund	-	459	(459)	-	-	-
SFU scholarship	65	2	-	-	(1)	66
Ligner scholarship	222	5	-	-	(3)	224
Plender scholarship	139	3	-	-	(1)	141
Johnson scholarship	238	5	-	-	(2)	241
Downton scholarship	77	-	-	-	-	77
Garrod scholarship	74	2	-	-	-	76
Forder bursary	60	3	-	-	(1)	62
General scholarship	25	1	-	-	-	26
Taylor prizes	32	1	-	-	-	33
Shooting fund	105	2	-	-	(1)	106
Consolidated prizes fund	113	2	-	-	(1)	114
Kirkwood fund	20	-	-	-	-	20
Consolidated travel funds	93	2	(2)	-	(1)	92
Friends of Sevenoaks	16	-	-	(13)	-	3
IDEA/IDEA Beta	1	-	-	(1)	-	-
Science Week	2	-	-	(2)	-	-
Outreach	4	7	(5)	(6)	-	-
ITL	-	48	-	(48)	-	-
Kent Academies Network	-	38	-	(38)	-	-
Science Equipment fund	17	-	-	(17)	-	-
DfE Sevenoaks Community Fund	(8)	39	(13)	-	-	18
DfE Kent IBCP Network	3	6	(9)	-	-	-
Cross Partner Transition Grant	-	3	(3)	-	-	-
STGSC Biology Pond	50	-	-	(6)	-	44
COVID-19 Appeal fund	83	187	-	(270)	-	-
Chiesman Trust	124	3	-	(6)	(2)	119
Music Legacy	-	6	-	(6)	-	-
Conservation mgmt plan	-	40	-	(40)	-	-
Higher Education Fund	-	8	-	(8)	-	-
Boarding House costs	-	15	-	(15)	-	-
Total restricted	1,555	887	(491)	(476)	(13)	1,462
Total funds	26,164	37,951	(39,162)	-	5,119	30,072

**SEVENOAKS SCHOOL
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 JULY 2023**

22. PENSION SCHEMES

Retirement benefits to employees of the School are provided through two defined benefit schemes and one defined contribution scheme, which are funded by the School's and employees' contributions.

Defined benefit schemes

Teachers' Pension Scheme

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 £2,232,683 (2022: £2,164,589) and at the year end £216,218 (2022: £184,250) 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.

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%.

Local Government Pension Scheme

Sevenoaks School is an "admitted body" to the Kent County Council (KCC) Pension Fund (LGPS). The scheme was closed to new members with effect from 1 April 2010, though it remains open to existing members.

Contributions are made to the scheme in accordance with the recommendations of the scheme's actuary and are charged to the Statement of Financial Activities. The current service contribution rate during the year was set in bands, linked to the level of full-time equivalent salary received, ranging from 5.5% to 12.5% payable by employees and a further 39.3% payable by the School. At 31 July 2023, £Nil was accrued in respect of pension contributions to this scheme (2022: £Nil).

SEVENOAKS SCHOOL
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 JULY 2023

22. PENSION SCHEMES (Continued)

	2023 £'000	2022 £'000
a. The amounts recognised in the balance sheet are as follows:		
Present value of funded obligations	(14,601)	(17,880)
Fair value of scheme assets	14,601	17,880
Net asset/(liability) recognised in the balance sheet	-	-
b. Changes in the present value of the defined benefit obligation		
Opening defined benefit obligation	17,880	24,933
Current service cost	226	679
Interest cost	593	379
Change in financial assumptions	(4,757)	(6,779)
Change in demographic assumptions	(303)	(472)
Experience (gain)/loss on defined benefit obligation	1,844	53
Estimated benefits paid net of transfers in	(928)	(963)
Contributions by scheme participants and other employers	46	50
Closing defined benefit obligation	14,601	17,880
c. Changes in the fair value of the scheme assets		
Opening fair value of scheme assets	19,415	20,176
Interest on assets	650	308
Return on assets less interest	(452)	(448)
Other actuarial gains/(losses)	(98)	-
Administration expenses	(12)	(12)
Contributions by employer, including unfunded	260	304
Contributions by scheme participants and other employers	46	50
Benefits paid plus unfunded net of transfers in	(928)	(963)
Closing fair value of scheme assets	18,881	19,415
d. The amounts included within the Statement of Financial Activities		
Service cost	226	679
Net interest on the defined benefit (asset)/liability	(57)	71
Administration expenses	12	12
Total amount charged within net incoming resources	181	762
Net actuarial (gains) recognised in the year	-	(5,132)

The School expects to contribute £185,000 in 2022/23.

SEVENOAKS SCHOOL
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 JULY 2023

22. PENSION SCHEMES (Continued)

	2023 £'000	2022 £'000
e. Reconciliation of movements in Present Value of Plan Liabilities and Assets		
Net (asset)/liability at beginning of year	(1,535)	4,757
Movements in the year:		
Employer's current service cost	226	679
Employer's contribution	(260)	(304)
Expected net interest on plan assets	57	(70)
Actual net interest less expected net interest on plan assets	350	601
Changes in assumptions underlying the plan liabilities	(3,118)	(7,198)
Net (asset) at the end of the year	(4,280)	(1,535)

The net asset of £4,280,000 is not recognised as a defined benefit plan asset in the balance sheet, in accordance with FRS 102, as the School is unable to recover the surplus, either through reduced contributions in the future or through refunds from the plan.

f. The major categories of scheme assets as percentage of total assets

	2023 %	2022 %
Equities	64%	65%
Gilts	1%	1%
Other bonds	14%	13%
Property	10%	12%
Cash	1%	2%
Absolute return fund	7%	7%
Infrastructure	3%	0%
	100%	100%

The actual return on scheme assets is estimated to be 1.04% in the year ended 31 July 2023.

g. Principal actuarial assumptions at the balance sheet date

Financial assumptions

Discount rate	5.20%	3.40%
Rate of increase in salaries	3.80%	3.85%
Rate of increase in payment of pensions	2.80%	2.85%

The significant increase in the discount rate from 3.4% to 5.2% has driven the change in plan liabilities.

Assumed life expectancy in years at age 65:

Non pensioners		
Females	24.6	24.9
Males	22.0	22.3
Pensioners		
Females	23.2	23.5
Males	20.7	21.0

SEVENOAKS SCHOOL
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 JULY 2023

22. PENSION SCHEMES (Continued)

h. History of experience gains and losses

	2023	2022	2021	2020	2019	2018
	£'000	£'000	£'000	£'000	£'000	£'000
Defined benefit obligation	(14,601)	(17,880)	(24,933)	(23,744)	(20,500)	(18,780)
Plan assets	18,881	19,415	20,176	17,535	17,180	16,613
Surplus / (Deficit)	4,280	1,535	(4,757)	(6,209)	(3,320)	(2,167)
Experience adjustments on plan liabilities	(1,844)	(53)	397	(778)	-	-

Defined contribution scheme

The Sevenoaks School Group Personal Pension Plan (GPP) started in April 2010. This is a money purchase group personal pension scheme managed by Aegon. Members of the contractually enrolled scheme pay a minimum of 4% of their pensionable salary with no maximum limit. The School matches each member's contribution, up to a limit of 6%. Members of the GPP scheme receive a death-in-service benefit of 3 times salary.

There is a sub-section of the GPP scheme for auto-enrolment. Members of the auto-enrolled scheme currently pay 5% of their pensionable salary.

Members may contract to exchange salary for higher pension contribution. Employers' contributions are charged in the Statement of Financial Activities in the period in which the salaries to which they relate are due. Employers' contributions in the year amounted to £241,124 (2022: £214,000). At 31 July 2023 there were £Nil accrued pension contributions for this scheme (2022: £Nil).

SEVENOAKS SCHOOL
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 JULY 2023

23. SUBSIDIARIES

The School owns all the issued share capital of a trading company Sennocke Services Limited, company number 1980362 incorporated in England, which carries out the commercial trading services of Sevenoaks School. The School receives any surpluses earned by the company as a gift-aided donation. The financial statements of the company for the year to 31 July 2023, which are not consolidated with the School financial statements, showed the following position:

	2023 £	2022 £
PROFIT AND LOSS ACCOUNT		
Turnover	412,369	437,669
Operating costs	(209,306)	(235,822)
	<u>203,063</u>	<u>201,847</u>
Profit from continuing activities	203,063	201,847
Deposit interest received	-	-
	<u>203,063</u>	<u>201,847</u>
 Gift aided donation (Gross)	 (203,063)	 (201,847)
Profit after payment of covenant	-	-
Balance brought forward	15,000	15,000
Balance carried forward	<u>15,000</u>	<u>15,000</u>
 BALANCE SHEET		
CURRENT ASSETS		
Debtors	80,134	32,459
Cash at bank and in hand	181,790	221,201
	<u>261,924</u>	<u>253,660</u>
CREDITORS: Amounts falling due within one year	(246,922)	(238,658)
Net current assets	<u>15,002</u>	<u>15,002</u>
 TOTAL NET ASSETS	 <u>15,002</u>	 <u>15,002</u>
 CAPITAL AND RESERVES		
Called up share capital	2	2
Profit and loss account	15,000	15,000
	<u>15,002</u>	<u>15,002</u>

No management charges were paid by Sennocke Services Limited to the School during the year (2022: £Nil). At 31 July 2023 a balance of £226,079 (2022: £201,847) was owed to the School.

24. RELATED PARTY TRANSACTIONS

Sevenoaks School is the educational sponsor of Knole Academy. The Headmaster and the Senior Deputy Head of Sevenoaks School are also Governors of Knole Academy.

The Trustees of the C P Johnson Will Trust made an interest free loan of £200,000 to Sevenoaks School in November 2015 for an initial period of five years. This was extended for a further year during the year ended 31 July 2021 and was repaid in November 2022. There was a balance outstanding of £Nil at 31 July 2023 (2022: £200,000).

SEVENOAKS SCHOOL
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 JULY 2023

25. STATEMENT OF FINANCIAL ACTIVITIES - COMPARATIVE FIGURES BY FUND TYPE
FOR THE YEAR ENDED 31 JULY 2022

	Unrestricted funds £'000	Restricted funds £'000	Total funds £'000
Income from:			
Charitable activities			
School fees receivable	33,645	-	33,645
Ancillary trading income	2,277	-	2,277
Other trading activities			
Charitable trading income	881	-	881
Investments			-
Investment income	-	31	31
Bank and other interest	48	-	48
Voluntary sources			
Grants and donations	213	856	1,069
Other			
Other income	-	-	-
Total incoming resources	37,064	887	37,951
Expenditure on:			
Raising funds			
Charitable trading costs	(1,059)	-	(1,059)
Financing costs	(41)	-	(41)
Total deductible costs	(1,100)	-	(1,100)
Charitable activities			
Education and grant making	(37,571)	(491)	(38,062)
Total expenditure	(38,671)	(491)	(39,162)
Net (outgoing)/incoming funds from operations before transfers and investment gains	(1,607)	396	(1,211)
Gains on investments	-	(13)	(13)
Transfers between funds	476	(476)	-
Net loss	(1,131)	(93)	(1,224)
Pension scheme actuarial gains	5,132	-	5,132
Net movement in funds for the year	4,001	(93)	3,908
Fund balances brought forward 1 August 2021	24,609	1,555	26,164
Fund balances carried forward 31 July 2022	28,610	1,462	30,072

Accounts

SEVENOAKS SCHOOL



ANNUAL REPORT AND FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 JULY 2022



SEVENOAKS SCHOOL

ANNUAL REPORT AND FINANCIAL STATEMENTS

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SEVENOAKS SCHOOL
GOVERNORS, DIRECTORS, CHARITY TRUSTEES
YEAR ENDED 31 JULY 2022

GOVERNORS, DIRECTORS AND CHARITY TRUSTEES

The Governors of Sevenoaks School ("the School") are the School's charity trustees under charity law and the directors of the charitable company. The members of the Governing Body who served in office during the year and subsequently are detailed below.

		(1)	(2)	(3)	(4)
A C Beckett MBA MA (Chair)		•		•	
C P Gill MPhil BSc (Vice-Chairman)	Mr Gill joined the Finance and Property Committee in the Summer Term (June) 2022		•	•	•
K Allen BSc ACA *			•		•
R S M Best LLB		•		•	
T A B Boulton MA		•		•	
J G Davies LLB				•	•
E J Ecclestone LLB Dip LP *		•			•
G A Innes BSc ACA			•		
J F J London LLM			•		•
P Luxmoore BA		•			
M McInerney BSc ACMA		•			•
M S Merson MA ACA			•		
D M H Phillips BA ACA	Mr Phillips retired at the end of the Lent Term (April) 2022		•	•	
Dr A Timms MA MPhil			•		
Prof D I Wilson FICChemE CEng CSci	Prof Wilson retired at the end of the Summer Term (June) 2022	•			
A P S Yuravlivker BSc ACA			•		

- (1) Members of the Education Committee
(2) Members of the Finance & Property Committee
(3) Members of the Governance Committee
(4) Members of the Public Benefit Committee
* Parent of pupil at the School

During the year the activities of the Governing Body were carried out through four committees. The membership of these committees is shown above for each Governor. Under the School's Memorandum and Articles, the following bodies each nominate a Governor:

Sevenoaks District Council	Cllr J F J London
The Master and Fellows of Jesus College in the University of Cambridge	Prof D I Wilson – Prof Wilson retired at the end of the Summer term 2022 leaving a vacancy in the office of Nominated Governor
The President and Fellows of St John's College in the University of Oxford	Dr A Timms
The Trustees for the time being of the Will of Charles Plumptre Johnson	G A Innes

SEVENOAKS SCHOOL
OFFICERS AND ADVISERS
YEAR ENDED 31 JULY 2022

OFFICERS (currently and throughout the year)

J R Elzinga AB MSt FCCT *Headmaster*

Dr B McClure MA MPhil *Clerk to the Governors and Bursar (Succeeded G T Jones on 1 September 2021)*

**Principal address and
Registered Office** Sevenoaks School
Sevenoaks
Kent TN13 1HU

Auditor Crowe U.K. LLP
55 Ludgate Hill
London
EC4M 7JW

Bankers National Westminster Bank plc
67 High Street
Sevenoaks
Kent
TN13 1LA

Solicitors Knocker & Foskett
The Red House
Sevenoaks
Kent
TN13 1JL

Insurance Brokers Aon Risk Services Ltd.
Somerset House
London Road
Redhill
Surrey
RH1 1LU

Chartered Surveyors Ibbett Mosely
125 High Street
Sevenoaks
Kent
TN13 1UT

Website www.sevenoaksschool.org

SEVENOAKS SCHOOL

ANNUAL REPORT OF THE GOVERNORS

YEAR ENDED 31 JULY 2022

The members of Sevenoaks School Governing Body present their Annual Report for the year ended 31 July 2022 under the Charities Act 2011, including the Directors' and Strategic Reports, under the Companies Act 2006, together with the audited financial statements for the year.

REFERENCE AND ADMINISTRATIVE INFORMATION

Sevenoaks School ("the School") was founded in 1432. It is constituted as a company limited by guarantee registered in England, No. 4908949, and is registered with the Charity Commission under Charity No. 1101358.

Details of the members of the Governing Body, together with the School's officers and principal advisers, are given on pages 1 and 2.

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing Document

The company is governed by its Memorandum and Articles of Association, last amended on 19 June 2014.

Governing Body

The Governing Body is self-appointing, and its members are appointed for five years. Members may be re-elected for a further five years. New members of the Governing Body are elected at the Annual General Meeting of the company on the recommendation of the Governing Body, who will have received proposals from the Governance Committee. In making these nominations, account is taken of eligibility, personal competence, specialist skills, diversity, and availability. The Governors have regard to the Charity Governance Code published in 2017, as updated in 2020, which sets out the principles and recommended practice for good governance within the sector.

Recruitment and Training of Governors

New Governors are inducted into the workings of the School, including Governing Body policy and procedures, by the Headmaster, Bursar, and as appropriate, other School staff. Training opportunities for Governors are identified, particularly in key areas such as safeguarding and health and safety. Additionally, some Governors also took advantage during the year of the opportunity to undertake training arranged by the Association of Governing Bodies of Independent Schools and by the Boarding Schools' Association. The purpose of the training is to keep Governors informed and updated on current issues in the sector and regulatory requirements.

Organisational Management

The members of the Governing Body, as the charity trustees, are legally responsible for the overall management and control of the School. They meet three times a year. Additionally, there are four sub-committees which have delegated oversight of specific areas on behalf of the Governing Body:

- The Governance Committee is responsible for maintaining and enhancing good governance. It does so by keeping governance procedures under review and considering proposals for improvements. Periodically it reviews the composition of the Governing Body to ensure that a broad range of complementary skills and experience is represented. The Governance Committee is chaired by Alison Beckett, Chair of Governors.
- The Education Committee provides a forum for oversight and discussion of the School's educational aims and achievements and assists the Headmaster and management team in reviewing educational and pastoral policies. The Education Committee is chaired by Eliza Ecclestone.
- The Finance and Property Committee is responsible for the review of the School's medium and long term financial and capital plans, budgets, and cash flows. The Committee also supervises and recommends the audited financial statements and annual report for approval by the Governing Body. Any School policies or initiatives that have a significant financial impact are considered by the Committee before being presented to the full Governing Body. The Finance & Property Committee is chaired by Mark Merson.
- The Public Benefit Committee reviews the School's service and partnership activities and other public benefit activities and ensure that these are in keeping with the charitable objects of Sevenoaks School. The Public Benefit Committee is chaired by John Davies.

From time to time, Governors meet with members of the management team outside the normal schedule to discuss strategy or other important issues. Governors may also sit on steering groups or working groups to examine particular issues, for example during 2021/22 this included participating in a Steering Group led by Sevenoaks School Foundation to oversee the construction of a New Girls' Boarding House.

The day-to-day running of the School is delegated to the Headmaster and Bursar. They are supported by their Senior

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Management Teams and together this group are the key management personnel. The Headmaster and Bursar attend all meetings of the Governing Body and the Governing Body's Committees.

Remuneration policy is set by the Governing Body with the objective of rewarding staff fairly and reasonably. Delivery of the School's charitable vision and purpose is primarily dependent on the performance of the staff and staff costs are the largest single element of the School's charitable expenditure. The appropriateness and relevance of the remuneration policy is reviewed annually having taken account of comparative pay data produced both by the Office for National Statistics and private sector bodies. During 2021/22, the Chair, Alison Beckett, held an advisory group to review and set the remuneration of the Headmaster and Bursar, consisting of the Chair, Vice Chair, Chair of the Finance and Property Committee and a member of the Governance Committee.

Structure and relationships

The School has a wholly owned non-charitable subsidiary, Sennocke Services Limited, whose annual profits are donated to the School under the Gift Aid Scheme. Consolidated financial statements have not been prepared due to the immateriality of Sennocke Services Limited, but the financial result for the period for Sennocke Services Limited is included at note 23. The trading activities of Sennocke Services Limited primarily comprise revenue from the letting of School facilities, when not in use by the School, to non-educational entities or individuals. This includes the letting of the Sennocke Sports Centre and The Space Performing Arts Centre. The School does not raise funds from the public.

The School also administers several special trusts, as detailed in Notes 19 to 21 to the financial statements.

Sevenoaks School Foundation ("the Foundation") is an independent charity that was set up in 2004 and registered with the Charity Commission under Charity No. 307923. The Foundation, whose objects mirror those of the School, is the registered owner of the majority of the buildings that form the premises of Sevenoaks School. The aim of the Foundation is to provide support to the Governors of Sevenoaks School in providing a first-class education. The Trustees do so by leasing the buildings in which the School carries out its activities as detailed in Note 18 to the financial statements and by overseeing the work of the Foundation Office in raising the funds necessary to support both new building projects and a widening of access by the award of free and assisted places.

Employment Policy and Employee Engagement

The School is an equal opportunities employer. Having a diverse staff enhances the School community and the School warmly welcome applicants from all backgrounds. Full and fair consideration is given to job applications from all candidates regardless of any protected characteristics and due consideration is given to training and employment needs of all staff. The Governors and senior managers place considerable value on the involvement of the School's employees in the activities of the School and continue to keep them informed on topics affecting them as employees, as well as on matters relating to the operation of the School. A Staff Common Room Committee is the main formal communication forum for teaching staff whilst for support staff there is the Support Staff Council. These bodies allow a two-way flow of information throughout the School and allow staff views to be sought on all types of issues. There are also regular all-staff meetings, through which employees are briefed and their views sought on a wide range of matters affecting the School.

Investment policy and objectives

The officers of the School are empowered by the Governors to manage the School's financial resources by placing deposits with a term of up to 24 months in a limited number of named financial institutions, or by purchasing units in a limited number of named pooled charitable investment funds. The officers of the School are also empowered to comply with alternative investment strategies if required under the terms of a donation or legacy. There is an upper limit of £7,500,000 in the placement of deposits for each of the approved institutions. Resources invested in pooled charitable investment funds are held for the long term and are traded only if a fund's performance is repeatedly below sector expectations. The investment strategy and policy are monitored by the Finance and Property Committee, as is investment performance, which is reported below, within the Strategic Report.

AIMS AND OBJECTS

Charitable Objects

The objects of the company are to advance education by the provision of a day and boarding school in or near Sevenoaks and by ancillary or incidental educational activities and other associated activities for the benefit of the community and, in selecting pupils to attend the school, preference shall be given to boys and girls who are, or who have a parent or parents, resident in the designated area. In this context, the designated area is defined as Sevenoaks and the immediately surrounding area. The Governors are mindful of the long-standing need to provide public benefit and of the requirements of the Charities Act 2011. In this connection the Governors have monitored closely the guidance on public benefit produced by the Charity Commission together with its supplemental guidance on fee-charging.

Aims and Intended Impact

Within the objects, it is the policy of the School to discover and develop to the full the academic and co-curricular potential

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of each pupil. The School also seeks to promote the physical and mental health and sense of social responsibility of every student. Within this context, pupils are encouraged to cultivate a strong sense of individual initiative with a sense of responsibility to the community in which they live, and to maintain a balance between self-respect and social concern. Similarly, the School aims to foster a healthy intellectual appetite while, at the same time, establishing the necessary ethical framework within which pupils can develop personally and professionally as citizens of the world. Sevenoaks School is a co-educational community for both day and boarding pupils. These aims are encapsulated in the term a *Sevenoaks Education*.

STRATEGIC REPORT

In March 2022 the Board of Governors approved the new School strategy, *Sevenoaks 600*. As the School looks ahead to its 600th anniversary in 2032, Sevenoaks 600 will guide its evolution over the coming decade. The vision for Sevenoaks School in 2032 is to empower students from all backgrounds with the knowledge, understanding and confidence to flourish and make a difference, such that the School is recognised globally as exceptional, innovative and inclusive. The School is committed to being a community that is pioneering, inclusive, responsible and sustainable, and these principles will guide its decision-making as it works towards delivering its vision for the School's future.

OBJECTIVES FOR THE YEAR

The Governors' objectives for the academic year 2021/22 were:

1. Ensure the School's stability

To continue to protect and preserve the stability of the School during and after the pandemic;

2. Strategic planning

To finalise the School's new strategy to 2032, to include the future vision for a Sevenoaks education, increased opportunity through free and assisted places, reviewing and developing partnerships, and becoming carbon neutral.

To agree enabling campus and financial plans to ensure the successful delivery of the strategy, including the renewal of the School's heritage campus for the future.

3. Good governance

To support and embed the new senior leadership team in the work and governance of the School.

To conduct a review of the Governing Body's structure and effectiveness and implement the findings.

Strategies to Achieve the Year's Objectives

In pursuing the School's objectives, Governors have made use of established sub-committees, as well as participating in steering groups or working groups consisting of Governors and senior members of staff. Governors have also worked with the Trustees of Sevenoaks School Foundation. Where it has proved necessary, specialist advice has been sought. To assist in the delivery of physical facilities, professional advice has been taken from a range of consultants, as well as employing contractors.

Performance Against Objectives

- To Ensure the School's stability:** Despite the challenges of the pandemic, the financial and operational stability of the School was maintained. Financial loss was not as significant as initially projected, the School was able to return to delivering education on campus and student numbers have remained strong. The new School strategy was agreed by the Board of Governors in the spring which provides a clear vision for the School. During academic year 2021/22 a new Senior Leadership Team was formed comprising a balance of longstanding and new staff, and the team have settled in well, receiving positive feedback across the School community. The School was found fully compliant in a recent ISI Regulatory Compliance Inspection undertaken in June 2022.
- Strategic Planning:** The new School strategy *Sevenoaks 600* was finalised and approved by the Board in March 2022. Implementation and enabling plans are well progressed and reviewed regularly by Governors.
- Good governance:** An external appraisal of the Senior Leadership Team was carried out in June 2022 and was extremely positive, and the relationship between the Executive and Governors is constructive and supportive. A review of the Terms of Reference for governance committees took place in August to September 2022, and an external review of governance effectiveness took place in September 2022. A new format for the School's Risk Framework was approved by the Board, designed to bring greater visibility of key risks and organised in a format to bring improved clarity.

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Promotion of the success of the organisation to benefit its members

The Governors confirm that in accordance with Section 172 (1) of the Companies Act they act in a way they consider would be most likely to achieve the charitable objects of the company. In making this assessment the Governors have considered the following:

a. The likely consequences of any decision in the long term

The long-term sustainability of the operating model is considered by the Governors as set out in the going concern section of the Governors' Report. Specifically, the Governors consider both short- and longer-term financial projections and the key risks that could negatively impact the sustainability of Sevenoaks School. The Governors review management information, budgets, forecasts, cashflow projections and progress against the financial plan on a regular basis. Risk management is embedded at all levels across the company. The most significant risks are discussed at each Board meeting. See page 13 for further details.

b. The interests of the company's employees

In relation to employee engagement, the Governors receive regular reports from management on the perspectives of staff, and has maintained a focus on wellbeing, both as a matter of good practice and given the exceptional demands and challenges of the pandemic. The Board has received reports on the measures put in place to support staff, particularly during periods of remote working when the School campus was closed. The school received the Wellbeing Award for Schools (2021-2024) in recognition of its work towards ensuring every member of the School community is supported and can flourish. The award recognises good practice, whilst also highlighting important areas for improvement. A new Staff Wellbeing Policy was implemented in June 2022. The Policy was developed in consultation with staff and affirms the School's commitment to encouraging, promoting and supporting the positive mental, physical and emotional wellbeing of all staff. The School launched the important provision of adult mental health first aiders in the Summer term and thirty-four staff are now trained mental first aiders.

The School has complied with the UK's Equality Act 2010 Regulations 2017 which require the publication of information on the gender pay gap for UK employees annually. The School's report is available on the Sevenoaks School website.

c. The need to foster the company's business relationships with suppliers, customers, and others

Sevenoaks School is committed to ensuring that its mission and values are reflected in its approach to buying goods and services and Sevenoaks School is transparent with information and prides itself on building mutually beneficial relationships.

d. The impact of the company's operations on the community and the environment

The company has completed the Energy Savings Opportunity Scheme (ESOS) reporting requirements and is now reporting under the Streamlined Energy and Carbon Reporting (SECR). Decarbonising the campus is a stated aim of the School's new strategy, and work has begun to develop a roadmap towards becoming a carbon net zero community, to be overseen by a Sustainability Steering Group.

The School's considerable contribution to the local community is set out in sections which follow and includes partnership work and support to local state funded schools. The School's voluntary service ethos supports a wide range of contributions which are also described.

e. The desirability of the company maintaining a reputation for high standards of business conduct

Sevenoaks School seeks to promote and apply the highest standards of business conduct and adheres to all applicable laws and regulations relating to fraud, bribery, and corruption wherever it operates (including the UK Fraud Act 2006 and Bribery Act 2010 which applies to Sevenoaks School's operations both in the UK and globally).

f. The need to act fairly as between members of the company.

The Governors have a conflicts of interest policy. All Governors are required to make an annual declaration of business interests and declare if there is any conflict of interest relating to any item on the agenda at each meeting.

REVIEW OF ACHIEVEMENTS AND PERFORMANCE FOR THE YEAR

Public Benefit

The imperative of delivering public benefit is woven throughout the School's activities, and enshrined at the heart of the new *Sevenoaks 600* strategy. The School is proactive in seeking to make a significant contribution for the benefit of its communities in accordance with its charitable objects and has taken careful consideration of the Charity Commission guidance in deciding what educational and ancillary activities the charity should undertake. In the following report, therefore, the School's achievements and performance are reviewed through a lens of public benefit, including: advancing education; widening opportunity through offering free and assisted places; a distinctive student service programme; sharing resources and expertise through partnerships; and providing free or subsidised use of School facilities by other schools and community groups.

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Advancing education

Founded in 1432, Sevenoaks School enjoys the distinction of being one of the UK's longest established schools. A tradition of innovation and excellence has seen Sevenoaks develop into a co-educational day and boarding school, its constituency extending both locally and internationally. The School offers a rigorous as well as a rounded education for pupils from the age of 11 to 18 and in particular has developed a worldwide reputation as a centre of excellence and as a flagship for the International Baccalaureate. An average of 1,167 students attended the School during 2021/22. The School actively seeks to maintain gender balance, achieving 48% female students and 52% male students. A third of the students (389) were boarders, comprising 174 female and 215 male students. In advancing education, the School relieves public funds of considerable expense.

The School continues its outstanding record of integrating academic achievement, pastoral care and co-curricular opportunity. Academic excellence is achieved by bright, motivated students, inspired by highly qualified and dedicated teachers in well-resourced classrooms. A professional team of specialist tutors, boarding house staff and year heads ensures that our pupils are happy and receive expert care and support, while the mutual respect shared by students and staff helps to generate an atmosphere of friendliness. The School's campus offers a safe, attractive environment in which to learn and grow. State-of-the-art facilities, together with high level instruction, provide rich opportunities for pupils to participate in a wide variety of sports, the performing arts and many other activities.

Every pupil is encouraged to be curious, creative, critically aware, and to develop his or her passion and talent to the full. Life is fast-paced and dynamic, and expectations are high. At the same time, the School cultivates in its pupils the habit of reflecting on their learning and on the way they behave and perform. While distinctively forward-looking, the School continues to value its alumni, who return for regular matches, social events and anniversary dinners, and whose presence is strongly felt and recorded in the inclusive School publications.

The School's international outlook promotes the principles of tolerance and open-mindedness. Regular assemblies, tutor group meetings and a programme of talks help to foster the social and emotional welfare of students, while a long tradition of service and local and international charity projects advances a core set of values across the student body. Ambitious but principled, confident and compassionate, Sevenoaks students are prepared for leadership in an ever more complex world.

All Sixth Form students pursue the International Baccalaureate Diploma, a programme the School has delivered for over 40 years. The Diploma represents, in the School's view, the best preparation for university and for work in a world of global competition. Students leave Sevenoaks to study a wide range of courses at top universities in the UK, the US and elsewhere. They do so with an enlarged capacity for independent thought and intellectual risk-taking, a strong appetite for learning, and equipped with the skills and personal qualities necessary for a happy and successful life.

In terms of examination results, the School continues its outstanding record of academic achievement. In the Summer of 2022, examination results for both Year 11 and the Upper Sixth were determined via public examinations for the first time since 2019. Both year groups have had to cope with a lot of disruption to their studies, but they have shown great resilience and determination. In particular, for many of the Upper Sixth, this examination session was their first experience of public exams because of the cancellation of GCSEs/IGCSEs in 2020. In total, 227 students took the IB Diploma; all passed, and the School's average score was 40.3, with the most common result being 43, with 185 students achieving 38 points or more. For Year 11, the School has bucked the trend seen nationally and globally of grades dropping following a year of predicted grades: 96% of all qualifications were graded A/A* or 9/8/7. This is even higher than the 93.8% figure from 2021, when grades were awarded by Teacher Assessed Grades. The percentage of 9s (for those subjects on a 9-1 scale) was 65%, also higher than 2021's 57%, and much higher than figures from 2019 and earlier.

In terms of university entrance: the School's Higher Education department supported successful applications by 236 students (including some Year 14 post-qualification applicants) going to universities in the UK, USA, Canada, Europe and elsewhere in 2022/23. The percentage of students progressing to their first-choice university was 92%. The School's most popular university destinations this year are: UCL (21 places), Edinburgh (14), King's College London (14), Bath (12) and Oxford (12). Of the UK entrants, 82% will take up a place at a Russell Group university, with the School ranked in the top two fully co-educational independent schools in the UK for Oxbridge offers. In a very challenging year, 18 students (14 2022 leavers and 4 2021 leavers) received offers for Medicine or Veterinary Medicine for entry in either 2022 or 2023. The School's North American offers this year have also been impressive with 41 students taking up a place in the US or Canada, a significant number with scholarships. Despite the fierce competition, 51 students who applied to the US received an offer for at least one of the institutions they applied to. A further 9 students took up university places in Europe or another international destination. Overall, 21% (50/236 students) of Sevenoaks students are going on to study at top universities overseas. As always, the range of courses sought by our students is extremely broad, covering STEM subjects, Humanities, the Arts, Languages, and increasingly, mixed liberal arts and combined programmes.

Widening opportunity through financial assistance with fees

The School was established by William Sevenoke in 1432 as a free school to provide an education for young scholars regardless of their financial background, and the School is committed to respecting that heritage. Over the past 10 years the School has significantly increased the number of students receiving full or partial financial assistance from 17 to 57 in 2021/22 at a cost of £1,328,000. Funded by both the School and the Sevenoaks School Foundation, these students benefit from the outstanding educational opportunities offered by the School, and the whole community benefits from the greater diversity of backgrounds and perspectives. A priority objective within the *Sevenoaks 600* strategy is to fundraise for an

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endowment that will provide financial assistance for students in perpetuity, with the ambitious long-term vision to move towards needs-blind admissions. As a first step, Governors approved a new Financial Assistance with Fees Policy in June, to provide greater clarity about the process and eligibility criteria for financial assistance, both for interested families and the decision-making panel.

Since 2016 the School has also partnered with the Royal National Children's SpringBoard Foundation, the UK's largest boarding school bursary charity. The aim is to match children to the right boarding schools to achieve life-transforming outcomes for students, and to provide for a 'ripple effect' whereby those students raise aspiration with their home communities. This education can provide young people with the opportunity to access a future not tied to where they started in life. Currently two Royal SpringBoard students are in the Sixth Form at Sevenoaks School supported by full boarding bursaries from the Sevenoaks School Foundation.

Student Service Programme

Service has for a long time been a key part of a Sevenoaks education. Through the Institute of Service and Partnerships (ISP), the School aims to create positive, inclusive and sustainable social change through educational innovation and collaboration. The key aims are:

1. To support students in developing the knowledge, skills and insight needed to become informed and active local and global citizens.
2. To work with partners in creating transformational educational opportunities in Kent and beyond.
3. To act as an organisational role model for members of the School and wider community with regard to social and environmental impact.
4. To work with others to advance practice in service and partnerships across the national and international education sectors.

The following examples provide a flavour of the many service activities undertaken during the course of the year:

- *Service Programme (Years 10-13):* In 2021-2022 the School's Thursday afternoon service programme engaged over 450 students in years 10-13 in 55 different service projects. Students in total worked for approximately 25,000 hours across the service programme, working with local partner schools and organisations, or advocating and supporting wider causes, whilst building their understanding. The service projects are diverse in nature, and include:
 - Educational partnerships: Junior Science, Minimus Latin, EduLit, EduSTEM, Fuse Schools, Pen Disco, Classroom Support, PE, Language Support, Chess, Coding, Art for the Community, Music, VSU Design, Gamelan
 - Environmental action: The Green Team, Ocean Plastics Group, Action for Biodiversity, Footprint Facts Project. A new allotment has been created by the Green Team behind Sennocke House, with produce harvested and frequently donated to the Sevenoaks Larder.
 - Equity Diversity and Inclusion: Conflict and Rebuilding, the Local Action team, Music Performance Group, Kent Academies Network, MUN, Senior Drama, Video Production, Partnerships Leadership Team, Student-led Projects, Breaking Good (open source science project)
- *Social Leadership Programme (open to Years 10-13 for all schools across Kent):* This programme involved a set of 10 online workshops with active practitioners in social entrepreneurship. Students participating in 2021/2022 were from a range of schools including Weald of Kent, Dartford Grammar School, the Judd School, Sevenoaks School, Hillview School, StGregory's Catholic School, and the John Wallis Academy.
- *Fundraising (all years, supported by the student charity committee):* In total, through cash donations and online appeals School students raised £69,533.71 for 45 different causes through 56 events. Over 40% of this total was raised for the British Red Cross Ukraine Crisis Appeal, which has so far raised £31,977.76.

Sharing resources and expertise through partnerships and other initiatives

The School's strategic vision reinforces its commitment to share its educational expertise and other resources with schools and other partners, providing opportunities for children and teachers to take part in a shared programme of teaching and learning events and co-curricular activities. The following provides a summary of key partnership activities:

- *Refugee Partnerships:* Between 20-30 refugees who have recently resettled into the local area had free access to the School gym, Sennocke Centre and pool on Friday evenings and Sunday mornings, with coffee and conversation with staff and students. As part of the service programme, over 20 refugees have attended our English language lessons, also gaining 1-1 support in IT and job seeking from our staff and students.
- *ISP Service and Partnerships Conference:* 80 people attended from 70 different schools across the UK. Most were working in the role of Director of Partnerships or Head of Community Service. This is the only conference in the UK with a clear focus on service learning for teachers. It was held in partnership with the School's Community Action group.
- *Sevenoaks Primary Partnership:* 53 events totalling over 250 hours were held in support of the Sevenoaks primary partnership. These events mostly involve hosting meetings for teachers and headteachers within the partnership,

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alongside a number of sports events such as water polo, aqua splash, triathlon, and netball events.

- *High Achieving Pupils (HAPs) Summer School August 2021:* In August, the School held its annual summer school for high achieving pupils from local primary schools. Over 240 Year 4 and 5 pupils from Partnership Primary Schools took part in at least one of the Maths, Science, Sport, Art, Music and Drama courses.
- *STEM Week:* This week consisted of a series of interactive shows in the Pamoja Hall, workshops and lessons across physics, biology and chemistry, and careers talks. Over 2000 students attended from over 20 primary schools across the Sevenoaks community.
- *Transition Day:* The School welcomed over 1000 Year 6 pupils from 24 local primary schools, alongside secondary school buddies from 4 different local schools, to an event aimed to ensure a smooth and reassuring transition between primary and secondary schools.
- *Partnership boxes:* A Sevenoaks partnership box is a collection of subject-specific classroom resources available on loan (for free) to schools. In 2021/22, 31 different schools and organisations borrowed one of the outreach boxes; in total, there were 67 bookings.
- *Use of facilities:* The School's facilities and grounds, in particular the Performing Arts Centre and Sennocke Sports Centre, are made available to local schools and community groups such as The Weald Primary School, Anthony Roper School, Sevenoaks Hockey Club, Sevenoaks Athletic Club, Sevenoaks Powerchair Football Club, and Sevenoaks RoundTable. The School's music concerts are open to the public.
- *Kent Academies Network (KAN):* This aims to remove barriers to Higher Education by developing pupils' confidence, knowledge, and agency so that they can set ambitious goals, and ultimately reach them. There are 85 students in the cohorts from 2018 to 2022, of whom 76 per cent are first generation university students. Many students who have been participants of the programme are increasingly returning as mentors.
- *International Partnerships:* Students have offered significant design, video and fundraising support to the EduSpots charity's work in rural Ghana supporting an estimated 300 children in engaging in practical science and literacy challenges which has proven to lead to increased school engagement and attendance, increased emotional engagement in maths and science, and a stronger interest in reading. This has included fundraising for 3 'STEM for a Sustainable Future' 2-week summer camps led by local volunteers to take place, impacting 75 children and fundraising for 1000 storybooks that were representative of local people and communities to be printed and distributed across 50 Ghanaian communities.
- *Knole Academy Partnership:* This School has a strong partnership with Knole Academy, including:
 - The Headmaster and Senior Deputy Head are on the Teaching and Learning governance committee, the Chair of the Board of Governors is a member of the Knole Academy Trust; previous Acting Head Ms Theresa Homewood is Chair of Governors;
 - Knole students are involved in the Kent Academies Network;
 - STEM support, including for Year 13 students, involvement in a university physics scheme called Planet Hunting using Python, members of the Physics department observing IB Physics lessons and sharing practice with experiments and wider schemes of work, and other support from the Maths and Physics staff;
 - The School's Institute of Teaching and Learning have ongoing discussions on ideas and practice sharing;
 - Consultancy on Cambridge applications from the Institute of Higher Education.

Links with other Charitable Bodies

The School has links with other charitable bodies, including Sevenoaks School Foundation (Registered Charity No. 307923), an independent charity whose objects mirror those of the School. In 2021/22, the Foundation made grants of £499,000 (2020/21: £601,000) to the School for bursaries and scholarships. A further £58,000 (2020/21: £43,000) was granted by the Foundation to fund residential trips and other extra-curricular activities for bursary award holders.

The School also has a long relationship with Sevenoaks Almshouses, an independent but neighbouring charity with a shared history, that provides affordable housing for people of retirement age. The School nominates two trustees and provides a range of support services.

Sustainability

Sustainability is a strategic pillar of the *Sevenoaks 600* strategy, and the Sustainability Committee is developing three workstreams focused on 'sustainable curriculum', 'sustainable community', and 'sustainable campus' as follows:

Sustainable curriculum: The School is conducting a review of how sustainability is embedded within its curriculum and co-curriculum, and how students are supported to engage with sustainability as a defining challenge of their generation. The School is committed to empowering students to be sustainability leaders in their future work and lives.

Sustainable community: As a School, there is a responsibility to respond to and nurture the passion many young people have for environmental sustainability. The School has a well-established student EcoCommittee through which students develop projects to drive awareness about how individual behaviours can contribute to sustainability efforts. The School also has student-led groups and campaigns including EcoCommittee Green Team, Action for Biodiversity, Footprint Facts, Uocean, EduSTEM, Eco Ambassadors and Green Flag.

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Sustainable campus: The School is working with external specialists to conduct a campus audit to help understand how it can better measure and reduce its carbon emissions, as part of its commitment to becoming a carbon net zero community. The School is fortunate to be located on a fantastic and historic 100 acre campus, which provides an inspirational environment for studying and working, but requires constant investment to maintain and develop to meet the changing needs of the School community. Both remedial maintenance works and new development projects provide opportunities to make progress towards becoming an environmentally sustainable campus. The School is also looking at the role of technology and procurement processes as part of its commitment to sustainability.

Investment Performance

The School holds the majority of its restricted funds in long term investments, mainly in the form of pooled charitable investment funds, which yielded an average loss of 1.3% for the year ended 31 July 2022 (2021: average gain 17.2%). The dividend income was available to be applied to the purposes of the various funds. Governors anticipate future performance to be in line with their investment objective of preserving the capital value with a minimum level of risk.

Unrestricted funds are held in bank deposits for operational liquidity purposes and for short to medium term application to planned improvements to the School's facilities, as well as for capital protection purposes. The Governors will review the investment strategy again over the coming year.

Over the coming year, the School will be working closely with the Sevenoaks School Foundation to develop a responsible investment policy, in anticipation of developing a permanent endowment to provide financial assistance for students.

FINANCIAL REVIEW AND RESULTS FOR THE YEAR

Results

Net outgoing funds (before the actuarial gain on pensions and the loss on investments) for the year were £1,211,000 per the SOFA on page 18 (2021: £2,629,000) as shown in the School's Statement of Financial Activities. This includes a £202,000 (2021: £21,000) surplus from Sennocke Services Limited which is included in the Statement of Financial Activities as an unrestricted donation, with the summary accounts for the entity being disclosed in Note 23 to the financial statements.

Reserves Level and Policy and Financial Viability

The reserves of Sevenoaks School are held in designated funds for fixed assets, buildings and bursaries. The designated fund for fixed assets covers the book value of fixed assets (£21,816,000). Each year reserves equivalent to 3% of gross fee income are transferred to the bursary reserve (£1,067,000) and the cost of bursaries granted (£1,328,000) is set against that fund. In addition, transfers from restricted funds for bursaries for fees and extras, which include grants received from Sevenoaks School Foundation, are allocated to the bursary reserve, to cover the cost to the School of making those additional awards. The balance on the bursary reserve was £1,137,000 at the end of July 2022 (2021: £939,000).

At 31 July 2022, after taking into account the pension-funding surplus of £0 (2021: deficit of £4,757,000), £5,657,000 (2021: -£135,000) was held in General Funds, which represented 8 weeks operating costs. The Governors' intention is to hold up to one term's operating costs in General Funds to provide an element of protection in an uncertain economic climate. Despite the current economic uncertainty, the Governors consider the level of reserves to be appropriate. The Governors will continue to keep the level of reserves under review.

Going Concern

The Governors continue to review the longer term impact of Covid-19 and the evolving global economic context on the School's operations and finances. Taking into consideration actions taken to manage costs and to preserve cash, together with the ongoing demand for places, funding facilities available to the School, and future projected cash flows, the Governors have a reasonable expectation that the School has adequate resources to continue its activities for the foreseeable future, and consider that there are no material uncertainties over the School's financial viability. Accordingly, the Governors continue to adopt the going concern basis in preparing the financial statements.

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STREAMLINED ENERGY AND CARBON REPORTING (SECR)

The School's greenhouse gas emissions for the financial year were equivalent to 1,798.69 tonnes of carbon dioxide which equates to 9,463,347 kilo-Watt-hours (kWh) of energy. The School has undertaken 6 energy efficiency actions (EEA) in this reporting year.

This information has been compiled in line with the 2019 HM Government Environmental Reporting Guidelines: including Streamlined Energy and Carbon Reporting (SECR). The 2022 UK Government GHG Conversion Factors for Company Reporting have been used to calculate emissions. Energy consumption data has been taken from invoices issued for the financial year and meter readings. Transport energy has been calculated from fuel consumption data in litres for Scope 1 emissions and miles travelled for Scope 3 emissions.

Table 1 shows the GHG emissions for the School in tonnes of carbon dioxide equivalent for the year:

	Emission Source	2021/22 Energy (kWh)	2021/22 Emissions (tCO₂e)	2020/21 Energy (kWh)	2020/21 Emissions (tCO₂e)
Scope 1	Gas Consumption	6,040,619	1,102.66	6,597,580	1,208.41
	Heating Oil	306,489	78.70	361,584	92.85
	Owned Transport	168,452	42.47	107,757	27.11
	Sub Total	6,515,560	1,223.83	7,066,921	1,328.37
Scope 2	Purchased Electricity	2,888,303	558.54	2,539,059	539.12
Scope 3	Business Travel	59,484	16.32	73,485	20.61
Total Emissions		9,463,347	1,798.69	9,679,465	1,888.10

Table 2 shows the intensity ratios for the School:

Type	2021/22 kWh/Students	2021/22 tCO₂e/Students	2020/21 kWh/Students	2020/21 tCO₂e/Students
Occupancy	8,109	1.54	8,344	1.63

During the year the following efficiency actions were taken:

Category	Title	Description
Lighting	LED upgrades	LED lights are being fitted as an ongoing project throughout the School.
Smart meters	Controlling energy usage	Introduction of smart meters in conjunction with energy providers
New boiler in boarding house	Heating	Replacement of old boiler with new condensing boiler
Staff accommodation windows	Thermal efficiency improvements	Refurbishment of sash windows (phase 2)
Replacement roof of theatre	Thermal efficiency improvements	Replacement roof with improved insulation
Construction of a new boarding house	- Thermal efficiency improvements - Sustainable heating	- Building constructed to passive house standard - Use of air source heat pumps rather than traditional boilers - No fossil fuel (gas/oil) supply installed

SEVENOAKS SCHOOL

ANNUAL REPORT OF THE GOVERNORS

YEAR ENDED 31 JULY 2022

RISK MANAGEMENT

This year, the Board of Governors approved a new format for the School's Risk Framework, designed to give the Board greater visibility of key risks and organised in a format to bring improved clarity and support meaningful discussion of risk. Under the new format risks are organised under the headings of operational risks, business model risks and external risks, all of which inform the assessment of five top level strategic risks. A summary report is considered termly by the Governance Committee, with the full Risk Framework tabled annually for review by the Governance Committee and subsequently the Board of Governors.

Strategic risks

The five top level strategic risks are: failure in quality of educational provision and experience; drop in high quality applications; failure to recruit, retain and develop world class staff; resources unable to accommodate change; and public perception of the School is negatively affected. At the end of 2021/22, the main strategic risk facing the School is that resources (financial, space, technology or staff) are unable to accommodate the need to change. To manage and mitigate this risk, Governors and the School's executive leadership review the School's financial position regularly, with focused reports scheduled on the campus, technology and staff. Whilst there are no material concerns over the School's long term viability, given the volatility of the external economic and political context, Governors remain acutely aware of the need to manage resources responsibly and sustainably.

Operational risks

Operational risks encompass safety or safeguarding incidents, physical or digital security breaches, negative student or staff behaviour, or failure in educational provision or governance.

Safeguarding and health & safety: The School has comprehensive safeguarding and health & safety policies and procedures in place to mitigate risks of a safeguarding or health & safety incident or failure in pastoral care, always in line with national guidance *Keeping Children Safe in Education (KCSIE)*, the National Minimum Boarding Standards, and relevant Health & Safety legislation. The need for vigilance and immediate action, particularly where a child is considered at risk, is continually reinforced through communications and training, led by the Designated Safeguarding Lead and Health & Safety Manager. A secure central repository (CPOMS) is used for the reporting and recording of safeguarding concerns, and counselling provision has been increased to support mental health concerns. Concerns in respect of inappropriate online behaviour by students are dealt with through a programme of educational initiatives, including an online safety week, staff awareness training and information for parents. A new Online Safety Policy and Anti-cyberbullying Policy have been drafted which will be launched in Michaelmas Term 2022. All staff have been trained on Prevent (the legal requirement to have due regard to preventing people from being drawn into terrorism) and Prevent Duty Guidance has been reflected in the School's safeguarding policy. All staff are required to undertake safeguarding and health & safety training as part of induction, reinforced by annual training, including a requirement to confirm in writing they have read the updated version of KCSIE. All pre-employment checks required from KCSIE are undertaken including DBS with barred list check. Staff are requested to confirm if there has been any change to their DBS status on an annual basis. The Health & Safety Board meets termly and reviews relevant policies, accident reporting, risk assessment processes, and any specific issues or concerns. Both Safeguarding and Health & Safety are reported to Governors on a termly basis, with additional updates if required.

Physical or digital security breaches: A Campus Security Working Group reviews campus-wide security risks and mitigating processes, including aspects such as vehicle movement, alarms, CCTV, visitor and contractor management. The School remains vigilant to cyber-attacks and employs a multi-layered approach to cyber defence. There are regular penetration tests and multi-factor authentication has been rolled out for all staff and students. There is regular up-skilling for staff and students on the importance of good cybersecurity practices. A comprehensive IT risk register has been developed.

Negative student or staff behaviour: Staff and student codes of conduct are in place and embedded within induction and admissions processes. The risk of student misconduct is mitigated through robust PSHE (personal, social, health and economic) education and close liaison with parents where there are concerns.

Failure in educational provision, infrastructure or governance: The spirit of the International Baccalaureate Diploma Programme (IBDP), with its breadth, balance, coherence and interdisciplinary approach, is at the heart of the School's curricular and co-curricular provision. Appropriate teaching provision and quality are closely monitored, the Institute of Teaching and Learning (ITL) supports continued innovation, and staff benefit from ongoing CPD. Regulatory compliance is closely monitored, and an ISI Regulatory Compliance Inspection carried out in June 2022 concluded that the School met all of the required regulatory standards as set out in the Education (Independent School Standards) Regulations 2014, the National Minimum Standards for Boarding School 2015 and associated requirements, with no further action required. A rolling maintenance programme ensures the campus infrastructure is safely maintained. Governors meet regularly to monitor the School's activities and undertake regular training. An external review of governance effectiveness took place in September 2022.

Business model risks

Business model risks relate to changes in key income flows and cost areas. The School derives the majority of its income from tuition fees, and staffing costs constitute by far the greatest proportion of expenditure.

Cost increases: At the end of 2021/22, the combined economic impact of Brexit, Covid and Russia's invasion of Ukraine are having an effect on inflation, which not only puts pressure on the School's operating budget but also affects parental

SEVENOAKS SCHOOL

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YEAR ENDED 31 JULY 2022

ability to pay tuition fees and drives up staff salary expectations. In terms of mitigating actions, the School has secured fixed price contracts where possible, processes are being adjusted to ensure enhanced budget monitoring, and the Finance and Property Committee regularly review the longer term financial plan to understand potential impacts should risks materialise, test assumptions and identify further potential mitigating actions should they be required.

Pension cost increases: A further business model risk relates to the anticipated increase in pension costs. The School maintains an active awareness of the increasing cost of both the Teachers' Pension Scheme and the Local Government Pension Scheme, and these remain under the review of the Finance and Property Committee.

Change in government policy towards independent schools: There remains an ongoing risk of a change in governmental policy towards independent schools, which may result in the removal of business rate relief and other charitable tax benefits and the addition of VAT on school fees. The School has long sought to mitigate this risk through its significant contribution to public benefit and support for state-funded partner schools; however, Governors recognise that a national policy change is unlikely to take individual school circumstances into account and therefore financial modelling must be undertaken to make provision for this risk should it materialise.

External risks

External risks include regulatory, legal, political, economic or social events or changes beyond the School's control, that have an adverse impact on the School's ability to operate. Specific risks relevant at the close of 2021/22 include:

Student recruitment: The School benefits from being a diverse, international community but it does mean that the School may be exposed to the effects of global economic and political events impacting students and their families around the world. This includes the risk of a reduction in student recruitment from key international markets due to international tensions, war, pandemic, recession and an increase in border controls. In response to this, the School continues to diversify to new and growing markets whilst maintaining the Sevenoaks (and immediately surrounding areas) market and continuing to have a strong anchor in the local community. Where necessary measures from the pandemic can be deployed in the event of future travel restrictions, including online learning.

Staff recruitment: The combined impact of Brexit, the pandemic and an impending global recession creates a challenging market for staff recruitment. The School has a robust reputation, enviable working environment, generous benefits and supportive employment policies; however, support staff recruitment in particular, where the School must compete against many other sectors and the London market, will require continual attention to ensure key roles are filled with suitably experienced and skilled professionals.

Conclusion

In the opinion of the Governors, the School has established a robust Risk Framework and review system, with appropriate resources allocated to mitigating risks to an acceptable level.

SEVENOAKS SCHOOL
ANNUAL REPORT OF THE GOVERNORS
YEAR ENDED 31 JULY 2022

FUTURE PLANS

Governing Body Objectives 2022/23

1. **Ensuring the School's financial stability:** Support the Executive in bringing the School back onto a positive financial trajectory (following planned deficits and the subsequent impact of Covid) and rebuild reserves over the mid-term.
2. **Strategic planning:** Support the Executive to advance Sevenoaks 600 into sensibly phased and affordable plans.
3. **Good governance:** Respond to recommendations from the AGBIS Governance Effectiveness Review carried out in September 2022.

ACCOUNTING AND REPORTING RESPONSIBILITIES

The members of the Governing Body (who are also Directors of Sevenoaks School for the purposes of company law and trustees of the Charity) are responsible for preparing the Annual Report and the financial statements in accordance with applicable law and regulations.

Company law requires the Governing Body to prepare financial statements for each financial year. Under that law the Governing Body has elected to prepare the financial statements in accordance with United Kingdom Generally Accepted Accounting Practice (United Kingdom Accounting Standards and applicable law).

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

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

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

Relevant audit information

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

Approved by the Governing Body of Sevenoaks School on 5th December 2022, including, in their capacity as company directors, approving the Directors' and Strategic Reports contained therein, and signed on its behalf by:



Alison Beckett
Chair of Governing Body

Independent Auditor's Report to Sevenoaks School

Opinion

We have audited the financial statements of Sevenoaks School ('the charitable company') for the year ended 31 July 2022 which comprise the Statement of Financial Activities, the Balance Sheet, the Cash Flow Statement and notes to the financial statements, including significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 July 2022 and of its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for opinion

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

Conclusions relating to going concern

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

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the 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 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 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:

- adequate and proper accounting records have not been kept; or
- the 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 14, 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.

Details of the extent to which the audit was considered capable of detecting irregularities, including fraud and non-compliance with laws and regulations are set out below.

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.

Extent to which the audit was considered capable of detecting irregularities, including fraud

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We identified and assessed the risks of material misstatement of the financial statements from irregularities, whether due to fraud or error, and discussed these between our audit team members. We then designed and performed audit procedures responsive to those risks, including obtaining audit evidence sufficient and appropriate to provide a basis for our opinion.

We obtained an understanding of the legal and regulatory frameworks within which the charitable 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 taxation legislation, together with the Charities SORP (FRS 102). We assessed the required compliance with these laws and regulations as part of our audit procedures on the related financial statement items.

In addition, we considered provisions of other laws and regulations that do not have a direct effect on the financial statements but compliance with which might be fundamental to the charitable company's ability to operate or to avoid a material penalty. We also considered the opportunities and incentives that may exist within the charitable company for fraud. The laws and regulations we considered in this context for the UK operations were The Education (Independent School Standards) Regulations 2014, health and safety legislation and employment legislation.

Auditing standards limit the required audit procedures to identify non-compliance with these laws and regulations to enquiry of the Trustees and other management and inspection of regulatory and legal correspondence, if any.

We identified the greatest risk of material impact on the financial statements from irregularities, including fraud, to be within the timing and recognition of income and the override of controls by management. Our audit procedures to respond to these risks included enquiries of management and the Finance Committee about their own identification and assessment of the risks of irregularities, sample testing on the posting of journals, reviewing accounting estimates for biases, reviewing regulatory correspondence with the Charity Commission, Independent Schools Inspectorate, Ofsted and reading minutes of meetings of those charged with governance.

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. For example, the further removed non-compliance with laws and regulations (irregularities) is from the events and transactions reflected in the financial statements, the less likely the inherently limited procedures required by auditing standards would identify it. In addition, as with any audit, there remained a higher risk of non-detection of irregularities, as these may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal controls. We are not responsible for preventing non-compliance and cannot be expected to detect non-compliance with all laws and regulations.

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.



Tina Allison
Senior Statutory Auditor
For and on behalf of
Crowe U.K. LLP
Statutory Auditor

London

Date 21 April 2023

SEVENOAKS SCHOOL
STATEMENT OF FINANCIAL ACTIVITIES
(INCORPORATING AN INCOME AND EXPENDITURE ACCOUNT)
FOR THE YEAR ENDED 31 JULY 2022

	Notes	Unrestricted funds £'000	Restricted funds £'000	2022 £'000	2021 £'000
Income from:					
Charitable activities					
School fees receivable	2	33,645	-	33,645	31,374
Ancillary trading income	3	2,277	-	2,277	1,892
Other trading activities					
Charitable trading income	4	881	-	881	437
Investments					
Investment income	5	-	31	31	30
Bank and other interest	6	48	-	48	39
Voluntary sources					
Grants and donations	7	213	856	1,069	877
Other					
Other income	1.4	-	-	-	265
Total incoming resources		37,064	887	37,951	34,914
Expenditure on:					
Raising funds					
Charitable trading costs	8	(1,059)	-	(1,059)	(866)
Financing costs	9	(41)	-	(41)	(42)
Total deductible costs		(1,100)	-	(1,100)	(908)
Charitable activities					
Education and grant making	8	(37,571)	(491)	(38,062)	(36,635)
Total expenditure		(38,671)	(491)	(39,162)	(37,543)
Net (outgoing)/incoming funds from operations before transfers and investment gains		(1,607)	396	(1,211)	(2,629)
(Losses)/gains on investments	12	-	(13)	(13)	150
Transfers between funds	21	476	(476)	-	-
Net loss		(1,131)	(93)	(1,224)	(2,479)
Pension scheme actuarial gains	22	5,132	-	5,132	1,931
Net movement in funds for the year		4,001	(93)	3,908	(548)
Fund balances brought forward 1 August 2021		24,609	1,555	26,164	26,712
Fund balances carried forward 31 July 2022		28,610	1,462	30,072	26,164

The notes on pages 21 to 40 form part of these financial statements.

**SEVENOAKS SCHOOL
BALANCE SHEET
AS AT 31 JULY 2022**

	Notes	2022 £'000	2021 £'000
FIXED ASSETS			
Tangible fixed assets	11	21,816	23,805
Investments	12	1,012	1,025
		<u>22,828</u>	<u>24,830</u>
CURRENT ASSETS			
Debtors	13	1,656	1,527
Cash and deposits		22,037	19,293
		<u>23,693</u>	<u>20,820</u>
CURRENT LIABILITIES			
Creditors payable within one year	14	(14,425)	(12,269)
		<u>9,268</u>	<u>8,551</u>
NET CURRENT ASSETS			
TOTAL ASSETS LESS CURRENT LIABILITIES		<u>32,096</u>	<u>33,381</u>
LONG TERM LIABILITIES			
Creditors payable after more than one year	15	(2,024)	(2,460)
Pension scheme funding surplus/(deficit)	22	0	(4,757)
		<u>30,072</u>	<u>26,164</u>
NET ASSETS	21		
REPRESENTED BY:			
RESTRICTED FUNDS	21	1,462	1,555
UNRESTRICTED FUNDS	21		
Designated funds			
Fixed assets		21,816	23,805
Bursary reserve		1,137	939
		<u>22,953</u>	<u>24,744</u>
Pension reserve		0	(4,757)
Other unrestricted funds		5,657	4,622
		<u>5,657</u>	<u>(135)</u>
General funds			
TOTAL FUNDS		<u>30,072</u>	<u>26,164</u>

These financial statements were approved by the Governing Body on 5 December 2022 and were signed on its behalf by:



Mrs Alison Beckett
Chair of Governing Body

The notes on pages 21 to 40 form part of these financial statements.

**SEVENOAKS SCHOOL
CASH FLOW STATEMENT
FOR THE YEAR ENDED 31 JULY 2022**

	Note	2022 £'000	2021 £'000
Net cash inflow from operations			
Net cash provided by operating activities	(i)	4,191	260
Cash flows from investing activities			
Payment for tangible fixed assets		(980)	(4,384)
Proceeds on sale of tangible fixed assets		26	35
Net return on defined benefit pension scheme		(531)	2,329
Investment income and bank interest received		79	68
Net cash used in investing activities		(1,406)	(1,952)
Cash flows from financing activities:			
Finance costs paid		(41)	(42)
Net cash used in financing activities		(41)	(42)
Change in cash/cash equivalents in the period		2,744	(1,734)
Cash/cash equivalents at the beginning of the reporting period		19,293	21,027
Cash/cash equivalents at the end of the reporting period	(ii)	22,037	19,293
(i) Reconciliation of net income to net cash flow from operating activities			
Net outgoing funds		(1,211)	(2,629)
Elimination of non-operating cashflows:			
- Investment income		(79)	(68)
- Financing costs		41	42
Defined benefit pension scheme adjustments		906	(1,850)
Depreciation charge		2,898	2,949
Loss/(profit) on sale of assets		45	3
(Increase) in debtors		(129)	(404)
Increase in creditors		1,375	868
(Decrease)/Increase in fees in advance scheme creditors		(763)	239
Increase in parents' deposits		1,108	1,110
		5,402	2,889
Net cash inflow/(outflow) from operations		4,191	260
(ii) Analysis of changes and cash equivalents			
		At 1 Aug 2021 £'000	Cashflow £'000
Deposits		7,855	346
Cash at bank		11,438	2,398
		19,293	2,744
		22,037	

The notes on pages 21 to 40 form part of these financial statements

**SEVENOAKS SCHOOL
STATEMENT OF ACCOUNTING POLICIES
FOR THE YEAR ENDED 31 JULY 2022**

1. ACCOUNTING POLICIES

The financial statements have been prepared in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS102), the Companies Act 2006 and the Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) - effective 1 January 2015.

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

The accounts are drawn up on the historical cost basis of accounting, as modified by the revaluation of investments. The accounts present the statement of financial activities (SOFA), the balance sheet and the cash flow statement for the charity.

The School is a Public Benefit entity registered as a charity in England and Wales and a company limited by guarantee. It was incorporated on 23 September 2003 (company number: 4908949) and registered as a charity on 5 January 2004 (charity number: 1101358).

Going concern

Having reviewed the impact of Covid-19 on the School's operations and finances, and taking into consideration the funding facilities available to the School together with the expected ongoing demand for places and the School's future projected cash flows, the Governors have a reasonable expectation that the School has adequate resources to continue its activities for the foreseeable future and consider that there are no material uncertainties over the School's financial viability. Accordingly, they continue to adopt the going concern basis in preparing the financial statements as outlined in the Statement of Accounting and Reporting Responsibilities on page 14.

Critical accounting judgements and key sources of estimation uncertainty

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

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

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

The following accounting policies have been applied consistently in dealing with items which are considered material in relation to the School's financial statements.

1.1 Fees and similar income

Fees receivable and charges for services and use of the premises, less any allowances, scholarships or bursaries granted by the School against those fees, but including contributions from restricted funds, are accounted for in the period in which the service is provided.

1.2 Investment income

Investment income from dividends, bank balances and fixed interest securities is accounted for on an accruals basis.

1.3 Donations, legacies, grants and other voluntary incoming resources

Voluntary incoming resources are accounted for as and when entitlement arises, the amount can be reliably quantified and the economic benefit to the School is considered probable.

**SEVENOAKS SCHOOL
STATEMENT OF ACCOUNTING POLICIES
FOR THE YEAR ENDED 31 JULY 2022**

1. ACCOUNTING POLICIES (Continued)

1.3 Donations, legacies, grants and other voluntary incoming resources (Continued)

Voluntary income for the School's general purposes is accounted for as unrestricted and is credited to the General Fund. Where a donor has imposed trust law restrictions, voluntary income is credited to the relevant restricted fund and incoming endowments are accounted for as permanent trust capital or expendable trust capital, according to whether the donor intends retention is to be permanent or not. Gifts in kind are valued at estimated open market value at the date of the gift, in the case of assets for retention or consumption, or at the value to the School in the case of donated services or facilities.

1.4 Other income

Included within Other Income are grants in respect of the Coronavirus Job Retention Scheme (CJRS) of £Nil (2021: £265,000). Grants received in respect of the CJRS have been accounted for using the performance model.

1.5 Expenditure

Expenditure is accrued as soon as a liability is considered probable. Expenditure attributable to more than one cost category in the SOFA is apportioned to them on the basis of the estimated amount attributable to each activity during the year by reference to the use made of the underlying assets. Irrecoverable VAT is included with the item of expenditure to which it relates.

Grants awarded are expended as soon as they become legal or operational commitments. Governance costs comprise the costs of complying with constitutional and statutory requirements.

1.6 Tangible fixed assets

Expenditure on the acquisition, construction or enhancement of land and buildings, vehicles, furniture, machinery, IT equipment and systems, and other equipment costing more than £5,000 is capitalised and carried in the balance sheet at historical cost. In certain circumstances, where the cost of an asset is not ascertainable, a reasonable estimate of the cost, if material, has been used.

Other expenditure on equipment incurred in the normal day-to-day running of the School is charged to the Statement of Financial Activities as incurred.

1.7 Depreciation

Depreciation is provided to write off the cost of all relevant tangible fixed assets less estimated residual value based on current market prices, in equal annual instalments over their expected useful economic lives:

- School freehold and leasehold buildings, including major extensions - 50 years
- Improvements to freehold and leasehold buildings - 10 years
- Furniture, machinery and equipment - 4 years
- Motor vehicles - 4 years
- IT equipment and systems - 3 years

1.8 Investments

Listed investments are valued at their market values as at the balance sheet date. Unrealised gains and losses arising on the revaluation of investments are credited or charged to the Statement of Financial Activities and are allocated to the appropriate Fund according to the "ownership" of the underlying assets.

1.9 Sennocke Services Limited

The principal activity of the School's subsidiary company, Sennocke Services Limited, is to carry on the commercial trading business of Sevenoaks School. The activity and balance sheet is not currently at a level which is considered to be material and, therefore, the accounts of Sennocke Services Limited are not consolidated.

1.10 Fund accounting

The charitable trust funds of the School are accounted for as unrestricted or restricted income, in accordance with the terms of trust imposed by the donors.

**SEVENOAKS SCHOOL
STATEMENT OF ACCOUNTING POLICIES
FOR THE YEAR ENDED 31 JULY 2022**

1. ACCOUNTING POLICIES (Continued)

1.10 Fund accounting (Continued)

Unrestricted income belongs to the School's corporate reserves, spendable at the discretion of the Governors either to further the School's Objects or to benefit the School itself. Where the Governors decide to set aside any part of these funds to be used in future for some specific purpose, this is accounted for by transfer to the appropriate designated fund.

Restricted income comprises gifts, legacies and grants where there is no capital retention obligation or power but only a trust law restriction to some specific purpose intended by the donor.

1.11 Pension costs

Retirement benefits to employees of the School and its subsidiary are provided through three pension schemes, two defined benefit on a career average revalued basis (CARE) schemes, and one defined contribution scheme. The pension costs charged in the Statement of Financial Activities are determined as follows:

(a) The Teachers' Pension Scheme – This scheme is a multi-employer pension scheme. It is not possible to identify the School's share of the underlying assets and liabilities of the Teachers' Pension Scheme on a consistent and reasonable basis and therefore, as required by FRS102, the School accounts for the scheme as if it were a defined contribution scheme. The scheme changed from a defined benefit scheme to a CARE scheme in April 2015. The School's contributions, which are in accordance with the recommendations of the Government Actuary, are charged in the period in which the salaries to which they relate are payable.

(b) The School also contributes to the Local Government Pension Scheme (LGPS) for support staff at rates determined by the scheme actuary. The LGPS transitioned from a defined benefit to a CARE scheme in April 2014, and is accounted for under FRS102. The surplus in the LGPS is not recognised as a defined benefit plan asset in the balance sheet as the School is unable to recover the surplus, either through reduced contributions in the future or through refunds from the plan. In prior years, the net defined benefit liability of the scheme was shown in the accounts as a designated fund entitled "Pension Reserve", which was deducted from unrestricted funds in the balance sheet. The Governors note that the calculated notional deficit or surplus calculated under FRS102 can vary greatly from year to year depending on the assumptions made at the valuation date, but with normally little or no effect on short term cashflows.

(c) The School's Group Personal Pension Plan – This is a defined contribution group personal pension plan for support staff with Aegon. Employers' pension costs are charged in the period in which the salaries to which they relate are payable. Since 1 April 2010 all new support staff join the defined contribution Group Pension Plan, including those joining the scheme under auto-enrolment.

1.12 Operating leases

Rentals under operating leases are charged on a straight-line basis over the lease term, even if the payments are not made on such a basis. Benefits received and receivable as an incentive to sign an operating lease are similarly spread on a straight-line basis over the lease term.

1.13 Financial instruments

Financial instruments are initially recognised at transaction value and subsequently measured at amortised cost with the exception of investments which are held at fair value. Financial assets held at amortised cost comprise cash at bank and in hand, together with trade and other debtors. A specific provision is made for debts for which recoverability is in doubt. Cash at bank and in hand is defined as all cash held in instant access and term deposit bank accounts. Financial liabilities held at amortised cost comprise all creditors except social security and other taxes and provisions.

SEVENOAKS SCHOOL
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 JULY 2022

	2022 £'000	2021 £'000
2. CHARITABLE ACTIVITIES - SCHOOL FEES RECEIVABLE		
Fees receivable consist of:		
School fees	35,578	33,236
Less: Scholarships, bursaries and other awards	(2,392)	(2,517)
	<u>33,186</u>	<u>30,719</u>
Add back: Bursaries and other awards paid for by restricted funds	459	655
	<u>33,645</u>	<u>31,374</u>

Scholarships, bursaries and other awards were paid to 271 pupils (2021: 287). Within this, means tested bursaries totalling £1.35m were paid to 56 pupils (2021: £1.585m 74 pupils).

3. CHARITABLE ACTIVITIES - ANCILLARY TRADING INCOME

Extras	1,668	1,421
Registration fees	367	292
Fees in lieu of notice and forfeit deposits	134	143
Shop and other trading income	78	18
Transport from Sevenoaks Station	30	18
	<u>2,277</u>	<u>1,892</u>

4. CHARITABLE TRADING INCOME

Income and costs incurred in providing educational courses and provision of staff accommodation.

5. INVESTMENT INCOME

	Unrestricted £'000	Restricted £'000	2022 £'000	2021 £'000
Securities investment income				
Equities	0	31	31	30
	<u>0</u>	<u>31</u>	<u>31</u>	<u>30</u>

6. BANK AND OTHER INTEREST

	Unrestricted £'000	Restricted £'000	Total £'000	2021 £'000
Bank interest	48	0	48	39
	<u>48</u>	<u>0</u>	<u>48</u>	<u>39</u>

SEVENOAKS SCHOOL
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 JULY 2022

7. GRANTS AND DONATIONS RECEIVABLE

	Unrestricted £'000	Restricted £'000	2022 £'000	2021 £'000
Grants to the School for bursaries from:				
- Sevenoaks School Foundation	-	555	555	644
Gift aided donation - Sennocke Services Ltd	202	-	202	20
Grants to the School for non bursaries from:				
- Sevenoaks School Foundation	3	298	301	202
Sundry grants and donations	8	3	11	11
	<u>213</u>	<u>856</u>	<u>1,069</u>	<u>877</u>

8. ANALYSIS OF EXPENDITURE

(a) Total expenditure	Note	Staff costs (note 10) £'000	Depreciation (note 11) £'000	Other £'000	Total £'000	Total £'000
Cost of generating funds						
Charitable trading expenses		209	195	655	1,059	866
Financing costs		-	-	41	41	42
Total cost of generating funds		<u>209</u>	<u>195</u>	<u>696</u>	<u>1,100</u>	<u>908</u>
Charitable expenditure						
Education and grant making						
Teaching		14,370	301	1,927	16,598	15,561
Welfare		2,228	56	2,287	4,571	4,450
Premises repair and maintenance		1,318	2,253	7,368	10,939	10,554
Support costs and governance		3,684	94	1,685	5,463	5,393
Grants, awards and prizes (note 8(b))		-	-	491	491	677
Total charitable expenditure		<u>21,600</u>	<u>2,704</u>	<u>13,758</u>	<u>38,062</u>	<u>36,635</u>
Total expended		<u>21,809</u>	<u>2,899</u>	<u>14,454</u>	<u>39,162</u>	<u>37,543</u>

Comparative total expenditure	Note	Staff costs (note 10) £'000	Depreciation (note 11) £'000	Other £'000	Total 2021 £'000
Cost of generating funds					
Charitable trading expenses		157	152	557	866
Financing costs		-	-	42	42
Total cost of generating funds		<u>157</u>	<u>152</u>	<u>599</u>	<u>908</u>
Charitable expenditure					
Education and grant making					
Teaching		14,144	355	1,062	15,561
Welfare		2,206	52	2,192	4,450
Premises repair and maintenance		1,207	2,238	7,109	10,554
Support costs and governance		3,694	153	1,546	5,393
Grants, awards and prizes (note 8(b))		-	-	677	677
Total charitable expenditure		<u>21,251</u>	<u>2,798</u>	<u>12,586</u>	<u>36,635</u>
Total expended		<u>21,408</u>	<u>2,950</u>	<u>13,185</u>	<u>37,543</u>

SEVENOAKS SCHOOL
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 JULY 2022

	2022 £'000	<i>2021</i> £'000
(b) Grants, awards and prizes		
From restricted funds:		
Bursaries and other grants and awards	491	671
From Unrestricted funds:		
Prizes and leaving awards	5	6
	<u>496</u>	<u>677</u>
	<u> </u>	<u> </u>

(c) Governance included in support costs

Remuneration paid to auditor for audit services	28	32
Other governance costs	22	19
	<u>50</u>	<u>51</u>
	<u> </u>	<u> </u>

No travel expenses (2021: £Nil) were claimed by members of the Governing Body (2021: 0) .

In addition to the above audit remuneration, the auditor received fees for taxation compliance services totalling £3,474 (2021: £12,000).

9. FINANCE AND OTHER COSTS

Fees in advance debt financing costs	41	42
	<u>41</u>	<u>42</u>
	<u> </u>	<u> </u>

10. STAFF COSTS

The aggregate payroll costs for the year were as follows:

Wages and salaries	17,193	16,750
Social security costs	1,763	1,637
Other pension	2,853	2,829
	<u>21,809</u>	<u>21,216</u>
	<u> </u>	<u> </u>

None of the Governors received any remuneration or other benefits from Sevenoaks School or from any connected body.

SEVENOAKS SCHOOL
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 JULY 2022

	2022	2021
10. STAFF COSTS (Continued)		
Aggregate employee benefits of key management personnel	1,833	2,092
Number of higher paid employees in bands of:		
£60,000 to £70,000	41	43
£70,001 to £80,000	20	26
£80,001 to £90,000	7	3
£90,001 to £100,000	5	3
£100,001 to £110,000	2	-
£150,001 to £160,000	-	-
£160,001 to £170,000	-	1
£220,001 to £230,000	-	1
£270,001 to £280,000	1	-
* The figures above include taxable benefits in kind and therefore do not reflect actual salaries.		
The number of staff in the higher paid employee bands above with retirement benefits accruing		
- in defined contribution schemes was	12	8
of which the contributions amounted to	£83,899	£57,686
- in defined benefit schemes was	64	68
The average number of employees during the year was as follows:		
Teaching	168	167
Teaching support	28	32
Welfare	58	64
Premises	45	30
Support	77	83
Other activities	143	128
	519	504

During the year settlement agreement payments totalling £36,164 (2021: £Nil) were payable, all of which was paid after the year end.

SEVENOAKS SCHOOL
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 JULY 2022

11. TANGIBLE FIXED ASSETS

	Property & Improvements £'000	Vehicles & equipment £'000	Total £'000
Cost			
At 1 August 2021	33,019	6,970	39,989
Additions	683	297	980
Disposals	(333)	(61)	(394)
At 31 July 2022	<u>33,369</u>	<u>7,206</u>	<u>40,575</u>
Depreciation			
At 1 August 2021	10,412	5,772	16,184
Depreciation	2,267	631	2,898
Disposals	(262)	(61)	(323)
At 31 July 2022	<u>12,417</u>	<u>6,342</u>	<u>18,759</u>
Net Book Value			
At 31 July 2022	<u>20,952</u>	<u>864</u>	<u>21,816</u>
At 31 July 2021	<u>22,607</u>	<u>1,198</u>	<u>23,805</u>

12. SECURITIES INVESTMENTS

	2022 £'000	2021 £'000
Investments		
At 1 August 2021	1,025	875
(Decrease)/Increase in value of investments	(13)	150
At 31 July 2022	<u>1,012</u>	<u>1,025</u>
Investments comprise:		
Alternative assets		
Pooled charity investment funds	1,012	1,025
Holdings at the year end comprising more than 5% of the total are:		
COIF income shares	890	901
M & G Charifund	121	124

SEVENOAKS SCHOOL
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 JULY 2022

13. DEBTORS

	2022 £'000	2021 £'000
Fees and extras	425	617
Trade debtors	184	372
Staff loans	3	7
Other debtors	35	33
Other prepayments and accrued income	784	474
Amounts due from subsidiary companies	225	24
	1,656	1,527

All debtors are due within one year, except for £Nil (2021: £5,000) of staff loans, which are due after more than one year.

14. CREDITORS: Amounts falling due within one year

Deposits from parents	4,303	3,195
Fees received from parents in advance of term	3,774	4,547
Trade creditors	898	463
Taxation and social security	455	-
Payroll costs	1,624	1,268
Fees in advance scheme	1,874	2,201
Accruals and deferred income	1,297	395
Loan from the Johnson Trust	200	200
	14,425	12,269

15. CREDITORS: Amounts falling due after more than one year

Fees in advance scheme	2,024	2,460

16. FEES IN ADVANCE SCHEME

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

After five years	45	87
Within two to five years	912	1,060
Within one to two years	1,067	1,313
	2,024	2,460
Within one year	1,874	2,201
	3,898	4,661

SEVENOAKS SCHOOL
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 JULY 2022

16. FEES IN ADVANCE (Continued)

£'000

Summary of movements in liability

Balance at 1 August 2021	4,661
New contracts	1,547
Repayments	-
Amounts used to pay fees	(2,351)
Amounts accrued to contract as debt financing cost	42
Balance at 31 July 2022	3,899

17. FINANCIAL INSTRUMENTS

	2022 £'000	2021 £'000
Financial assets measured at fair value	1,012	1,025

Financial assets held at fair value include assets held as investments.

18. LEASES

Leasehold property leases which expire:

Payable within one year	3,808	3,862
Payable in the second to fifth year inclusive	14,563	14,562
Payable after five years	9,654	13,923
	28,025	32,347

Other leases which expire:

Payable within one year	54	51
Payable in the second to fifth year inclusive	34	62
Payable after five years	-	-
	88	113

Freehold property leases which expire:

Receivable within one year	22	22
Receivable in the second to fifth year inclusive	-	-
Receivable after five years	-	-
	22	22

**SEVENOAKS SCHOOL
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 JULY 2022**

19. MAJOR FUNDS OF THE SCHOOL

a. RESTRICTED FUNDS

- | | |
|--------------------------------|---|
| i. Bursary fund | - Grants from Sevenoaks School Foundation for means tested bursaries for pupils. |
| ii. SFU scholarship | - A gift from Sevenoaks Farmers Union to provide fees assistance to pupils whose parents hold membership of the SFU. |
| iii. Ligner scholarship | - A bequest from G A Ligner to provide a closed scholarship to former pupils who are attending university, with priority given to those attending Gonville & Caius or other colleges of Cambridge University. |
| iv. Plender scholarship | - A bequest from Lord Plender to provide a closed scholarship to former pupils who are attending University. |
| v. Johnson scholarship | - A bequest from CP Johnson to provide a closed scholarship to former pupils who are attending St John's College, Oxford. |
| vi. Downton scholarship | - A bequest from Hilda Downton to provide a music scholarship at Sevenoaks School, in the name of her brother, John Downton. |
| vii. Garrod scholarship | - A gift for scholarships at Sevenoaks School. |
| viii. Forder bursary | - To provide means tested bursaries for extras. |
| ix. General scholarship | - Numerous gifts to provide means tested financial support. |
| x. Taylor prizes | - A gift from Kim Taylor to provide prizes for IB extended essays. |
| xi. Shooting fund | - A gift to provide financial support to the Sevenoaks School shooting club for prizes and competition expenses. |
| xii. Consolidated prizes fund | - Numerous individual gifts to establish prizes for pupils. |
| xiii. Kirkwood fund | - A gift to provide funds for a high quality speaker to visit the School. |
| xiv. Consolidated travel funds | - Various gifts and legacies to provide financial assistance to pupils and recent former pupils for educational international travel. |
| xv. Chiesman settlement | - A will settlement from the estate of C. S. Chiesman for the benefit of Sevenoaks School. The income from the settlement is transferred annually to unrestricted funds. |
| xvi. Friends of Sevenoaks | - A fund to hold grants from the Friends of Sevenoaks (An independent charity for the support of Sevenoaks School) for the purchase of specific items of equipment. |

b. UNRESTRICTED AND DESIGNATED FUNDS

Unrestricted funds represent accumulated income from the School's activities and other sources that are available for the general purposes of the School. Designated funds represent unrestricted funds that have been set aside for specific purposes by decision of the Governing Body.

- | | |
|-------------------|---|
| o General reserve | The general unrestricted funds of the School. |
|-------------------|---|

SEVENOAKS SCHOOL
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 JULY 2022

19. MAJOR FUNDS OF THE SCHOOL (Continued)

b. UNRESTRICTED AND DESIGNATED FUNDS

- o Pension reserve - A designated fund to cover the deficit on the defined benefit pension scheme (note 23).
- o Fixed assets reserve - A designated fund to cover the cost of the School's fixed assets.
- o Buildings reserve - A designated fund to assist with the capital costs of improving the School's facilities. It is anticipated that this fund will be spent within the next 2 years.
- o Bursary reserve - A designated fund to provide means tested bursaries for pupils who would otherwise be unable to benefit from an education at Sevenoaks School. It is anticipated that this fund will be spent within the next 5 years.

20. ANALYSIS OF NET ASSETS BETWEEN FUNDS

	Restricted £'000	Unrestricted £'000	Total £'000
At 31 July 2022			
Tangible fixed assets	-	21,816	21,816
Securities investments	1,012	-	1,012
Net current assets	450	8,818	9,268
	1,462	30,634	32,096
At 31 July 2021			
<i>Tangible fixed assets</i>	-	23,805	23,805
<i>Securities investments</i>	1,025	-	1,025
<i>Net current assets</i>	530	8,021	8,551
<i>Long term liabilities</i>	-	(7,217)	(7,217)
	1,555	24,609	26,164

SEVENOAKS SCHOOL
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 JULY 2022

21. SUMMARY OF MOVEMENTS ON MAJOR FUNDS

	At 1 August 2021	Incoming resources	Resources expended	Other transfers	Gains/ (Losses)	At 31 July 2022
	£'000	£'000	£'000	£'000	£'000	£'000
Unrestricted funds						
General reserve	4,622	34,952	(34,393)	476	-	5,657
Pension reserve	(4,757)	-	(375)	-	5,132	-
Fixed assets reserve	23,805	586	(2,575)	-	-	21,816
Bursary reserve	939	1,526	(1,328)	0	-	1,137
Total unrestricted	24,609	37,064	(38,671)	476	5,132	28,610
Restricted funds						
Bursary fund	-	459	(459)	-	-	-
SFU scholarship	65	2	-	-	(1)	66
Ligner scholarship	222	5	-	-	(3)	224
Plender scholarship	139	3	-	-	(1)	141
Johnson scholarship	238	5	-	-	(2)	241
Downton scholarship	77	-	-	-	-	77
Garrod scholarship	74	2	-	-	-	76
Forder bursary	60	3	-	-	(1)	62
General scholarship	25	1	-	-	-	26
Taylor prizes	32	1	-	-	-	33
Shooting fund	105	2	-	-	(1)	106
Consolidated prizes fund	113	2	-	-	(1)	114
Kirkwood fund	20	-	-	-	-	20
Consolidated travel funds	93	2	(2)	-	(1)	92
Friends of Sevenoaks	16	-	-	(13)	-	3
IDEA/IDEA Beta	1	-	-	(1)	-	-
Science Week	2	-	-	(2)	-	-
Outreach	4	7	(5)	(6)	-	-
ITL	-	48	-	(48)	-	-
Kent Academies Network	-	38	-	(38)	-	-
Science Equipment fund	17	-	-	(17)	-	-
DfE Sevenoaks Community Fund	(8)	39	(13)	-	-	18
DfE Kent IBCP Network	3	6	(9)	-	-	-
Cross Partner Transition Grant	-	3	(3)	-	-	-
STGSC Biology Pond	50	-	-	(6)	-	44
COVID-19 Appeal fund	83	187	-	(270)	-	-
Chiesman Trust	124	3	-	(6)	(2)	119
Music Legacy	-	6	-	(6)	-	-
Conservation mgmt plan	-	40	-	(40)	-	-
Higher Education fund	-	8	-	(8)	-	-
Boarding house costs	-	15	-	(15)	-	-
Total restricted	1,555	887	(491)	(476)	(13)	1,462
Total funds	26,164	37,951	(39,162)	-	5,119	30,072

£1,012,000 of restricted funds are held in securities (2021: £1,025,000), and the remaining £450,000 (2021: £530,000) is held in cash and deposits.

SEVENOAKS SCHOOL
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 JULY 2022

21. SUMMARY OF MOVEMENTS ON MAJOR FUNDS (Continued)

The £476K transferred from restricted funds to unrestricted funds includes depreciation on capital equipment purchased using specific restricted funds and specific grants for the Institute of Teaching & Learning and the Kent Academies Network.

Comparative summary of movement on major funds

	At 1 August 2020	Incoming resources	Resources expended	Other transfers	Gains/ (Losses)	At 31 July 2021
	£'000	£'000	£'000	£'000	£'000	£'000
Unrestricted funds						
General reserve	8,359	28,098	(31,929)	94	-	4,622
Pension reserve	(6,209)	-	(479)	-	1,931	(4,757)
Fixed assets reserve	22,408	4,288	(2,891)	-	-	23,805
Bursary reserve	870	1,642	(1,573)	-	-	939
Total unrestricted	25,428	34,028	(36,872)	94	1,931	24,609
Restricted funds						
Bursary fund	-	496	(496)	-	-	-
SFU scholarship	58	2	(4)	-	9	65
Ligner scholarship	192	5	-	-	25	222
Plender scholarship	121	3	-	-	15	139
Johnson scholarship	208	5	-	-	25	238
Downton scholarship	77	-	-	-	0	77
Garrod scholarship	64	2	(2)	-	10	74
Forder bursary	50	3	(4)	-	11	60
General scholarship	20	1	-	-	4	25
Taylor prizes	27	1	-	-	4	32
Shooting fund	99	1	-	-	5	105
Consolidated prizes fund	99	2	-	-	12	113
Kirkwood fund	18	-	-	-	2	20
Consolidated travel funds	80	2	-	-	11	93
Friends of Sevenoaks	18	1	-	(3)	-	16
IDEA/IDEA Beta	1	-	-	-	-	1
Science Week	2	-	-	-	-	2
Outreach	4	-	-	-	-	4
ITL	-	3	-	(3)	-	-
Kent Academies Network	-	26	-	(26)	-	-
Science Equipment fund	39	1	-	(23)	-	17
DfE Sevenoaks Community Fund	-	-	(8)	-	-	(8)
DfE Kent IBCP Network	-	10	(7)	-	-	3
STGSC Biology Pond	-	55	-	(5)	-	50
COVID-19 Appeal fund	-	264	(150)	(31)	-	83
Chiesman Trust	107	3	-	(3)	17	124
Total restricted	1,284	886	(671)	(94)	150	1,555
Total funds	26,712	34,914	(37,543)	0	2,081	26,164

SEVENOAKS SCHOOL
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 JULY 2022

22. PENSION SCHEMES

Retirement benefits to employees of the School are provided through two defined benefit schemes and one defined contribution scheme, which are funded by the School's and employees' contributions.

Defined benefit schemes

Teachers' Pension Scheme

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 £2,164,589 (2021: £2,115,000) and at the year end £184,250 (2021: £175,000) 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 2014. Members contribute on a "pay as you go" basis with contributions from members and the employer being credited to the Exchequer. Retirement and other pension benefits are paid by public funds provided by Parliament.

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

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

On 27 June 2019 the Supreme Court denied the government permission to appeal the Court of Appeal's judgment that transitional provisions introduced to the reformed pension schemes in 2015 gave rise to unlawful age discrimination. The government is respecting the Court's decision and has said it will engage fully with the Employment Tribunal as well as employer and member representatives to agree how the discriminations will be remedied.

The 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 the public consultation, the Government have accepted three key proposals recommended by the Government Actuary, and are aiming to implement these changes in time for the 2020 valuations.

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

Until the cost cap mechanism 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.

Local Government Pension Scheme

Sevenoaks School is an "admitted body" to the Kent County Council (KCC) Pension Fund (LGPS). The scheme was closed to new members with effect from 1 April 2010, though it remains open to existing members.

Contributions are made to the scheme in accordance with the recommendations of the scheme's actuary and are charged to the Statement of Financial Activities. The current service contribution rate during the year was set in bands, linked to the level of full-time equivalent salary received, ranging from 5.5% to 12.5% payable by employees and a further 39.3% payable by the School. At 31 July 2022, £Nil was accrued in respect of pension contributions to this scheme (2021: £9,000).

SEVENOAKS SCHOOL
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 JULY 2022

22. PENSION SCHEMES (Continued)

	2022 £'000	2021 £'000
a. The amounts recognised in the balance sheet are as follows:		
Present value of funded obligations	(17,880)	(24,933)
Fair value of scheme assets	17,880	20,176
Net asset/(liability)	0	(4,757)
b. Changes in the present value of the defined benefit obligation		
Opening defined benefit obligation	24,933	23,744
Current service cost	679	906
Interest cost	379	306
Change in financial assumptions	(6,779)	1,103
Change in demographic assumptions	(472)	(308)
Experience (gain)/loss on defined benefit obligation	53	(397)
Estimated benefits paid net of transfers in	(963)	(501)
Contributions by scheme participants and other employers	50	80
Closing defined benefit obligation	17,880	24,933
c. Changes in the fair value of the scheme assets		
Opening fair value of scheme assets	20,176	17,535
Interest on assets	308	228
Return on assets less interest	(448)	2,419
Other actuarial gains/(losses)	-	-
Administration expenses	(12)	(12)
Contributions by employer, including unfunded	304	427
Contributions by scheme participants and other employers	50	80
Benefits paid plus unfunded net of transfers in	(963)	(501)
Closing fair value of scheme assets	19,415	20,176
d. The amounts included within the Statement of Financial Activities		
Service cost	679	906
Net interest on the defined liability	71	78
Administration expenses	12	12
Total amount charged within net incoming resources	762	996
Net actuarial (gains)/losses recognised in the year	(5,132)	1,931

The School expects to contribute £304,000 in 2022/23.

SEVENOAKS SCHOOL
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 JULY 2022

22. PENSION SCHEMES (Continued)

	2022 £'000	2021 £'000
e. Reconciliation of movements in Present Value of Plan Liabilities and Assets		
Net liability at beginning of year	4,757	6,209
Movements in the year:		
Employer's current service cost	679	906
Employer's contribution	(304)	(427)
Expected net interest on plan assets	(70)	(77)
Actual net interest less expected net interest on plan assets	601	(2,252)
Changes in assumptions underlying the plan liabilities	(7,198)	398
Net (asset)/ liability at the end of the year	(1,535)	4,757

The net asset of £1,535 is not recognised as a defined benefit plan asset in the balance sheet, in accordance with FRS 102, as the School is unable to recover the surplus, either through reduced contributions in the future or through refunds from the plan.

f. The major categories of scheme assets as percentage of total assets

	2022 %	2021 %
Equities	65%	65%
Gilts	1%	1%
Other bonds	13%	14%
Property	12%	10%
Cash	2%	3%
Absolute return fund	7%	7%
	100%	100%

The actual return on scheme assets is estimated to be (0.71%) in the year ended 31 July 2022.

g. Principal actuarial assumptions at the balance sheet date

Financial assumptions

Discount rate	3.40%	1.55%
Rate of increase in salaries	3.85%	3.80%
Rate of increase in payment of pensions	2.85%	2.80%

The significant increase in the discount rate from 1.55% to 3.40% has driven the change in plan liabilities.

Assumed life expectancy in years at age 65:

Non pensioners		
Females	24.9	25.1
Males	22.3	22.9
Pensioners		
Females	23.5	23.6
Males	21.0	21.6

SEVENOAKS SCHOOL
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 JULY 2022

22. PENSION SCHEMES (Continued)

h. History of experience gains and losses

	2022	2021	2020	2019	2018	2017
	£'000	£'000	£'000	£'000	£'000	£'000
Defined benefit obligation	(17,880)	(24,933)	(23,744)	(20,500)	(18,780)	(19,066)
Plan assets	19,415	20,176	17,535	17,180	16,613	15,422
Surplus / (Deficit)	1,535	(4,757)	(6,209)	(3,320)	(2,167)	(3,644)
Experience adjustments on plan liabilities	(53)	397	(778)	-	-	365

Defined contribution scheme

The Sevenoaks School Group Personal Pension Plan (GPP) started in April 2010. This is a money purchase group personal pension scheme managed by Aegon. Members of the contractually enrolled scheme pay a minimum of 4% of their pensionable salary with no maximum limit. The School matches each member's contribution, up to a limit of 6%. Members of the GPP scheme receive a death-in-service benefit of 3 times salary.

There is a sub-section of the GPP scheme for auto-enrolment. Members of the auto-enrolled scheme currently pay 5% of their pensionable salary.

Members may contract to exchange salary for higher pension contribution. Employers' contributions are charged in the Statement of Financial Activities in the period in which the salaries to which they relate are due. Employers' contributions in the year amounted to £214,000 (2021: £178,000). At 31 July 2022 there were £Nil accrued pension contributions for this scheme (2021: £16,000).

SEVENOAKS SCHOOL
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 JULY 2022

23. SUBSIDIARIES

The School owns all the issued share capital of a trading company Sennocke Services Limited, company number 1980362 incorporated in England, which carries out the commercial trading services of Sevenoaks School. The School receives any surpluses earned by the company as a gift-aided donation. The financial statements of the company for the year to 31 July 2022, which are not consolidated with the School financial statements, showed the following position:

	2022 £	2021 £
PROFIT AND LOSS ACCOUNT		
Turnover	437,669	113,078
Operating costs	(235,822)	(92,509)
	<u>201,847</u>	<u>20,569</u>
Profit from continuing activities	201,847	20,569
Deposit interest received	-	-
	<u>201,847</u>	<u>20,569</u>
Gift aided donation (Gross)	(201,847)	(20,569)
	<u>-</u>	<u>-</u>
Profit after payment of covenant	-	-
Balance Brought forward	15,000	15,000
	<u>15,000</u>	<u>15,000</u>
Balance carried forward	<u>15,000</u>	<u>15,000</u>
BALANCE SHEET		
Tangible fixed assets	-	-
CURRENT ASSETS		
Debtors	32,459	174,552
Cash at bank and in hand	221,201	26,678
	<u>253,660</u>	<u>201,230</u>
CREDITORS: Amounts falling due within one year	(238,658)	(186,228)
	<u>15,002</u>	<u>15,002</u>
Net current assets	<u>15,002</u>	<u>15,002</u>
	<u>15,002</u>	<u>15,002</u>
TOTAL NET ASSETS	<u>15,002</u>	<u>15,002</u>
CAPITAL AND RESERVES		
Called up share capital	2	2
Profit and loss account	15,000	15,000
	<u>15,002</u>	<u>15,002</u>

No management charges were paid by Sennocke Services Limited to the School during the year (2021: £Nil). At 31 July 2022 a balance of £201,847 (2021: £20,569) was owed to the School.

24. RELATED PARTY TRANSACTIONS

Sevenoaks School is the educational sponsor of Knole Academy. The Headmaster and the Senior Deputy Head of Sevenoaks School are also Governors of Knole Academy.

The Trustees of the C P Johnson Will Trust made an interest free loan of £200,000 to Sevenoaks School in November 2015 for an initial period of five years. This was extended for a further year during the year ended 31 July 2021 and was repaid in November 2022. There was a balance outstanding of £200,000 at 31 July 2022 (2021: £200,000).

SEVENOAKS SCHOOL
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 JULY 2022

25. STATEMENT OF FINANCIAL ACTIVITIES - COMPARATIVE FIGURES BY FUND TYPE

	Unrestricted funds £'000	Restricted funds £'000	Total funds £'000
Income from:			
Charitable activities			
School fees receivable	31,374	-	31,374
Ancillary trading income	1,892	-	1,892
Other trading activities			
Charitable trading income	437	-	437
Investments			-
Investment income	-	30	30
Bank and other interest	39	-	39
Voluntary sources			
Grants and donations	21	856	877
Other			
Other income	265	-	265
Total incoming resources	<u>34,028</u>	<u>886</u>	<u>34,914</u>
Expenditure on:			
Raising funds			
Charitable trading costs	(866)	-	(866)
Financing costs	(42)	-	(42)
Total deductible costs	<u>(908)</u>	<u>-</u>	<u>(908)</u>
Charitable activities			
Education and grant making	(35,964)	(671)	(36,635)
Total expenditure	<u>(36,872)</u>	<u>(671)</u>	<u>(37,543)</u>
Net (outgoing)/incoming funds from operations before transfers and investment gains	<u>(2,844)</u>	<u>215</u>	<u>(2,629)</u>
Gains on investments	-	150	150
Transfers between funds	94	(94)	-
Net loss	<u>(2,750)</u>	<u>271</u>	<u>(2,479)</u>
Pension scheme actuarial gains	1,931	-	1,931
Net movement in funds for the year	<u>(819)</u>	<u>271</u>	<u>(548)</u>
Fund balances brought forward 1 August 2020	25,428	1,284	26,712
Fund balances carried forward 31 July 2021	<u>24,609</u>	<u>1,555</u>	<u>26,164</u>

Accounts

SEVENOAKS SCHOOL



ANNUAL REPORT AND FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 JULY 2021

SEVENOAKS SCHOOL

ANNUAL REPORT AND FINANCIAL STATEMENTS

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SEVENOAKS SCHOOL

GOVERNORS, OFFICERS AND ADVISERS

YEAR ENDED 31 JULY 2021

GOVERNORS, DIRECTORS AND CHARITY TRUSTEES

The Governors of Sevenoaks School ("the School") are the School's charity trustees under charity law and the directors of the charitable company. The members of the Governing Body who served in office during the year and subsequently are detailed below.

		(1)	(2)	(3)	(4)
I Doherty MA (Chairman)	Mr Doherty was succeeded as Chair by Mrs Alison Beckett on 3 December 2020			•	
A C Beckett MBA MA (Chair)	(appointed as Chair on 3 December 2020)	•		•	
C P Gill MPhil BSc (Vice-Chairman)				•	•
K Allen BSc ACA *			•		•
R S M Best LLB		•		•	
T A B Boulton MA		•		•	
J G Davies LLB				•	•
E J Ecclestone LLB Dip LP *		•			•
G A Innes BSc ACA			•		
J F J London LLM			•		•
P Luxmoore BA		•			
M McInerney BSc ACMA		•			•
M S Merson MA ACA			•		
D M H Phillips BA ACA			•	•	
Dr A Timms MA MPhil			•		
Professor D I Wilson FICHEM CEng CSci		•			
A P S Yuravlivker BSc ACA			•		

- (1) Members of the Education Committee
- (2) Members of the Finance & Property Committee
- (3) Members of the Governance Committee
- (4) Members of the Public Benefit Committee
- * Parent of pupil at the School

During the year the activities of the Governing Body were carried out through four committees. The membership of these committees is shown above for each Governor.

Under the School's Memorandum and Articles, the following bodies each nominate a Governor:

Sevenoaks District Council	Cllr J F J London
The Master and Fellows of Jesus College in the University of Cambridge	Professor D I Wilson
The President and Fellows of St John's College in the University of Oxford	Dr A Timms
The Trustees for the time being of the Will of Charles Plumtre Johnson	G A Innes

SEVENOAKS SCHOOL
GOVERNORS, DIRECTORS, OFFICERS AND ADVISERS
YEAR ENDED 31 JULY 2021

OFFICERS (currently and throughout the year)

J R Elzinga AB MSt FCCT	<i>Headmaster (Succeeded Ms T Homewood, Acting Head, from 1 September 2020)</i>
G T Jones BA ACA	<i>Clerk to the Governors and Bursar (Resigned 31 July 2021)</i>
B McClure MA MPHIL PhD	<i>Clerk to the Governors and Bursar (Succeeded Mrs G T Jones on 1 September 2021)</i>

Principal address and Registered Office	Sevenoaks School Sevenoaks Kent TN13 1HU
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Auditor	Crowe U.K. LLP 55 Ludgate Hill London EC4M 7JW
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Bankers	National Westminster Bank plc 67 High Street Sevenoaks Kent TN13 1LA
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Solicitors	Knocker & Foscett The Red House Sevenoaks Kent TN13 1JL
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Insurance Brokers	Aon Risk Services Ltd. Somerset House London Road Redhill Surrey RH1 1LU
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Chartered Surveyors	Ibbett Mosely 125 High Street Sevenoaks Kent TN13 1UT
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Website	www.sevenoaksschool.org
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SEVENOAKS SCHOOL

ANNUAL REPORT OF THE GOVERNORS

YEAR ENDED 31 JULY 2021

The members of Sevenoaks School Governing Body present their Annual Report for the year ended 31 July 2021 under the Charities Act 2011, including the Directors' and Strategic Reports, under the Companies Act 2006, together with the audited financial statements for the year.

REFERENCE AND ADMINISTRATIVE INFORMATION

Sevenoaks School ("the School") was founded in 1432. It is constituted as a company limited by guarantee registered in England, No. 4908949, and is registered with the Charity Commission under Charity No. 1101358.

Details of the members of the Governing Body, together with the School's officers and principal advisers, are given on pages 1 and 2.

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing Document

The Company is governed by its Memorandum and Articles of Association, last amended on 19 June 2014.

Governing Body

The Governing Body is self-appointing, and its members are appointed for five years. Members may be re-elected for a further five years. New members of the Governing Body are elected at the Annual General Meeting of the Company on the recommendation of the Governing Body, who will have received proposals from the Governance Committee. In making these nominations, account is taken of eligibility, personal competence, specialist skills, diversity, and availability. The Governors have regard to the Charity Governance Code published in 2017, as updated in 2020, which sets out the principles and recommended practice for good governance within the sector.

Recruitment and Training of Governors

New Governors are inducted into the workings of the School, including Governing Body policy and procedures, by the Headmaster, Bursar, and as appropriate, other school staff. Training opportunities for Governors are identified, particularly in key areas such as safeguarding and health and safety. Additionally, some Governors also took advantage during the year of the opportunity to undertake training arranged by the Association of Governing Bodies of Independent Schools and by the Boarding Schools' Association. The purpose of the training is to keep Governors informed and updated on current issues in the sector and regulatory requirements.

Organisational Management

The members of the Governing Body, as the charity trustees, are legally responsible for the overall management and control of the School. They meet three times a year. Additionally, there are four sub-committees which have delegated oversight of specific areas on behalf of the Governing Body:

- The Governance Committee is responsible for maintaining and enhancing good governance. It does so by keeping governance procedures under review and considering proposals for improvements. Periodically it reviews the composition of the Governing Body to ensure that a broad range of complementary skills and experience is represented. The Governance Committee is chaired by Mrs Alison Beckett, Chair of Governors.
- The Education Committee provides a forum for oversight and discussion of the School's educational aims and achievements and assists the Headmaster and management team in reviewing educational and pastoral policies. The Education Committee is chaired by Mrs Eliza Ecclestone.
- The Finance and Property Committee is responsible for the review of the School's medium and long term financial and capital plans, budgets, and cash flows. The Committee also supervises and recommends the audited financial statements and annual report for approval by the Governing Body. Any School policies or initiatives that have a significant financial impact are considered by the Committee before being presented to the full Governing Body. The Finance & Property Committee is chaired by Mr Mark Merson.
- The Public Benefit Committee reviews the School's service and partnership activities and other public benefit activities and ensure that these are in keeping with the charitable objects of Sevenoaks School. The Public Benefit Committee is chaired by Mr John Davies.

From time to time, Governors meet with members of the management team outside the normal schedule to discuss strategy or other important issues. Governors may also sit on steering groups or working groups to examine particular issues, for example during 2020/21 this included a New Girls' Boarding House Steering Group, and an International Engagement Working Group.

The day-to-day running of the School is delegated to the Headmaster and Bursar. They are supported by their Senior

SEVENOAKS SCHOOL

ANNUAL REPORT OF THE GOVERNORS

YEAR ENDED 31 JULY 2021

Management Teams and together this group are the key management personnel. The Headmaster and Bursar attend all meetings of the Governing Body and the Governing Body's Committees.

Remuneration policy is set by the Governing Body with the objective of rewarding staff fairly and reasonably. Delivery of the School's charitable vision and purpose is primarily dependent on the performance of the staff and staff costs are the largest single element of the School's charitable expenditure. The appropriateness and relevance of the remuneration policy is reviewed annually having taken account of comparative pay data produced both by the Office for National Statistics and private sector bodies. During 2020/21, the Chair, Mrs Alison Beckett, formed a group to have oversight of the pay and conditions of the Headmaster and Bursar, consisting of the Chair, Vice Chair, Chair of the Finance and Property Committee and a member of the Governance Committee.

Structure and relationships

The School has a wholly owned non-charitable subsidiary, Sennocke Services Limited, whose annual profits are donated to the School under the Gift Aid Scheme. The trading activities of Sennocke Services Limited primarily comprise revenue from the letting of school facilities, when not in use by the School, to non-educational entities or individuals. This includes the letting of the Sennocke Sports Centre and The Space Performing Arts Centre. The School does not raise funds from the public.

The School also administers several special trusts, as detailed in Notes 19 to 21 to the financial statements.

Sevenoaks School Foundation ("the Foundation") is an independent charity that was set up in 2004 and registered with the Charity Commission under Charity No. 307923. The Foundation, whose objects mirror those of the School, is the registered owner of the majority of the buildings that form the premises of Sevenoaks School. The aim of the Foundation is to provide support to the Governors of Sevenoaks School in providing a first-class education. The Trustees do so by leasing the buildings in which the School carries out its activities as detailed in Note 18 to the financial statements and by overseeing the work of the Foundation Office in raising the funds necessary to support both new building projects and a widening of access by the award of bursaries.

Employment Policy and Employee Engagement

The School is an equal opportunities employer. Having a diverse staff enhances our school community and we warmly welcome applicants from all backgrounds. Full and fair consideration is given to job applications from all candidates regardless of any protected characteristics and due consideration is given to training and employment needs of all staff. The Governors and senior managers place considerable value on the involvement of the School's employees in the activities of the School and continue to keep them informed on topics affecting them as employees, as well as on matters relating to the operation of the School. A Staff Common Room Committee is the main formal communication forum for teaching staff whilst for support staff there is the Support Staff Council. These bodies allow a two-way flow of information throughout the School and allow staff views to be sought on all types of issues. There are also regular all-staff meetings, through which employees are briefed and their views sought on a wide range of matters affecting the School. During the lockdown periods of the Covid-19 pandemic, the School increased its efforts to communicate with and support employees. The School regularly briefed employees through a number of mechanisms, including online video meetings, and regular email updates from the Headmaster. Managers were encouraged to contact employees regularly, including those who were furloughed. Additionally, a dedicated 'Covid-19' page was set up on the School intranet that allowed employees to access resources, policies, and community support groups.

Investment policy and objectives

The officers of the School are empowered by the Governors to manage the School's financial resources by placing deposits with a term of up to 24 months in a limited number of named financial institutions, or by purchasing units in a limited number of named pooled charitable investment funds. The officers of the School are also empowered to comply with alternative investment strategies if required under the terms of a donation or legacy. There is an upper limit of £7,500,000 in the placement of deposits for each of the approved institutions. Resources invested in pooled charitable investment funds are held for the long term and are traded only if a fund's performance is repeatedly below sector expectations. The investment strategy and policy are monitored by the Finance and Property Committee, as is investment performance, which is reported below, within the Strategic Report.

AIMS AND OBJECTS

Charitable Objects

The objects of the company are to advance education by the provision of a day and boarding school in or near Sevenoaks and by ancillary or incidental educational activities and other associated activities for the benefit of the community and, in selecting pupils to attend the school, preference shall be given to boys and girls who are, or who have a parent or parents, resident in the designated area. In this context, the designated area is defined as Sevenoaks and the immediately surrounding area. The Governors are mindful of the long-standing need to provide public benefit and of the requirements of the Charities Act 2011. In this connection the Governors have monitored closely the guidance on public benefit produced by the Charity Commission together with its supplemental guidance on fee-charging.

SEVENOAKS SCHOOL

ANNUAL REPORT OF THE GOVERNORS

YEAR ENDED 31 JULY 2021

Aims and Intended Impact

Within the objects, it is the policy of the School to discover and develop to the full the academic and co-curricular potential of each pupil. The School also seeks to promote the physical and mental health and sense of social responsibility of every student. Within this context, pupils are encouraged to cultivate a strong sense of individual initiative with a sense of responsibility to the community in which they live, and to maintain a balance between self-respect and social concern. Similarly, the School aims to foster a healthy intellectual appetite while, at the same time, establishing the necessary ethical framework within which pupils can develop personally and professionally as citizens of the world. Sevenoaks School is a co-educational community for both day and boarding pupils. These aims are encapsulated in the term a *Sevenoaks Education*.

STRATEGIC REPORT

OBJECTIVES FOR THE YEAR

The Governors' objectives for the academic year 2020/21 were:

- To support the Headmaster during his first year in post
- To preserve the quality of the education provided by the School to its students during the SARS CoV-2 pandemic
- To protect and preserve the financial stability of the School during the SARS-CoV-2 pandemic
- To review the 2019 Masterplan and reconsider the sequencing of key projects
- To publicise and support Horizon 2032

Strategies to Achieve the Year's Objectives

In pursuing the School's objectives, Governors have made use of established sub-committees, as well as participating in steering groups or working groups consisting of Governors and senior members of staff. Governors have also worked with the Trustees of Sevenoaks School Foundation. Where it has proved necessary, specialist legal advice has been sought. To assist in the delivery of physical facilities, professional advice has been taken from a range of consultants, as well as employing contractors.

Performance Against Objectives

Performance Against 2020/21 Objectives:

- *To support the Headmaster during his first year in post:* The Headmaster was involved in key decisions and meetings in advance of formally taking up his post. This included the Emergency Steering Group formed by the Governing Body to support the School through the Covid crisis. This has assisted a very smooth transition into managing the School, the challenges of delivering distance learning, uncertainties about the award of examination grades and key decisions in respect of the financial stability of the School, with the supportive engagement of all Governors and the new Chair of Governors whenever appropriate.
- *To preserve the quality of the education provided by the School to its students during the SARS CoV-2 pandemic:* Building on the experience of the first lockdown, the School built on and refined its approach to delivering distance learning, encompassing the needs of students based in the UK and overseas. In addition, the School placed significant emphasis on wellbeing and co-curriculum activities to support the overall development of students. The School has received praise from parents and students for its approach. An in-depth evaluation has been completed by the Institute of Teaching and Learning and been shared with the Governing Body.
- *To protect and preserve the financial stability of the School during the SARS-CoV-2 pandemic:* The Finance and Property Committee oversaw measures which included a freeze on non-essential capital expenditure and a recruitment freeze to ensure the preservation of the School's cash position. The School also furloughed staff under the government scheme. The FPC stress-tested the School's finances against a range of scenarios in respect of possible future pressures resulting from the pandemic. This exercise provided assurance to the Governing Body that the position was a stable one, and in the event of a worst-case scenario the School would have time to consider further measures before the situation became critical. Fee rebates of £1,122,000 (2020: £2,207,000) were issued during the year as a result of the forced closure of the School for the first eight weeks of the Lent term. Additional expenditure related to the pandemic totalled £1,345,000 (2020: Nil). These additional costs were offset by grants in respect of the Coronavirus Job Retention Scheme of £265,000 (2020: £582,000) and cost savings of £1,331,000 (2020: £1,360,000).
- *To review the 2019 Masterplan and reconsider the sequencing of key projects:* As noted above, a pause was placed on capital expenditure, with one exception, the decision to proceed with the new girls' boarding house based on a strong business case. The Governing Body has agreed a brief for the review of the Masterplan which will be taken forward although not critical for this year in view of decisions taken on existing projects. Further consideration will be given in the

SEVENOAKS SCHOOL

ANNUAL REPORT OF THE GOVERNORS

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context of a Governing Body objective for next year, to consider the balance between investment in facilities and broadening access through development of the School's bursary programme. Consideration is being given to the funding of the refurbishment of Girls' International House, and this has been discussed by the School and Foundation Consultation Forum.

- *To publicise and support Horizon 2032:* In view of the pandemic the launch of Horizon 2032 was deferred.

Promotion of the success of the organisation to benefit its members

The Governors confirm that in accordance with Section 172 (1) of the Companies Act they act in a way they consider would be most likely to achieve the charitable objects of the Company. In making this assessment the Governors have considered the following:

- The likely consequences of any decision in the long term**
The long-term sustainability of the operating model is considered by the Governors as set out in the going concern section of the Governors' Report. Specifically, the Governors consider both short- and longer-term financial projections and the key risks that could negatively impact the sustainability of Sevenoaks School. The Governors review management information, budgets, forecasts, cashflow projections and progress against the financial plan on a regular basis. Risk management is embedded at all levels across the Company. The most significant risks are discussed at each Board meeting. See page 13 for further details.
- The interests of the company's employees**
In relation to employee engagement, the Governors receive regular reports from management on the perspectives of staff, and has maintained a focus on wellbeing, both as a matter of good practice and given the exceptional demands and challenges of the pandemic. The Governing Body have received reports on the measures put in place to support staff, particularly during periods of remote working when the School campus was closed. The School is also working towards an externally validated wellbeing award. The Company has complied with the UK's Equality Act 2010 Regulations 2017 which require the publication of information on the gender pay gap for UK employees annually (excepting that the requirement to publish during 2019/20 was suspended due to the coronavirus outbreak). The School's report is available on the Sevenoaks School website.
- The need to foster the company's business relationships with suppliers, customers, and others**
In relation to key stakeholder engagement, the Governors consulted through various channels in 2020/21. Sevenoaks School is committed to ensuring that its mission and values are reflected in its approach to buying goods and services and Sevenoaks School is transparent with information and prides itself on building mutually beneficial relationships.
- The impact of the company's operations on the community and the environment**
The Company has completed the Energy Savings Opportunity Scheme (ESOS) reporting requirements and is now reporting under the Streamlined Energy and Carbon Reporting (SECR).

The School's considerable contribution to the local community is set out in sections which follow and includes partnership work and support to local state funded schools. The School's voluntary service ethos supports a wide range of contributions which are also described.
- The desirability of the company maintaining a reputation for high standards of business conduct**
The Company's Procurement Policy that has been approved by the Finance and Property Committee as delegated by the Board, outlines the responsibility of company employees to undertake procurement processes that demonstrate fairness and integrity, comply with relevant laws and regulations, keep information confidential and secure and ensure procurement best practice is followed. Sevenoaks School seeks to promote and apply the highest standards of business conduct and adheres to all applicable laws and regulations relating to fraud, bribery, and corruption wherever it operates (including the UK Fraud Act 2006 and Bribery Act 2010 which applies to Sevenoaks School's operations both in the UK and globally). During the pandemic the School sought to reduce days for payment to assist suppliers.
- The need to act fairly as between members of the company.**
The Governors have a conflicts of interest policy contained in their working rules. All Governors make an annual declaration of business interests and declare if there is any conflict of interest relating to any item on the agenda at each meeting.

REVIEW OF ACHIEVEMENTS AND PERFORMANCE FOR THE YEAR

Public Benefit

The imperative of delivering public benefit is woven throughout the School's activities. The School is proactive in seeking to make a significant contribution for the benefit of its communities in accordance with its charitable objects and has taken careful consideration of the Charity Commission guidance in deciding what educational and ancillary activities the charity

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should undertake. In the following report, therefore, the School's achievements and performance are reviewed through a lens of public benefit, including: advancing education; widening opportunity through offering free and assisted places; a distinctive student service programme; sharing resources and expertise through partnerships; and providing free or subsidised use of School facilities by other schools and community groups.

Advancing education

Founded in 1432, Sevenoaks School enjoys the distinction of being one of the UK's longest established schools. A tradition of innovation and excellence has seen Sevenoaks develop into a co-educational day and boarding school, its constituency extending both locally and internationally. The School offers a rigorous as well as a rounded education for pupils from the age of 11 to 18 and in particular has developed a worldwide reputation as a centre of excellence and as a flagship for the International Baccalaureate. An average of 1,160 students attended the School during 2020/21. The School actively seeks to maintain gender balance, achieving 49% (566) female students and 51% (594) male students. A third of the students (387) were boarders, comprising 170 female and 217 male students. In advancing education, the School relieves public funds of considerable expense.

The School continues its outstanding record of academic achievement, pastoral care and co-curricular opportunity. Academic excellence is achieved by bright, motivated students, inspired by highly qualified and dedicated teachers in well-resourced classrooms. A professional team of specialist tutors, boarding house staff and year heads ensures that our pupils are happy and receive expert care and support, while the mutual respect shared by students and staff helps to generate an atmosphere of friendliness. The School's campus offers a safe, attractive environment in which to learn and grow. State-of-the-art facilities, together with high level instruction, provide rich opportunities for pupils to participate in a wide variety of sports, the performing arts and many other activities.

Every pupil is encouraged to be curious, creative, critically aware, and to develop his or her passion and talent to the full. Life is fast-paced and dynamic, and expectations are high. At the same time, the School cultivates in its pupils the habit of reflecting on their learning and on the way they behave and perform. While distinctively forward-looking, the School continues to value its alumni, who return for regular matches, social events and anniversary dinners, and whose presence is strongly felt and recorded in the inclusive School publications.

The School's international outlook promotes the principles of tolerance and open-mindedness. Regular assemblies, tutor group meetings and a programme of talks help to foster the social and emotional welfare of students, while a long tradition of service and local and international charity projects advances a core set of values across the student body. Ambitious but principled, confident and compassionate, Sevenoaks students are prepared for leadership in an ever more complex world.

All Sixth Form students pursue the International Baccalaureate Diploma, a programme the School has delivered for over 40 years. The Diploma represents, in the School's view, the best preparation for university and for work in a world of global competition. Students leave Sevenoaks to study a wide range of courses at top universities in the UK, the US and elsewhere. They do so with an enlarged capacity for independent thought and intellectual risk-taking, a strong appetite for learning, and equipped with the skills and personal qualities necessary for a happy and successful life.

During the coronavirus pandemic, the School has been creative and determined in maintaining a holistic experience for all students. In Art, the Marketing Department assisted with creating an online platform and video features to share and celebrate students' achievements, in lieu of the traditional London exhibition which was cancelled due to Covid. The Music Department successfully reframed the whole idea of musical performance, with students challenged to share their playing by performing to their families at their family at home. More than 150 responded, with a dozen online iMovie concerts, and a Virtual Platform Concert was introduced. Drama posed its own unique challenges, particularly with the restrictions on working together and the uncertainty of live performances taking place. Yet, students and staff showed tremendous resilience and personality to meet this challenge. New clubs thrived, and the department was able to welcome back audiences to the Summer term performances of *The Wolves* and *Greenland* given by Middle and Lower School pupils. In sport, a 'new normal' was established and as a result even during the tightened restrictions of the November and January lockdowns, when club sport was stopped, school sport was able to continue. The department created a programme that enabled students to feel like they were still able to participate in competitive sport through internal tournaments and activities that created the feel of fixtures. The end of the Lent term saw students back on campus and the Summer term brought the welcome return of in-person fixtures.

Examination Results

As in 2020, examination results for both GCSE and International Baccalaureate (IB) students were determined differently due to the pandemic. For the IB Diploma, grades were determined using a combination of teacher predictions and coursework marks. For Year 11 (GCSEs, IGCSEs and Sevenoaks School Certificates), schools were asked to construct teacher assessed grades based on student performance and evidence. 235 students took the IB diploma. The mean diploma score was 41.3. This is a record for the School, but as the results were not determined the same way as in previous years, this is not a figure which can usefully be compared to results pre-2020. 30 pupils achieve the maximum 45 points. For Year 11, 93.8% of all qualifications were graded A/A* or 9/8/7. This is high compared to previous years, but not a record.

University Entrance

In 2020/21, the Higher Education Department supported successful applications by 227 students going to universities in

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the UK, USA, Canada, Europe and further afield in 2021. Of those students continuing to university studies in the UK, 85% (149/176 students) went to Oxford, Cambridge, London Colleges or other Russell Group universities, with UCL, Durham, and Cambridge the three most popular destinations with 27 students going on to study at UCL and 16 to Durham and 15 to Cambridge. 13 students took up a place at Oxford, 12 at Edinburgh, 9 at Exeter, 9 at Imperial College and 8 each at the LSE and Bristol. 22% of Sevenoaks students went on to study at top universities overseas, including US, European. Around half of students (52%) starting university in 2021 are studying degrees in the Arts and Humanities; 31% are studying STEM (Science, Technology, Engineering and Mathematics) subjects, and 17% Liberal Arts and Combined programmes, in the UK and in the USA. Studies for these interdisciplinary degrees, often covering both the arts and the sciences, fit very well with the breadth of IB studies undertaken at Sevenoaks.

Widening opportunity through free and assisted places

The School was established by William Sevenoke in 1432 as a free school to provide an education for young scholars regardless of their financial background, and the School is committed to respecting that heritage. Over the past 10 years the School has significantly increased the number of part or full funded places from 5 to 68 in 2020/21 at a cost of £1,557,000. Funded by both the School and the Sevenoaks School Foundation, these students benefit from the outstanding educational opportunities offered by the School. One of the School's key strategic objectives for the future is to grow its capacity to support the numbers of students who can benefit from a *Sevenoaks Education*. During the year the School moved away from the terminology of 'bursaries' to the more accessible language of 'free and assisted places'

From 2016 the School has also partnered with the Royal National Children's SpringBoard Foundation, the UK's largest boarding school bursary charity. The aim is to match children to the right boarding schools to achieve life-transforming outcomes for students, and to provide for a 'ripple effect' whereby those students raise aspiration with their home communities. This education can provide young people with the opportunity to access a future not tied to where they started in life. Currently three Royal SpringBoard students are in the Sixth Form at Sevenoaks School supported by full boarding bursaries from the Sevenoaks School Foundation

Student service programme

Service has for a long time been a key part of a Sevenoaks education. The weekly service programme has continued to see the School's relationship with local and global organisations strengthen. One example is the relationship with Sevenoaks *Welcomes Refugees*. In addition, many students continue to lead their own service or social enterprise projects, ranging from creating and selling lapel badges in support of EDGE (endangered) species, to running WomenEmpower speaker sessions for local schools. The latter has involved students in Year 12 discussing topics ranging from racism to body positivity. Many students have also been mentored along the way through the School's student-led social entrepreneurship competition which gives participants feedback on their ideas ahead of a few groups receiving funding after feedback from external judges.

The following examples and comments from students provide a flavour of the many service activities undertaken during the course of the year:

- Donating sports items to local primary schools across Kent: *"We collected many boxes filled with sports equipment, including numerous netballs donated by the PE & Sport department, as well as some memorable items, like a pair of ice skates! These were all hugely appreciated by the schools receiving them and overall, the collection was very successful."* (Year 9 Student).
- Donating unused devices to Sevenoaks households: *"21 per cent of households in Sevenoaks lack a device to FaceTime their family, and many households have a single computer to share between multiple children... I wanted to encourage students to empty out their family drawer of old phones, tablets and computers which sit and collect dust, so we can instead recycle these devices and share them with our wider community. This would help students to attend their online lessons and help elderly people to speak with their families."* (Lower 6th form student)
- Creating food and hygiene parcels for primary schools, food banks and other charitable organisations: *"Inspired by the school's outstanding efforts to support our local community during the first lockdown, it was undeniably essential we continued our school-wide Covid-19 response. Throughout the year we continued to collect and carefully make up food and hygiene parcels to meet the requests of 12 different primary schools, local food banks and organisations, such as One Big Family, which helps the homeless in the Medway area. It was amazing to see the whole school's engagement and generosity throughout the entire process. This was especially evident during our Christmas collection, as each tutor group worked together to make up individual parcels (200 in total!), personalising them with Christmas cards."* (Lower 6th form student)
- In the Lower School, the Year 7 Society & Change course finished with a *Storytelling for Change* project with students creating picture books, video animations, and cartoons to use metaphor as a tool for social understanding. Year 8 students completed their social entrepreneurship seed funding *10 Challenge* with students responding well to the challenge set this year of considering the social and environmental contribution made by a product designed by the student, as well as the funds raised. Over £2500 was raised for 12 different causes.
- In the Middle School, the Year 9 students' advocacy work created as part of the core critical thinking element of the curriculum was drawn together into a gallery, with students choosing campaigns to address issues relating to deforestation, gender and football, gender roles during Covid and fast fashion as holding the potential for impact. The year group also had the opportunity to engage with *The High Life*, an immersive climate change simulation offered by Empathy Action.
- A group of Year 11 students became social entrepreneurs for the last week of their school year, working in teams to respond to challenges set to them by the UOcean Project and makers of an exercise app, Waliba. The coaches from Entrepreneurs in Action strengthened their understanding across the areas of marketing, finance, project

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management and innovation through practical research and engagement.

- In October 2020 half term, 13 students volunteered to work with Invicta Academy, an online pop-up school founded in Kent, with the sole purpose of helping the children of the United Kingdom catch up on missed learning.

Sharing resources and expertise through partnerships and other initiatives

The School's strategic vision reinforces its commitment to share its educational expertise and other resources with schools and other partners, providing opportunities for children and teachers to take part in a shared programme of teaching and learning events and co-curricular activities. The following provides a summary of key partnership activities:

- ***Knole Academy:*** The School has built strong and still growing links with Knole Academy. The immediate past Senior Deputy Head is the Chair of Knole Academy Governing Body, continuing a long personal commitment to supporting the Academy. The current Headmaster and new Senior Deputy Head are also Governors of Knole Academy. The links between Knole Academy and Sevenoaks School are deep and broad, with mutual support for CPD and research-based learning. Knole Academy has introduced the International Baccalaureate Careers Programme (IBCP) which is described further below. Although face to face collaborative work was limited by the pandemic, support for teaching has continued and the School is looking forward to resuming its full range of academic and co-curricular collaborations, the latter including the Combined Cadet Force and the Duke of Edinburgh award scheme.
- ***Sevenoaks Primary Partnership:*** Thirty local primary schools have formed the Sevenoaks Primary Partnership to enable them to share good practice and achieve economies of scale. Sevenoaks School plays an important role in supporting this partnership through providing facilities for meetings and supporting several activities.
- ***The Kent Academies Network (KAN):*** The Kent Academies Network aims to remove barriers to Higher Education for the most able, disadvantaged pupils. The programme, run by Sevenoaks School, comprises five academies in Kent: Knole, Skinners, Oasis Isle of Sheppey, The John Wallis Church of England, and Marsh. Each year the partner academies nominate around five Year 9 students to write a personal statement and be put forward for interview. KAN then selects two or three students to be part of the university access programme. The students commit to KAN for their remaining time at school (Year 10 to 13) and attend annual residential weeks (at Easter and in the summer) and 'meet-up' days (in Autumn and Spring). In small groups students are assigned undergraduate mentors, who play a central role in the delivery of the bespoke residential programmes. The programme has been in place since 2013 and seen four cohorts through to university. The new Aspire university access programme will begin in 2021. Core and Aspire are uniquely comprehensive four-year programmes of mentoring, meet-up days and Core residential weeks. KAN events were held virtually over the course of the year, and the spring 'residential' had to take place remotely due to the pandemic. On Friday 26 March 2021, students from all four current KAN cohorts (2017-2020) attended many different virtual events over the course of the weekend, including academic and revision sessions as well as some more unusual extracurricular activities.
- ***The International Baccalaureate Career Related Programme (IBCP):*** The IBCP, based on inter-school collaboration, began in 2011 with a pilot that involved six high schools, one of which, Skinners' Kent Academy, has a close association with Sevenoaks School and is a member of the Kent Academies Network. The School has supported the Local Authority in its development of the IBCP. Initial success has been followed by gradual expansion and the network currently includes 25 schools and other Kent high schools have expressed an interest in joining. Sevenoaks School has played a key role through its commitment to supporting the raising of achievement in state schools and to extending access to IB programmes. It sponsors annual conferences for the Headteachers of the schools in the network, provides subject expertise to support teachers and is coordinating development of the platform. The programme raises post-16 outcomes for students from disadvantaged backgrounds, improves their retention, builds their self-confidence, extends their communication skills, increases the likelihood of their entering higher education, and develops the soft skills valued by employers. The Kent IBCP network includes a high proportion of schools that serve challenging communities. These include coastal schools and others in areas of rural deprivation.
- ***The Education People and the UK IB Schools and Colleges Association (IBSCA):*** The School has partnered with The Education People and IBSCA to establish a cross-sector initiative to support school improvement, especially in non-selective state schools in Kent. Specifically, the partnership has implemented an online social learning platform (IB Subject Communities) which will help teachers across the partnership share teaching advice, best practice, and resources. Four members of Sevenoaks School staff are Subject Leaders (Art, Biology, Psychology and Mathematics) and will curate and facilitate their area of expertise. The initiative has been designed to increase mutual understanding and community between all sectors and between experienced and inexperienced or non-specialist teachers alike. The key aim is for teachers to improve their practice overall, regardless of school context, but fundamental to the core of the partnership is a desire to improve outcomes for disadvantaged students at post-16.
- ***EduSpots:*** The School has close links with the Ghanaian educational charity, EduSpots. In the Michaelmas term, a team of 12 Lower Sixth students worked to provide online resources that students in Ghana (and beyond) could complete at home or in their communities, using resources available locally. In the Lent term, the students worked virtually to create plans for the EduSTEM weekly science clubs. This involved making an experiment planning sheet and a presentation to accompany it. Ghanaian students sent videos to Sevenoaks students demonstrating how experiments had been completed. These ranged from making anemometers, to measuring wind speed, to modelling tooth decay using eggshells. In the Summer term, the Sevenoaks students compiled these videos with their own to showcase work across the EduSpots network. Sevenoaks students were also excited to work with the Ghanaian team to support resource creation for their STEM for a Sustainable Future summer camps. This project has now received

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funding for roll out to four further communities from the Ashworth Charitable Trust. Students have also worked with the Ghanaian team to create new educational resources for EduLit, the literacy programme, given the school closures in Ghana due to Covid-19. These have ranged from the production of a children's book series to a series of non-fiction writing lesson templates for the leaders of the Spots to use when teaching parts of the junior high syllabus. Another new project focused on teaching parts of speech and sentence-building to younger children through the game of Chatterbox. A highlight of the students' work was the book drive towards the end of the year. With the help of ten other schools, over 20,000 books were collected and sent to 42 EduSpots libraries across Ghana.

- **STEM Week:** From 1 to 5 March 2021, the School hosted its annual STEM Week event under the new title, STEMagination Week. Taking the theme of creativity in science, the programme included online shows, insightful lectures and competitions for students and staff from Sevenoaks School and other local schools. Over 30 local schools took part in the virtual event. The line-up included an interesting 3D printing session of the Bloodhound supersonic car, a slow drawing class designed to explore the power of observation, and a liquid nitrogen workshop. Students also had the opportunity to watch and engage with award-winning shows from Science Made Simple. Organised by the department of Science and Technology, the event is part of the Schools ongoing partnership programme, which broadens access to resources for local schools and teachers. Content was tailored to audiences from Key Stage 1 up to Key Stage 5. The programme was created to showcase scientific innovation and inspire creative thinking in Science, Technology, Engineering and Mathematics (STEM). The virtual event links were made available on the website for external schools to continue to access as an ongoing STEM resource.
- **Outreach Boxes:** A Sevenoaks outreach box is a collection of subject-specific classroom resources available on loan to schools. The School has been incredibly fortunate over the last couple of years to work closely with many of our local schools, running events, workshops and teacher training, and hosting many of the partnership meetings. Through these interactions the School is regularly asked if we can assist with resources for the classroom. Whilst it is not possible to provide resources for each school, the solution has been to loan equipment for free, like a library of useful classroom resources. The School's Outreach programme is generously supported by the Sevenoaks School Foundation and its benefactors. More than £70,000 has been donated to the programme over the past two years. Outreach boxes together with VR sets have been fully funded through this generous support.

Free or subsidised use of School facilities by other schools and community groups

The School's facilities and grounds are usually made available to the community year-round although unfortunately this was limited during 2020/21 due to Covid-19 control measures. Prior to the lockdown the School's music concerts were open to the public and a number of local schools and community groups use the facilities offered by the Performing Arts Centre and Sennocke Sports Centre. These include The Weald Primary School, Anthony Roper School, Sevenoaks Hockey Club, Sevenoaks Athletic Club, Sevenoaks Powerchair Football Club, and Sevenoaks Round Table.

Links with other Charitable Bodies

The School has links with other charitable bodies, including Sevenoaks School Foundation (Registered Charity No. 307923), an independent charity whose objects mirror those of the School. In 2020/21, the Foundation made grants of £601,000 to the School for bursaries and scholarships. A further £43,000 was granted by the Foundation to fund residential trips and other extra-curricular activities for bursary award holders.

The School also continues to enjoy a close relationship with Sevenoaks Almshouses, an independent charity with a shared history. The School nominates two trustees and provides a range of support services and social activities. The residents of the Almshouses are very much part of the wider school community.

Sustainability

In February 2021, students took part in a number of talks, workshops and challenges as part of an annual Green Week, with each day tackling a different environmental theme: Wicked Waste, Under the Sea, Life on Land, Climate Action, Reflection and Looking Forward.

There were a variety of workshops and seminars run by Sevenoaks School teachers and external speakers. Challenges and activities including encouraging students to consider reducing their waste; to explore the natural world around them by tracking biodiversity through photography; and to upcycle plastic. The School's Eco Partnership service group has also been creating resources to help local primary schools with their environmental education.

Investment Performance

The School holds the majority of its restricted funds in long term investments, mainly in the form of pooled charitable investment funds, which yielded an average 17.2% for the year ended 31 July 2021 (2020: average loss 2.7%). The dividend income was available to be applied to the purposes of the various funds. This performance is due to the recovery in investment funds following the extraordinary market conditions last year as a result of the COVID-19 pandemic. Governors anticipate future performance to be in line with their investment objective of preserving the capital value with a minimum level of risk.

Unrestricted funds are held in bank deposits for operational liquidity purposes and for short to medium term application to

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planned improvements to the school's facilities, as well as for capital protection purposes. The Governors will review the investment strategy again over the coming year.

FINANCIAL REVIEW AND RESULTS FOR THE YEAR

Results

Net outgoing funds (before the actuarial loss on pensions and the gains on investments) for the year were £2,629,000 (2020: £2,103,000) as shown in the school's Statement of Financial Activities. This includes a £20,000 (2020: £6,000) surplus from Sennocke Services Limited which is shown in the Statement of Financial Activities as an unrestricted donation, with the summary accounts for the entity being disclosed in Note 23 to the financial statements. The result for the year was again affected by the COVID-19 global pandemic. Remote learning took place during the Lent term and day and boarding fees were reduced accordingly. A high proportion of the School's costs are fixed but expenditure was reduced where possible, including catering and utilities, and expenditure was paused on all but essential capital projects.

Reserves Level and Policy and Financial Viability

The reserves of Sevenoaks School are held in designated funds for fixed assets, buildings and bursaries. The designated fund for fixed assets covers the book value of fixed assets (£23,805,000). Each year reserves equivalent to 3% of gross fee income are transferred to the bursary reserve (£997,000) and the cost of bursaries granted (£1,573,000) is set against that fund. In addition, transfers from restricted funds for bursaries for fees and extras, which include grants received from Sevenoaks School Foundation, are allocated to the bursary reserve, to cover the £645,000 cost to the School of making those additional awards. The balance on the bursary reserve was £939,000 at the end of July 2021 (2020: £870,000).

At 31 July 2021, after taking into account the pension-funding deficit of £4,757,000 (2020: £6,209,000), -£135,000 (2020: £2,150,000) was held in General Funds, which represented 0 weeks operating costs. The pension-funding deficit of £4,757,000 arising from the School's defined benefit staff pension is an actuarially calculated deficit under FRS102 that is accrued as a liability. Excluding the pension fund deficit, the balance on the General Fund would be £4,626,000 which represents 6 weeks operating costs. The Governors' intention is to hold up to one term's operating costs in General Funds to provide an element of protection in an uncertain economic climate. Despite the COVID-19 pandemic, the Governors consider the level of reserves to be appropriate. The Governors will continue to keep the level of reserves under review.

Going Concern

The Governors continue to review the impact of Covid-19 on the School's operations and finances. Taking into consideration actions taken to manage costs and to preserve cash, together with the ongoing demand for places, funding facilities available to the School, and future projected cash flows, the Governors have a reasonable expectation that the School has adequate resources to continue its activities for the foreseeable future, and consider that there are no material uncertainties over the School's financial viability. Accordingly, the Governors continue to adopt the going concern basis in preparing the financial statements.

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STREAMLINED ENERGY AND CARBON REPORTING (SECR)

The School's greenhouse gas emissions for the financial year were equivalent to 1,888.11 tonnes of carbon dioxide which equates to 9,679,465 kilo-Watt-hours (kWh) of energy and has undertaken 4 energy efficiency actions (EEA) in this reporting year.

This information has been compiled in line with the 2019 HM Government Environmental Reporting Guidelines: including Streamlined Energy and Carbon Reporting (SECR). The 2021 UK Government GHG Conversion Factors for Company Reporting have been used to calculate emissions. Energy consumption data has been taken from invoices issued for the financial year and meter readings. Transport energy has been calculated from fuel consumption data in litres for Scope 1 emissions and miles travelled for Scope 3 emissions.

Table 1 shows the GHG emissions for the School in tonnes of carbon dioxide equivalent for the year:

	Emission Source	2020/21 Energy (kWh)	2020/21 Emissions (tCO₂e)	<i>2019/20 Energy (kWh)</i>	<i>2019/20 Emissions (tCO₂e)</i>
Scope 1	Gas Consumption	6,597,580	1,208.41	5,271,767	969.32
	Heating Oil	361,584	92.85	326,829	83.90
	Owned Transport	107,757	27.11	106,754	26.76
	Sub Total	7,066,921	1,328.37	5,705,350	1,079.98
Scope 2	Purchased Electricity	2,539,059	539.12	2,537,591	591.61
Scope 3	Business Travel	73,485	20.61	68,200	19.13
Total Emissions		9,679,465	1888.11	8,311,141	1,690.73

Table 2 shows the intensity ratios for the School:

Type	2020/21 kWh/Students	2020/21 tCO₂e/Students	<i>2019/20 kWh/Students</i>	<i>2019/20 tCO₂e/Students</i>
Occupancy	8,344	1.63	7,401	1.51

During the year the following efficiency actions were taken:

Category	Title	Description
Lighting	LED Upgrades	LED lights are being fitted as an ongoing project throughout the school.
Renewal of tennis centre roof	Improved thermal efficiency	Replacement of leaking roof including improved insulation meeting latest regulatory standards
New boilers in School Theatre and Boarding House	Heating	Replacement of old boilers with new condensing boilers
Staff accommodation windows	Improved thermal efficiency	Refurbishment of sash windows

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RISK MANAGEMENT

A formal review of the charity's risk management processes is undertaken on an annual basis with the aim of reviewing the major risks to the School. The key controls used by the charity include: vetting procedures as required by law for the protection of children, formal agendas and briefing papers for committee and sub-committee meetings; strategic and business planning; budgeting and management accounting; and, clear authorisation and approval levels. Governors have reviewed the principal areas of the School's operations and considered the major risks faced in each area, including the implications of the Covid-19 pandemic.

In respect of a potential failure in its pastoral duties to its pupils, the School's activities are focused in the following key areas. In respect of the potential abuse of pupils, the School has comprehensive child protection policies and procedures in place, always in line with national guidance *Keeping Children Safe in Education*. The need for vigilance and immediate action should a child be considered at risk is continually reinforced through communications and training. Concerns in respect of inappropriate online behaviour by students are dealt with through a programme of educational initiatives, including an online safety week, staff awareness training and information for parents. In order to take a lead in addressing mental health issues amongst young people, increased counselling hours have been made available. Within the Institute of Teaching and Learning, one of the key research and review strands is considering methods to monitor and advance the wellbeing of students and staff.

With respect to Covid-19, the School's Finance and Property Committee considered a range of potential scenarios that could arise as a result of Covid-19. These were tested using the School's financial model, and potential mitigating actions considered for each scenario. The Committee was assured that for each of the scenarios, it would be possible to take the action required to ensure the future viability of the School. The School has continued to follow UK Government advice, implement appropriate adaptations to the campus and ways of operating, and update Covid-19 specific risk assessments as needed. It will continue to monitor the progress of the pandemic and will adapt its responses in a considered and flexible manner.

Apart from the significant and special circumstances of the Covid-19 outbreak, at a financial level, we believe that the principal risk is one common to all independent schools constituted as a charity, namely the potential withdrawal of charitable status through perceived failure to meet public benefit obligations and aspirations, and potential associated impacts on the School's charging structure and cost base. At the operational level, we believe the principal risks continue to be a failure to meet our pastoral duties to our pupils, as well as not developing our staff, facilities, and systems in such a way as to enable us to remain a leading independent school. In view of an increasing awareness of the threats posed by breaches in cyber security, the School's risk register highlights this risk to ensure continuing oversight of the control measures put in place. The School also maintains an awareness of the increasing cost of both the Teachers' Pension Scheme and the Local Government Pension Scheme, and these were reviewed by the Finance and Property Committee in 2020/21. No change to the School's arrangements were considered necessary at that time but it is an area that will be kept under review.

The School is mitigating its risk in relation to the withdrawal of its charitable status by ensuring the significant public benefit arising from its activities is clearly articulated, adding its voice to sector wide communications and participating in research on the contribution of Sevenoaks School and of independent schools in general to the economy and to the reputation of a British education. It is also reviewing its financial plans and considering what actions might be necessary if any element of this risk becomes reality.

In respect of a perceived failure of its public benefit duties, the School believes it has made a substantial contribution to the public over many years in pursuit of its charitable objects via its educational services to its pupils, links with maintained schools, other community activities and its bursary programme. Nevertheless, having identified this as a growing strategic risk, the School is now focused on widening access to its excellent education services as a key part of its new strategy. It is doing this in two principal ways: first by extending and deepening its relationships and connections with local maintained schools and young people in general. In doing so it is taking a more strategic and considered approach to achieving impact in the programmes and activities that had been growing organically over a number of years, and is reviewing what further on-campus activities could be provided. Secondly, it is also considering how to grow its free and assisted places programme, both in terms of the funding available and the most effective and appropriate way to recruit able pupils who would not otherwise be able to attend the school.

In respect of its staff, facilities and systems, the following mitigation measures are in place. Staff expertise and satisfaction are kept under continual and close review. Personal development for teaching staff is carried out under the auspices of the Institute of Teaching and Learning which seeks to research and implement best practice in continuing professional development. The School also makes frequent use of outside training providers for both teaching and non-teaching staff. The School has continued its enhanced focus on safety issues across the School. The School's risk register identifies various mitigating factors in respect of school systems.

In the opinion of the Governors, the School has established resources and a review system which should, under normal conditions (and taking into account the potential consequences of the Covid-19 pandemic identified to date) allow risks to be mitigated to an acceptable level.

SEVENOAKS SCHOOL

ANNUAL REPORT OF THE GOVERNORS

YEAR ENDED 31 JULY 2021

FUTURE PLANS

Governing Body Objectives 2021/22

1. Ensure the School's stability

- To continue to protect and preserve the stability of the School during and after the SARS-CoV-2 pandemic;

2. Strategic planning

- To finalise the School's new strategy to 2032, to include the future vision for a *Sevenoaks Education*, increased opportunity through free and assisted places, reviewing and developing partnerships, and becoming carbon neutral.
- To agree enabling campus and financial plans to ensure the successful delivery of the strategy, including the renewal of the School's heritage campus for the future.

3. Good governance

- To support and embed the new senior leadership team in the work and governance of the School.
- To conduct a review of the Governing Body's structure and effectiveness and implement the findings.

ACCOUNTING AND REPORTING RESPONSIBILITIES

The members of the Governing Body (who are also directors of Sevenoaks School for the purposes of company law) are responsible for preparing the Annual Report and the financial statements in accordance with applicable law and regulations.

Company law requires the Governing Body to prepare financial statements for each financial year. Under that law the Governing Body has elected to prepare the financial statements in accordance with United Kingdom Generally Accepted Accounting Practice (United Kingdom Accounting Standards and applicable law).

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

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

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

Relevant audit information

Insofar as each of the Directors, as members of the Governing Body, at the date of approval of this report are aware, there is no relevant audit information (information needed by the Company's auditor in connection with preparing the audit report) of which the Company's auditor is unaware. Each member of the Governing Body has taken all the steps that he or she should have taken as a member of the Governing Body in order to make himself or herself aware of the relevant audit information and to establish that the Company's auditor is aware of that information.

Approved by the Governing Body of Sevenoaks School on 1 December 2021, including, in their capacity as company directors, approving the Directors' and Strategic Reports contained therein, and signed on its behalf by:



Mrs Alison Beckett
Chair of Governing Body

Independent Auditor's Report to Sevenoaks School

Opinion

We have audited the financial statements of Sevenoaks School ('the charitable company') for the year ended 31 July 2021 which comprise the Statement of Financial Activities, the Balance Sheet, the Cash Flow Statement and notes to the financial statements, including significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 July 2021 and of its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for opinion

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

Conclusions relating to going concern

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

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the 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 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 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:

- adequate and proper accounting records have not been kept; or
- the 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 14, 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.

Details of the extent to which the audit was considered capable of detecting irregularities, including fraud and non-compliance with laws and regulations are set out below.

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.

Extent to which the audit was considered capable of detecting irregularities, including fraud

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We identified and assessed the risks of material misstatement of the financial statements from irregularities, whether due to fraud or error, and discussed these between our audit team members. We then designed and performed audit procedures responsive to those risks, including obtaining audit evidence sufficient and appropriate to provide a basis for our opinion.

We obtained an understanding of the legal and regulatory frameworks within which the charitable 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 taxation legislation, together with the Charities SORP (FRS 102). We assessed the required compliance with these laws and regulations as part of our audit procedures on the related financial statement items.

In addition, we considered provisions of other laws and regulations that do not have a direct effect on the financial statements but compliance with which might be fundamental to the charitable company's ability to operate or to avoid a material penalty. We also considered the opportunities and incentives that may exist within the charitable company for fraud. The laws and regulations we considered in this context for the UK operations were The Education (Independent School Standards) Regulations 2014, health and safety legislation and employment legislation.

Auditing standards limit the required audit procedures to identify non-compliance with these laws and regulations to enquiry of the Trustees and other management and inspection of regulatory and legal correspondence, if any.

We identified the greatest risk of material impact on the financial statements from irregularities, including fraud, to be within the timing and recognition of income and the override of controls by management. Our audit procedures to respond to these risks included enquiries of management and the Finance Committee about their own identification and assessment of the risks of irregularities, sample testing on the posting of journals, reviewing accounting estimates for biases, reviewing regulatory correspondence with the Charity Commission, Independent Schools Inspectorate, Ofsted and reading minutes of meetings of those charged with governance.

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. For example, the further removed non-compliance with laws and regulations (irregularities) is from the events and transactions reflected in the financial statements, the less likely the inherently limited procedures required by auditing standards would identify it. In addition, as with any audit, there remained a higher risk of non-detection of irregularities, as these may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal controls. We are not responsible for preventing non-compliance and cannot be expected to detect non-compliance with all laws and regulations.

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.



Tina Allison

Senior Statutory Auditor
For and on behalf of
Crowe U.K. LLP
Statutory Auditor

London

20th December 2021

SEVENOAKS SCHOOL
STATEMENT OF FINANCIAL ACTIVITIES
(INCORPORATING AN INCOME AND EXPENDITURE ACCOUNT)
FOR THE YEAR ENDED 31 JULY 2021

	Notes	Unrestricted Funds £'000	Restricted Funds £'000	2021 £'000	2020 £'000
Income from:					
Charitable activities					
School fees receivable	2	31,374	-	31,374	28,823
Ancillary trading income	3	1,892	-	1,892	2,033
Other trading activities					
Charitable trading income	4	437	-	437	557
Investments					
Investment income	5	-	30	30	40
Bank and other interest	6	39	-	39	195
Voluntary sources					
Grants and donations	7	21	856	877	584
Other					
Other Income	1.4	265	-	265	692
Total incoming resources		<u>34,028</u>	<u>886</u>	<u>34,914</u>	<u>32,924</u>
Expenditure on:					
Raising funds					
Charitable trading costs	8	(866)	-	(866)	(842)
Financing costs	9	(42)	-	(42)	(55)
Total deductible costs		<u>(908)</u>	<u>-</u>	<u>(908)</u>	<u>(897)</u>
Charitable activities					
Education and grant making	8	(35,964)	(671)	(36,635)	(34,130)
Total expenditure		<u>(36,872)</u>	<u>(671)</u>	<u>(37,543)</u>	<u>(35,027)</u>
Net (outgoing)/incoming funds from operations before transfers and investment gains		(2,844)	215	(2,629)	(2,103)
Gains / (losses) on investments	12	-	150	150	(24)
Transfers between funds	21	94	(94)	-	-
Net loss		<u>(2,750)</u>	<u>271</u>	<u>(2,479)</u>	<u>(2,127)</u>
Pension scheme actuarial gains / (losses)	22	1,931	-	1,931	(2,683)
Net movement in funds for the year		<u>(819)</u>	<u>271</u>	<u>(548)</u>	<u>(4,810)</u>
Fund balances brought forward at 1 August 2020		<u>25,428</u>	<u>1,284</u>	<u>26,712</u>	<u>31,522</u>
Fund balances carried forward at 31 July 2021		<u>24,609</u>	<u>1,555</u>	<u>26,164</u>	<u>26,712</u>

The notes on pages 21 to 40 form part of these financial statements.

SEVENOAKS SCHOOL

BALANCE SHEET AS AT 31 JULY 2021

	Notes	2021 £'000	2020 £'000
FIXED ASSETS			
Tangible fixed assets	11	23,805	22,408
Investments	12	1,025	875
		<u>24,830</u>	<u>23,283</u>
CURRENT ASSETS			
Debtors	13	1,527	1,123
Cash and deposits		19,293	21,027
		<u>20,820</u>	<u>22,150</u>
CURRENT LIABILITIES			
Creditors payable within one year	14	(12,269)	(10,206)
NET CURRENT ASSETS		<u>8,551</u>	<u>11,944</u>
TOTAL ASSETS LESS CURRENT LIABILITIES		33,381	35,227
LONG-TERM LIABILITIES			
Creditors payable after one year	15	(2,460)	(2,306)
Pension scheme funding deficit	22	(4,757)	(6,209)
NET ASSETS	21	<u>26,164</u>	<u>26,712</u>
REPRESENTED BY:			
RESTRICTED FUNDS	21	1,555	1,284
UNRESTRICTED FUNDS	21		
Designated funds:			
Fixed assets		23,805	22,408
Bursary reserve		939	870
Building fund		-	-
		<u>24,744</u>	<u>23,278</u>
Pension reserve		(4,757)	(6,209)
Other unrestricted		4,622	8,359
General Funds		(135)	2,150
TOTAL FUNDS		<u>26,164</u>	<u>26,712</u>

These financial statements were approved by the Governing Body on 1 December 2021 and were signed on its behalf by:

Alison Beckett

Mrs Alison Beckett
Chair of Governing Body

The notes on pages 21 to 40 form part of these financial statements.

SEVENOAKS SCHOOL
CASH FLOW STATEMENT
FOR THE YEAR ENDED 31 JULY 2021

	Note	2021	2020
		£'000	£'000
Net cash inflow / (outflow) from operations			
Net cash provided / (used) by operating activities	(i)	260	(1,254)
Cash flows from investing activities			
Payment for tangible fixed assets		(4,384)	(4,361)
Proceeds on sale of tangible fixed assets		35	4
Net return on defined benefit pension scheme		2,329	17
Investment income and bank interest received		68	235
Net cash used in investing activities		(1,952)	(4,105)
Cash flows from financing activities:			
Finance costs paid		(42)	(55)
Net cash used in financing activities		(42)	(55)
Change in cash and cash equivalents in the reporting period		(1,734)	(5,414)
Cash and cash equivalents at the beginning of the period		21,027	26,441
Cash and cash equivalents at the end of the reporting period	(ii)	19,293	21,027

(i) Reconciliation of net income to net cash flow from operating activities

	2021	2020
	£'000	£'000
Net outgoing funds	(2,629)	(2,103)
Elimination of non-operating cashflows:		
- Investment income	(68)	(235)
- Financing costs	42	55
Defined benefit pension scheme adjustments	(1,850)	189
Depreciation charge	2,949	2,657
Loss / (profit) on sale of assets	3	(4)
(Increase) / decrease in debtors	(404)	766
Increase / (decrease) in creditors (excluding fees in advance scheme)	868	(1,709)
Increase / (decrease) in fees in advance scheme creditors	239	(905)
Increase in parents' deposits	1,110	35
	2,889	849
Net cash inflow / (outflow) from operations	260	(1,254)

(ii) Analysis of changes and cash equivalents

	At 1 August 2020 £'000	Cashflows £'000	At 31 July 2021 £'000
Deposits	6,507	1,348	7,855
Cash at bank	14,520	(3,082)	11,438
	21,027	(1,734)	19,293

The notes on pages 21 to 40 form part of these financial statements.

SEVENOAKS SCHOOL
STATEMENT OF ACCOUNTING POLICIES
FOR THE YEAR ENDED 31 JULY 2021

1. ACCOUNTING POLICIES

The financial statements have been prepared in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS102), the Companies Act 2006 and the Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) - effective 1 January 2015.

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

The accounts are drawn up on the historical cost basis of accounting, as modified by the revaluation of investments. The accounts present the statement of financial activities (SOFA), the balance sheet and the cash flow statement for the charity.

The School is a Public Benefit entity registered as a charity in England and Wales and a company limited by guarantee. It was incorporated on 23 September 2003 (company number: 4908949) and registered as a charity on 5 January 2004 (charity number: 1101358).

Going-Concern

Having reviewed the impact of Covid-19 on the School's operations and finances, and taking into consideration the funding facilities available to the School together with the expected ongoing demand for places and the School's future projected cash flows, the Governors have a reasonable expectation that the School has adequate resources to continue its activities for the foreseeable future and consider that there are no material uncertainties over the School's financial viability. Accordingly, they continue to adopt the going concern basis in preparing the financial statements as outlined in the Statement of Accounting and Reporting Responsibilities on page 14.

Critical accounting judgements and key sources of estimation uncertainty

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

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

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

The following accounting policies have been applied consistently in dealing with items which are considered material in relation to the School's financial statements.

1.1 Fees and similar earned income

Fees receivable and charges for services and use of the premises, less any allowances, scholarships or bursaries granted by the School against those fees, but including contributions from restricted funds, are accounted for in the period in which the service is provided.

1.2 Investment income

Investment income from dividends, bank balances and fixed interest securities is accounted for on an accruals basis.

1.3 Donations, legacies, grants and other voluntary incoming resources

Voluntary incoming resources are accounted for as and when entitlement arises, the amount can be reliably quantified and the economic benefit to the School is considered probable.

Voluntary income for the School's general purposes is accounted for as unrestricted and is credited to the General Fund. Where a donor has imposed trust law restrictions, voluntary income is credited to the relevant restricted fund and incoming endowments are accounted for as permanent trust capital or expendable trust capital, according to whether the donor intends retention is to be permanent or not. Gifts in kind are valued at estimated open market value at the date of the gift, in the case of assets for retention or consumption, or at the value to the School in the case of donated services or facilities.

1.4 Other Income

Included within Other Income are grants in respect of the Coronavirus Job Retention Scheme (CJRS) of £265,000 (2020: £582,000). Grants received in respect of the CJRS have been accounted for using the performance model.

SEVENOAKS SCHOOL
STATEMENT OF ACCOUNTING POLICIES (CONTINUED)
FOR THE YEAR ENDED 31 JULY 2021

1. ACCOUNTING POLICIES (continued)

1.5 Expenditure

Expenditure is accrued as soon as a liability is considered probable. Expenditure attributable to more than one cost category in the SOFA is apportioned to them on the basis of the estimated amount attributable to each activity during the year by reference to the use made of the underlying assets. Irrecoverable VAT is included with the item of expenditure to which it relates.

Grants awarded are expended as soon as they become legal or operational commitments. Governance costs comprise the costs of complying with constitutional and statutory requirements.

1.6 Tangible fixed assets

Expenditure on the acquisition, construction or enhancement of land and buildings, vehicles, furniture, machinery, IT equipment and systems, and other equipment costing more than £5,000 is capitalised and carried in the balance sheet at historical cost. In certain circumstances, where the cost of an asset is not ascertainable, a reasonable estimate of the cost, if material, has been used.

Other expenditure on equipment incurred in the normal day-to-day running of the School is charged to the Statement of Financial Activities as incurred.

1.7 Depreciation

Depreciation is provided to write off the cost of all relevant tangible fixed assets less estimated residual value based on current market prices, in equal annual instalments over their expected useful economic lives:

School freehold and leasehold buildings, including major extensions	50 years
Improvements to freehold and leasehold buildings	10 years
Furniture, machinery and equipment	4 years
Motor vehicles	4 years
IT equipment and systems	3 years

1.8 Investments

Listed investments are valued at their market values as at the balance sheet date. Unrealised gains and losses arising on the revaluation of investments are credited or charged to the Statement of Financial Activities and are allocated to the appropriate Fund according to the "ownership" of the underlying assets.

1.9 Sennocke Services Limited

The principal activity of the School's subsidiary company, Sennocke Services Limited, is to carry on the commercial trading business of Sevenoaks School. The activity and balance sheet is not currently at a level which is considered to be material and, therefore, the accounts of Sennocke Services Limited are not consolidated.

1.10 Fund Accounting

The charitable trust funds of the School are accounted for as unrestricted or restricted income, in accordance with the terms of trust imposed by the donors.

Unrestricted income belongs to the School's corporate reserves, spendable at the discretion of the Governors either to further the School's Objects or to benefit the School itself. Where the Governors decide to set aside any part of these funds to be used in future for some specific purpose, this is accounted for by transfer to the appropriate designated fund.

Restricted income comprises gifts, legacies and grants where there is no capital retention obligation or power but only a trust law restriction to some specific purpose intended by the donor.

1.11 Pension costs

Retirement benefits to employees of the School and its subsidiary are provided through three pension schemes, two defined benefit on a career average revalued basis (CARE) schemes, and one defined contribution scheme. The pension costs charged in the Statement of Financial Activities are determined as follows:

- (a) The Teachers' Pension Scheme – This scheme is a multi-employer pension scheme. It is not possible to identify the School's share of the underlying assets and liabilities of the Teachers' Pension Scheme on a consistent and reasonable basis and therefore, as required by FRS102, accounts for the scheme as if it were a defined contribution scheme. The scheme changed from a defined benefit scheme to a CARE scheme in April 2015. The School's contributions, which are in accordance with the recommendations of the Government Actuary, are charged in the period in which the salaries to which they relate are payable.

SEVENOAKS SCHOOL
STATEMENT OF ACCOUNTING POLICIES (CONTINUED)
FOR THE YEAR ENDED 31 JULY 2021

1. ACCOUNTING POLICIES (continued)

- (b) The School also contributes to the Local Government Pension Scheme (LGPS) for support staff at rates determined by the scheme actuary. The LGPS transitioned from a defined benefit to a CARE scheme in April 2014, and is accounted for under FRS102, with the net defined benefit liability of the scheme shown in the accounts as a designated fund entitled "Pension Reserve", which is deducted from unrestricted funds in the balance sheet. The Governors note that the calculated notional deficit or surplus calculated under FRS102 can vary greatly from year to year depending on the assumptions made at the valuation date, but with normally little or no effect on short term cashflows.
- (c) The School's Group Personal Pension Plan – This is a defined contribution group personal pension plan for support staff with Aegon. Employers' pension costs are charged in the period in which the salaries to which they relate are payable. Since 1 April 2010 all new support staff join the defined contribution Group Pension Plan, including those joining the scheme under auto-enrolment.

1.12 Operating leases

Rentals under operating leases are charged on a straight-line basis over the lease term, even if the payments are not made on such a basis. Benefits received and receivable as an incentive to sign an operating lease are similarly spread on a straight-line basis over the lease term.

1.13 Financial Instruments

Financial instruments are initially recognised at transaction value and subsequently measured at amortised cost with the exception of investments which are held at fair value. Financial assets held at amortised cost comprise cash at bank and in hand, together with trade and other debtors. A specific provision is made for debts for which recoverability is in doubt. Cash at bank and in hand is defined as all cash held in instant access and term deposit bank accounts. Financial liabilities held at amortised cost comprise all creditors except social security and other taxes and provisions.

2. CHARITABLE ACTIVITIES – FEES RECEIVABLE

	2021 £'000	2020 £'000
Fees receivable consist of:		
School fees	33,236	30,880
Less: scholarships, bursaries and other awards	<u>(2,517)</u>	<u>(2,532)</u>
	30,719	28,348
 Add back: bursaries and other awards paid for by restricted funds	 <u>655</u>	 <u>475</u>
	<u>31,374</u>	<u>28,823</u>

Scholarships, bursaries and other awards were paid to 287 pupils (2020: 290). Within this means-tested bursaries totaling £1,585,000 were paid to 74 pupils (2020: £1,499,000 to 77 pupils).

3. CHARITABLE ACTIVITIES – OTHER INCOME

	2021 £'000	2020 £'000
Extras	1,421	1,631
Registration fees	292	288
Fees in lieu of notice and forfeit deposits	143	51
Shop and other trading income	18	33
Transport from Sevenoaks Station	<u>18</u>	<u>30</u>
	<u>1,892</u>	<u>2,033</u>

SEVENOAKS SCHOOL
NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 31 JULY 2021

4. OTHER TRADING ACTIVITIES

Income and costs incurred in providing educational courses and provision of staff accommodation.

5. INVESTMENT INCOME

	Unrestricted	Restricted	Total	<i>Total</i>
	£'000	£'000	2021	<i>2020</i>
			£'000	<i>£'000</i>
Securities investment income				
Equities	-	30	30	<i>40</i>
	<u>-</u>	<u>30</u>	<u>30</u>	<u><i>40</i></u>

6. BANK AND OTHER INTEREST

	Unrestricted	Total	<i>Total</i>
	£'000	2021	<i>2020</i>
		£'000	<i>£'000</i>
Bank interest	39	39	<i>195</i>
	<u>39</u>	<u>39</u>	<u><i>195</i></u>

7. GRANTS AND DONATIONS RECEIVABLE

	Unrestricted	Restricted	Total	<i>Total</i>
	£'000	£'000	2021	<i>2020</i>
			£'000	<i>£'000</i>
Grants to the School for bursaries from:				
– Sevenoaks School Foundation	-	644	644	<i>469</i>
Gift-aided donation - Sennocke Services Ltd	20	-	20	<i>6</i>
Grants to the School for non-bursaries from:				
– Sevenoaks School Foundation	-	202	202	<i>104</i>
Sundry grants and donations	1	10	11	<i>2</i>
Science Week	-	-	-	<i>3</i>
	<u>21</u>	<u>856</u>	<u>877</u>	<u><i>584</i></u>

SEVENOAKS SCHOOL
NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 31 JULY 2021

8. ANALYSIS OF EXPENDITURE

(a) Total expenditure

	Note	Staff costs (note 10) £'000	Depreciation (note 11) £'000	Other £'000	Total 2021 £'000	<i>Total 2020 £'000</i>
Cost of generating funds						
Charitable trading expenses		157	152	557	866	842
Financing costs	9	-	-	42	42	55
Total costs of generating funds		157	152	599	908	897
Charitable expenditure						
Education and grant making						
Teaching		14,144	355	1,062	15,561	15,759
Welfare		2,206	52	2,192	4,450	3,378
Premises repair and maintenance		1,207	2,238	7,109	10,554	9,439
Support costs and governance		3,694	153	1,546	5,393	5,073
Grants, awards and prizes (note 8(b))		-	-	677	677	481
Total charitable expenditure		21,251	2,798	12,586	36,635	34,130
Total expended		21,408	2,950	13,185	37,543	35,027

Comparative total expenditure

	Staff costs (note 10) £'000	Depreciation (note 11) £'000	Other £'000	<i>Total 2020 £'000</i>	<i>Total 2019 £'000</i>
<i>Cost of generating funds</i>					
Charitable trading expenses	154	148	540	842	1,043
Financing costs	-	-	55	55	71
<i>Total costs of generating funds</i>	154	148	595	897	1,114
<i>Charitable expenditure</i>					
<i>Education and grant making</i>					
Teaching	13,500	390	1,869	15,759	15,705
Welfare	1,632	32	1,714	3,378	3,724
Premises repair and maintenance	1,162	1,882	6,395	9,439	8,189
Support costs and governance	3,256	205	1,612	5,073	4,910
Grants, awards and prizes (note 8(b))	-	-	481	481	397
<i>Total charitable expenditure</i>	19,550	2,509	12,071	34,130	32,925
<i>Total expended</i>	19,704	2,657	12,666	35,027	34,039

SEVENOAKS SCHOOL
NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 31 JULY 2021

(b) Grants, awards and prizes

	2021 £'000	2020 £'000
From Restricted Funds:		
Bursaries and other grants and awards	671	475
Prizes and leaving awards	-	-
From Unrestricted Funds:		
Prizes and leaving awards	6	6
	677	481

(c) Governance included in support costs

	2021 £'000	2020 £'000
Remuneration paid to auditor for audit services	32	23
Reimbursement of personal expenses to Governors – travel costs	-	3
Other governance costs	19	20
	51	46

No travel expenses (2020: £3,000) were claimed by members of the Governing Body (2020: 2).

In addition to the above audit remuneration the auditor received fees for taxation compliance services totaling £12,000 (2020: £4,000).

9. FINANCE AND OTHER COSTS

	2021 £'000	2020 £'000
Fees in advance debt-financing cost	42	55
	42	55

10. STAFF COSTS

The aggregate payroll costs for the year were as follows:

	2021 £'000	2020 £'000
Wages and salaries	16,750	15,508
Social security costs	1,637	1,583
Other pension costs	2,829	2,606
	21,216	19,697

None of the Governors received any remuneration or other benefits from Sevenoaks School or from any connected body.

SEVENOAKS SCHOOL
NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 31 JULY 2021

Aggregate employee-benefits of key management personnel	2,092	1,811
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	2021	2020
Number of higher paid employees in bands of:		
£60,000 to £70,000	44	44
£70,000 to £80,000	23	20
£80,000 to £90,000	3	4
£90,000 to £100,000	3	3
£130,000 to £140,000	-	1
£160,000 to £170,000	1	-
£180,000 to £190,000	1	1

The number with retirement benefits accruing

- in Defined Contribution schemes was	8	7
of which the contributions amounted to	£57,686	£56,938
- in Defined Benefit schemes was	68	66

The average number of the School's employees during the year was 504 (2020:506).

	2021	2020
Teaching	167	171
Teaching support	32	33
Welfare	64	60
Premises	30	29
Support	83	83
Other activities	128	130
	504	506

SEVENOAKS SCHOOL
NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 31 JULY 2021

11. TANGIBLE FIXED ASSETS

	Property & Improvements	Vehicles & Equipment	Total
	£'000	£'000	£'000
Cost			
1 August 2020	29,416	6,371	35,787
Additions	3,725	659	4,384
Disposals	(122)	(60)	(182)
As at 31 July 2021	33,019	6,970	39,989
Depreciation			
As at 1 August 2020	8,318	5,060	13,378
Charge for period	2,178	772	2,950
Disposals	(84)	(60)	(144)
As at 31 July 2021	10,412	5,772	16,184
Net book value			
At 31 July 2021	22,607	1,198	23,805
<i>At 31 July 2020</i>	<i>21,098</i>	<i>1,310</i>	<i>22,408</i>

12. SECURITIES INVESTMENTS

	2021 £'000	2020 £'000
Investments		
At 1 August	875	899
Increase / (decrease) in value of investments	150	(24)
At 31 July 2020	1,025	875

Investments comprise:

Alternative assets

Pooled charity investment funds	1,025	875
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Holdings at the year-end comprising more than 5% of the total are: **£'000**

COIF income shares	901
M & G Charifund	124

SEVENOAKS SCHOOL
NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 31 JULY 2021

13. DEBTORS	2021	2020
	£'000	£'000
Fees and extras	617	252
Trade	372	115
Staff loans	7	8
Other debtors	33	40
Other prepayments and accrued income	474	681
Amounts due from subsidiary companies	24	27
	<u>1,527</u>	<u>1,123</u>

All debtors are due within one year, except for £5,000 (2019: £7,000) of staff loans, which are due after more than one year.

14. CREDITORS: amounts falling due within one year

	2021	2020
	£'000	£'000
Deposits from parents	3,195	2,085
Fees received from parents in advance of term	4,547	3,055
Trade creditors	463	541
Taxation and social security	-	415
Payroll costs	1,268	1,202
Fees in Advance Scheme	2,201	2,116
Accruals and deferred income	395	592
Loan from the Johnson Trust	200	200
	<u>12,269</u>	<u>10,206</u>

15. CREDITORS: amounts falling due after more than one year

	2021	2020
	£'000	£'000
Fees in Advance Scheme	2,460	2,306
Loan from the Johnson Trust	-	-
	<u>2,460</u>	<u>2,306</u>

16. FEES IN ADVANCE SCHEME

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

	2021	2020
	£'000	£'000
After five years	87	31
Within two to five years	1,060	881
Within one to two years	1,313	1,394
	<u>2,460</u>	<u>2,306</u>
Within one year	2,201	2,116
	<u>4,661</u>	<u>4,422</u>

SEVENOAKS SCHOOL
NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 31 JULY 2021

16. FEES IN ADVANCE SCHEME (continued)

Summary of movements in liability	£'000
Balance at 1 August 2020	4,422
New contracts	2,576
Repayments	(98)
Amounts used to pay fees	(2,281)
Amounts accrued to contract as debt financing cost	42
	<u>42</u>
Balance at 31 July 2021	<u>4,661</u>

17. FINANCIAL INSTRUMENTS

	2021 £'000	2020 £'000
Financial assets measured at fair value.	1,025	875

Financial assets held at fair value include assets held as investments.

18. LEASES

	2021 £'000	2020 £'000
Leasehold property leases which expire:		
Payable within one year	3,862	3,987
Payable in the second to fifth year inclusive	14,562	14,558
Payable after five years	13,923	17,249
	<u>31,717</u>	<u>35,794</u>
Other leases which expire:		
Payable within one year	51	51
Payable in the second to fifth year inclusive	62	130
Payable after five years	-	-
	<u>113</u>	<u>181</u>
Freehold property leases which expire:		
Receivable within one year	22	22
Receivable in the second to fifth year inclusive	-	-
Receivable after five years	-	-
	<u>22</u>	<u>22</u>

SEVENOAKS SCHOOL
NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 31 JULY 2021

19. MAJOR FUNDS OF THE SCHOOL

a. RESTRICTED FUNDS

i. Bursary fund	- grants from Sevenoaks School Foundation for means-tested bursaries for pupils.
ii. SFU scholarship	- a gift from Sevenoaks Farmers Union to provide fee assistance to pupils whose parents hold membership of the SFU.
iii. Ligner scholarship	- a bequest from G A Ligner to provide a closed scholarship to former pupils who are attending university, with priority being given to those attending Gonville & Caius or other colleges of Cambridge University.
iv. Plender scholarship	- a bequest from Lord Plender to provide a closed scholarship to former pupils who are attending university.
v. Johnson scholarship	- a bequest from CP Johnson to provide a closed scholarship to former pupils who are attending St John's College, Oxford.
vi. Downton scholarship	- a bequest from Hilda Downton to provide a music scholarship at Sevenoaks School in the name of her brother, John Downton.
vii. Garrod scholarship	- a gift for scholarships at Sevenoaks School.
viii. Forder bursary	- to provide means-tested bursaries for extras.
ix. General scholarship	- numerous gifts to provide means-tested financial support.
x. Taylor prizes	- a gift from Kim Taylor to provide prizes for IB extended essays
xi. Shooting fund	- a gift to provide financial support to the Sevenoaks School shooting club for prizes and competition expenses.
xii. Consolidated prizes fund	- numerous individual gifts to establish prizes for pupils
xiii. Kirkwood fund	- a gift to provide funds for a high quality speaker to visit the school
xiv. Consolidated travel funds	various gifts and legacies to provide financial assistance to pupils and recent former pupils for educational international travel
xv. Chiesman settlement	- a will settlement from the estate of C. S. Chiesman for the benefit of Sevenoaks School. The income from the settlement is transferred annually to unrestricted funds.
xvi. Friends of Sevenoaks	- a fund to hold grants from the Friends of Sevenoaks (an independent charity for the support of Sevenoaks School) for the purchase of specific items of equipment.

b. UNRESTRICTED AND DESIGNATED FUNDS

Unrestricted funds represent accumulated income from the School's activities and other sources that are available for the general purposes of the School. Designated funds represent unrestricted funds that have been set aside for specific purposes by decision of the Governing Body.

o General reserve	- the general unrestricted funds of the school.
o Pension reserve	- a designated fund to cover the deficit on the defined benefit pension scheme (note 23).
o Fixed assets reserve	- a designated fund to cover the cost of the school's fixed assets.
o Building reserve	- a designated fund to assist with the capital costs of improving the school's facilities. It is anticipated that this fund will be spent within the next two years.
o Bursary reserve	- a designated fund to provide means-tested bursaries for pupils who would otherwise be unable to benefit from an education at Sevenoaks School. It is anticipated that this fund will be spent within the next five years.

SEVENOAKS SCHOOL
NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 31 JULY 2021

20. ANALYSIS OF NET ASSETS BETWEEN FUNDS

At 31 July 2021

	Restricted £'000	Unrestricted £'000	Total £'000
Tangible fixed assets	-	23,805	23,805
Securities investments	1,025	-	1,025
Net current assets	530	8,021	8,551
Long term liabilities	-	(7,217)	(7,217)
	<u>1,555</u>	<u>24,609</u>	<u>26,164</u>

At 31 July 2020

	<i>Restricted £'000</i>	<i>Unrestricted £'000</i>	<i>Total £'000</i>
<i>Tangible fixed assets</i>	-	22,408	22,408
<i>Securities investments</i>	875	-	875
<i>Net current assets</i>	409	11,535	11,944
<i>Long term liabilities</i>	-	(8,515)	(8,515)
	<u>1,284</u>	<u>25,428</u>	<u>26,712</u>

SEVENOAKS SCHOOL
NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 31 JULY 2021

21. SUMMARY OF MOVEMENTS ON MAJOR FUNDS

	At 1 Aug 2020 £'000	Incoming Resources £'000	Resources Expended £'000	Other Transfers £'000	Gains/ (Losses) £'000	At 31 July 2021 £'000
Unrestricted funds						
General reserve	8,359	28,098	(31,929)	94	-	4,622
Pension reserve	(6,209)	-	(479)	-	1,931	(4,757)
Fixed assets reserve	22,408	4,288	(2,891)	-	-	23,805
Bursary reserve	870	1,642	(1,573)	-	-	939
Total Unrestricted	25,428	34,028	(36,872)	94	1,931	24,609
Restricted funds						
Bursary fund	-	496	(496)	-	-	-
SFU scholarship	58	2	(4)	-	9	65
Ligner scholarship	192	5	-	-	25	222
Plender scholarship	121	3	-	-	15	139
Johnson scholarship	208	5	-	-	25	238
Downton scholarship	77	-	-	-	-	77
Garrod scholarship	64	2	(2)	-	10	74
Forder bursary	50	3	(4)	-	11	60
General scholarship	20	1	-	-	4	25
Taylor prizes	27	1	-	-	4	32
Shooting fund	99	1	-	-	5	105
Consolidated prizes fund	99	2	-	-	12	113
Kirkwood fund	18	-	-	-	2	20
Consolidated travel funds	80	2	-	-	11	93
Friends of Sevenoaks	18	1	-	(3)	-	16
IDEA/IDEA Beta	1	-	-	-	-	1
Science Week	2	-	-	-	-	2
Outreach	4	-	-	-	-	4
ITL	-	3	-	(3)	-	-
Kent Academies Network	-	26	-	(26)	-	-
Science Equipment fund	39	1	-	(23)	-	17
DfE Sevenoaks	-	-	(8)	-	-	(8)
Community Fund	-	-	-	-	-	-
DfE Kent IBCP Network	-	10	(7)	-	-	3
STGSC Biology Pond	-	55	-	(5)	-	50
COVID-19 Appeal Fund	-	264	(150)	(31)	-	83
Chiesman Trust	107	3	-	(3)	17	124
Total Restricted	1,284	886	(671)	(94)	150	1,555
Total Funds	26,712	34,914	(37,543)	-	2,081	26,164

£1,025,000 of restricted funds are held in securities (2020: £875,000), and the remaining £530,000 (2020: £409,000) is held in cash and deposits.

The £94,000 transferred from restricted funds to unrestricted funds includes depreciation on capital equipment purchased using specific restricted funds and specific grants for the Institute of Teaching & Learning and the Kent Academies Network.

SEVENOAKS SCHOOL
NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 31 JULY 2021

Comparative Summary of Movements on Major Funds

	<i>At 1 Aug 2019 £'000</i>	<i>Incoming Resources £'000</i>	<i>Resources Expended £'000</i>	<i>Other Transfers £'000</i>	<i>Gains/ (Losses) £'000</i>	<i>At 31 July 2020 £'000</i>
<i>Unrestricted funds</i>						
<i>General reserve</i>	6,886	26,574	(30,232)	5,131	-	8,359
<i>Pension reserve</i>	(3,320)	-	(206)	-	(2,683)	(6,209)
<i>Fixed assets reserve</i>	20,704	4,339	(2,635)	-	-	22,408
<i>Building fund</i>	5000	-	-	(5,000)	-	-
<i>Bursary reserve</i>	953	1,395	(1,478)	-	-	870
<i>Total Unrestricted</i>	30,223	32,308	(34,551)	131	(2,683)	25,428
<i>Restricted funds</i>						
<i>Bursary fund</i>	-	469	(469)	-	-	-
<i>SFU scholarship</i>	59	2	(4)	-	1	58
<i>Ligner scholarship</i>	185	6	-	-	1	192
<i>Plender scholarship</i>	117	4	-	-	-	121
<i>Johnson scholarship</i>	201	6	-	-	1	208
<i>Downton scholarship</i>	77	-	-	-	-	77
<i>Garrod scholarship</i>	63	2	(1)	-	-	64
<i>Forder bursary</i>	61	4	(2)	-	(13)	50
<i>General scholarship</i>	23	2	-	-	(5)	20
<i>Taylor prizes</i>	30	1	-	-	(4)	27
<i>Shooting fund</i>	104	1	-	-	(6)	99
<i>Consolidated prizes fund</i>	96	3	-	-	-	99
<i>Kirkwood fund</i>	17	1	-	-	-	18
<i>Consolidated travel funds</i>	76	3	(1)	-	1	80
<i>Friends of Sevenoaks</i>	19	-	-	(1)	-	18
<i>IDEA/IDEA Beta</i>	1	-	-	-	-	1
<i>Science Week</i>	2	-	-	-	-	2
<i>Outreach</i>	-	4	-	-	-	4
<i>ITL</i>	-	93	-	(93)	-	-
<i>Kent Academies Network</i>	-	11	-	(11)	-	-
<i>Science Equipment fund</i>	61	-	-	(22)	-	39
<i>Chiesman Trust</i>	107	4	-	(4)	-	107
<i>Total Restricted</i>	1,299	616	(477)	(131)	(24)	1,284
<i>Total Funds</i>	31,522	32,924	(35,028)	-	(2,707)	26,712

SEVENOAKS SCHOOL
NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 31 JULY 2021

22. PENSION SCHEMES

Retirement benefits to employees of the School are provided through two defined benefit schemes and one defined contribution scheme, which are funded by the School's and employees' contributions.

Defined benefit schemes

Teachers' Pension Scheme

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 £2,115,000 (2019: £1,363,000) and at the year-end £175,000 (2019: £115,000) 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 2014. Members contribute on a "pay as you go" basis with contributions from members and the employer being credited to the Exchequer. Retirement and other pension benefits are paid by public funds provided by Parliament.

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

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

On 27 June 2019 the Supreme Court denied the government permission to appeal the Court of Appeal's judgment that transitional provisions introduced to the reformed pension schemes in 2015 gave rise to unlawful age discrimination. The government is respecting the Court's decision and has said it will engage fully with the Employment Tribunal as well as employer and member representatives to agree how the discriminations will be remedied.

The 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 the public consultation, the Government have accepted three key proposals recommended by the Government Actuary, and are aiming to implement these changes in time for the 2020 valuations.

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

Until the cost cap mechanism 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.

Local Government Pension Scheme

Sevenoaks School is an "admitted body" to the Kent County Council (KCC) Pension Fund (LGPS). The scheme was closed to new members with effect from 1 April 2010, though it remains open to existing members.

Contributions are made to the scheme in accordance with the recommendations of the scheme's actuary and are charged to the Statement of Financial Activities. The current service contribution rate during the year was set in bands, linked to the level of full-time equivalent full-time salary received, ranging from 5.5% to 12.5% payable by employees and a further 39.3% payable by the School. At 31 August 2021, £9,000 was accrued in respect of pension contributions to this scheme (2020: £9,000).

SEVENOAKS SCHOOL
NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 31 JULY 2021

22. PENSION SCHEMES (CONTINUED)

a. The amounts recognised in the balance sheet are as follows

	2021	2020
	£'000	£'000
Present value of funded obligations	(24,933)	(23,744)
Fair value of scheme assets	20,176	17,535
	<u> </u>	<u> </u>
Net liability	<u>(4,757)</u>	<u>(6,209)</u>

b. Changes in the present value of the defined benefit obligation

	2021	2020
	£'000	£'000
Opening defined benefit obligation	23,744	20,500
Current service cost	906	511
Interest cost	306	416
Change in financial assumptions	1,103	2,180
Change in demographic assumptions	(308)	(272)
Experience (gain) / loss on defined benefit obligation	(397)	778
Estimated benefits paid net of transfers in	(501)	(464)
Contributions by scheme participants and other employers	80	95
	<u> </u>	<u> </u>
Closing defined benefit obligation	<u>24,933</u>	<u>23,744</u>

c. Changes in the fair value of the scheme assets

	2021	2020
	£'000	£'000
Opening fair value of scheme assets	17,535	17,180
Interest on assets	228	352
Return on assets less interest	2,419	90
Other actuarial gains / (losses)	-	(14)
Administration expenses	(12)	(9)
Contributions by employer, including unfunded	427	305
Contributions by scheme participants and other employers	80	95
Benefits paid plus unfunded net of transfers in	(501)	(464)
	<u> </u>	<u> </u>
Closing fair value of scheme assets	<u>20,176</u>	<u>17,535</u>

SEVENOAKS SCHOOL
NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 31 JULY 2021

d. The amounts included within the Statement of Financial Activities

	2021 £'000	2020 £'000
Service cost	906	511
Net interest on the defined liability	78	64
Administration expenses	12	9
Total amount charged within net incoming resources	996	584
Net actuarial losses / recognised in the year	1,931	2,683

The School expects to contribute £427,000 in 2021/22.

e. Reconciliation of movements in Present Value of Plan Liabilities and Assets

	2021 £'000	2020 £'000
Net liability at beginning of year	6,209	3,320
Movements in the year:		
Employer's current service cost	906	511
Employer's contribution	(427)	(305)
Expected net interest on plan assets	(77)	(64)
Actual net interest less expected net interest on plan assets	(2,252)	47
Changes in assumptions underlying the plan liabilities	398	2,700
Net liability at end of the year	4,757	6,209

f. The major categories of scheme assets as a percentage of total assets

	2021	2020
Equities	65%	64%
Gilts	1%	1%
Other bonds	14%	13%
Property	10%	11%
Cash	3%	3%
Absolute return fund	7%	8%
Total	100%	100%

The actual return on scheme assets is estimated to be 15.09%.

SEVENOAKS SCHOOL
NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 31 JULY 2021

g. Principal actuarial assumptions at the balance sheet date

	2021	2020
Financial assumptions		
Discount rate	1.55%	1.30%
Rate of increase in salaries	3.80%	3.25%
Rate of increase in payment of pensions	2.80%	2.25%
Inflation assumption (CPI)	<u>2.80%</u>	<u>2.25%</u>
Assumed life expectancy in years at age 65:		
Non pensioners		
Females	25.1	25.2
Males	22.9	23.2
Pensioners		
Females	23.6	23.8
Males	<u>21.6</u>	<u>21.8</u>

h. History of experience gains and losses

	2021	2020	2019	2018	2017	2016
	£'000	£'000	£'000	£'000	£'000	£'000
Defined benefit obligation	(24,933)	(23,744)	(20,500)	(18,780)	(19,066)	(18,165)
Plan assets	<u>20,176</u>	<u>17,535</u>	<u>17,180</u>	<u>16,613</u>	<u>15,422</u>	<u>13,159</u>
Deficit	(4,757)	(6,209)	(3,320)	(2,167)	(3,644)	(5,006)
Experience adjustments on plan liabilities	397	(778)	-	-	365	-
Experience adjustments on scheme assets	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>237</u>

Defined contribution scheme

The Sevenoaks School Group Personal Pension Plan (GPP) started in April 2010. This is a money purchase group personal pension scheme managed by Aegon. Members of the contractually enrolled scheme pay a minimum of 4% of their pensionable salary with no maximum limit. The School matches each member's contribution, up to a limit of 6%. Members of the GPP scheme receive a death-in-service benefit of 3 times salary.

There is a sub-section of the GPP scheme for auto-enrolment. Members of the auto-enrolled scheme currently pay 5% of their pensionable salary.

Members may contract to exchange salary for higher pension contribution. Employers' contributions are charged in the Statement of Financial Activities in the period in which the salaries to which they relate are due. Employers' contributions in the year amounted to £178,000 (2020: £172,000). At 31 July 2021 there were £16,000 accrued pension contributions for this scheme (2020: £16,000).

SEVENOAKS SCHOOL
NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 31 JULY 2021

23. SUBSIDIARIES

The School owns all the issued share capital of a trading company Sennocke Services Limited, company number 1980362 incorporated in England, which carries out the commercial trading services of Sevenoaks School. The School receives any surpluses earned by the company as a gift-aided donation. The financial statements of the company for the year to 31 July 2020, which are not consolidated with the School financial statements, showed the following position:

	2021 £	2021 £
PROFIT AND LOSS ACCOUNT		
Turnover	113,078	425,041
Operating costs	<u>(92,509)</u>	<u>(418,839)</u>
Profit from continuing activities	20,569	6,202
Deposit interest received	-	-
	<u>20,569</u>	<u>6,202</u>
Gift aided donation – (Gross)	<u>(20,569)</u>	<u>(6,202)</u>
Profit after payment of covenant	-	-
Balance brought forward	<u>15,000</u>	<u>15,000</u>
Balance carried forward	<u>15,000</u>	<u>15,000</u>
	2021 £	2020 £
BALANCE SHEET		
Tangible fixed assets	-	-
CURRENT ASSETS		
Debtors	174,552	26,551
Cash at bank and in hand	<u>26,678</u>	<u>15,050</u>
	<u>201,230</u>	<u>41,601</u>
CREDITORS: amounts falling due within one year	<u>(186,228)</u>	<u>(26,599)</u>
Net current assets	<u>15,002</u>	<u>15,002</u>
TOTAL NET ASSETS	<u>15,002</u>	<u>15,002</u>
CAPITAL AND RESERVES		
Called up share capital	2	2
Profit and loss account (below)	<u>15,000</u>	<u>15,000</u>
	<u>15,002</u>	<u>15,002</u>

No management charges were paid by Sennocke Services Limited to the School during the year (2020: Nil). At 31 July 2021 a balance of £20,569 (2020: Nil) was owed to the School.

24. RELATED PARTY TRANSACTIONS

Sevenoaks School is the educational sponsor of Knole Academy. The Headmaster and the Senior Deputy Head of Sevenoaks School are also Governors of Knole Academy. The outgoing Senior Deputy Head is chair of Governors at Knole Academy.

The Trustees of the C P Johnson Will Trust made an interest free loan of £200,000 to Sevenoaks School in November 2015 for an initial period of five years. This was extended for a further year during the year ended 31 July 2021. There was a balance outstanding of £200,000 at 31 July 2021 (2020: £200,000).

SEVENOAKS SCHOOL
NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 31 JULY 2021

25. STATEMENT OF FINANCIAL ACTIVITIES – COMPARATIVE FIGURES BY FUND-TYPE

	Unrestricted Funds £'000	Restricted Funds £'000	Total Funds £'000
Income from:			
Charitable activities			
School fees receivable	28,823	-	28,823
Ancillary trading income	2,033	-	2,033
Other trading activities			
Charitable trading income	557	-	557
Investments			
Investment income	-	40	40
Bank and other interest	195	-	195
Voluntary sources			
Grants and donations	8	576	584
Other			
Other Income	692	-	692
Total incoming resources	<u>32,308</u>	<u>616</u>	<u>32,924</u>
Expenditure on:			
Raising funds			
Charitable trading costs	(842)	-	(842)
Financing costs	(55)	-	(55)
Total deductible costs	<u>(897)</u>	<u>-</u>	<u>(897)</u>
Charitable activities			
Education and grant making	(33,654)	(476)	(34,130)
Total expenditure	<u>(34,551)</u>	<u>(476)</u>	<u>(35,027)</u>
Net (outgoing) / incoming funds from operations before transfers and investment gains	(2,243)	140	(2,103)
Gains on investments	-	(24)	(24)
Transfers between funds	131	(131)	-
Net expenditure and gains	<u>(2,112)</u>	<u>(15)</u>	<u>(2,127)</u>
Pension scheme actuarial (losses)	(2,683)	-	(2,683)
Net movement in funds for the year	<u>(4,795)</u>	<u>(15)</u>	<u>(4,810)</u>
Fund balances brought forward at 1 Aug 2020	<u>30,223</u>	<u>1,299</u>	<u>31,522</u>
Fund balances brought forward at 31 July 2021	<u>25,428</u>	<u>1,284</u>	<u>26,712</u>

Accounts

SEVENOAKS SCHOOL



ANNUAL REPORT AND FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 JULY 2020

SEVENOAKS SCHOOL

ANNUAL REPORT AND FINANCIAL STATEMENTS

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SEVENOAKS SCHOOL

GOVERNORS, OFFICERS AND ADVISERS

YEAR ENDED 31 JULY 2020

GOVERNORS, DIRECTORS AND CHARITY TRUSTEES

The Governors of Sevenoaks School ("the School") are the School's charity trustees under charity law and the directors of the charitable company. The members of the Governing Body who served in office during the year and subsequently are detailed below.

		(1)	(2)	(3)	(4)
I Doherty MA (Chairman)	Mr Doherty was succeeded as Chair by Mrs Alison Beckett on 3 December 2020			•	
S J Dunnett OBE BA (Vice-Chairman)	(resigned as Vice-Chairman 27 November 2019)	•			
K Allen BSc ACA*	(appointed 27 November 2019)		•		•
A C Beckett MBA MA		•		•	
R S M Best BA		•		•	
T A B Boulton MA		•		•	
J G Davies LLB				•	•
E J Ecclestone LLB Dip LP *		•			•
C P Gill MPhil BSc	(appointed Vice-Chairman 27 November 2019)			•	•
G A Innes BSc ACA			•		
J F J London LLM			•		•
P Luxmoore BA	(appointed 27 November 2019)	•			
M McInerney BSc ACMA*	(appointed 27 November 2019)	•			•
M S Merson MA ACA			•		
D M H Phillips BA ACA			•	•	
Dr A Timms MA MPhil			•		
Professor D I Wilson FICHEM CEng CSci		•			
A P S Yuravlivker BSc ACA			•		

- (1) Members of the Education Committee
- (2) Members of the Finance & Property Committee
- (3) Members of the Governance Committee
- (4) Members of the Public Benefit Committee
- * Parent of pupil at the School

During the year the activities of the Governing Body were carried out through four committees. The membership of these committees is shown above for each Governor.

Under the School's Memorandum and Articles, the following bodies each nominate a Governor:

Sevenoaks District Council	Cllr J F J London
The Master and Fellows of Jesus College in the University of Cambridge	Professor D I Wilson
The President and Fellows of St John's College in the University of Oxford	Dr A Timms
The Trustees for the time being of the Will of Charles Plumptre Johnson	G Innes

SEVENOAKS SCHOOL
GOVERNORS, DIRECTORS, OFFICERS AND ADVISERS
YEAR ENDED 31 JULY 2020

OFFICERS (currently and throughout the year)

Ms T Homewood *Acting Head (Succeeded by Mr J Elizinga as Headmaster from 1 September 2020)*

G T Jones BA ACA *Clerk to the Governors and Bursar*

**Principal address and
Registered Office** Sevenoaks School
Sevenoaks
Kent TN13 1HU

Auditor Crowe U.K. LLP
55 Ludgate Hill
London
EC4M 7JW

Bankers National Westminster Bank plc
67 High Street
Sevenoaks
Kent
TN13 1LA

Solicitors Knocker & Foskett
The Red House
Sevenoaks
Kent
TN13 1JL

Insurance Brokers Aon Risk Services Ltd.
Somerset House
London Road
Redhill
Surrey
RH1 1LU

Chartered Surveyors Ibbett Mosely
125 High Street
Sevenoaks
Kent
TN13 1UT

Website www.sevenoaksschool.org

SEVENOAKS SCHOOL

ANNUAL REPORT OF THE GOVERNORS

YEAR ENDED 31 JULY 2020

The members of Sevenoaks School Governing Body present their Annual Report for the year ended 31 July 2020 under the Charities Act 2011, including the Directors' and Strategic Reports, under the Companies Act 2006, together with the audited financial statements for the year.

REFERENCE AND ADMINISTRATIVE INFORMATION

Sevenoaks School ("the School") was founded in 1432. It is constituted as a company limited by guarantee registered in England, No. 4908949, and is registered with the Charity Commission under Charity No. 1101358.

Details of the members of the Governing Body, together with the School's officers and principal advisers, are given on pages 1 and 2.

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing Document

The Company is governed by its Memorandum and Articles of Association, last amended on 19 June 2014.

Governing Body

The Governing Body is self-appointing, and its members are appointed for five years. Members may be re-elected for a further five years. New members of the Governing Body are elected at the Annual General Meeting of the Company on the recommendation of the Governing Body, who will have received proposals from the Governance Committee. In making these nominations, account is taken of eligibility, personal competence, specialist skills and availability. The Governors have regard to the Charity Governance Code published in 2017 which sets out the principles and recommended practice for good governance within the sector. During the year the Governance Committee has self-assessed the Governing Body's performance against the Code as part of an ongoing cycle of review and improvement.

Recruitment and Training of Governors

New Governors are inducted into the workings of the School, including Governing Body policy and procedures, by the Headmaster, Bursar and, as appropriate, other school staff. Training for Governors is an integral part of Governors' meetings. Additionally, some Governors also took advantage during the year of the opportunity to undertake training arranged by the Association of Governing Bodies of Independent Schools and by the Boarding Schools' Association. The purpose of the training is to keep Governors informed and updated on current issues in the sector and regulatory requirements.

Organisational Management

The members of the Governing Body, as the charity trustees, are legally responsible for the overall management and control of the School. They meet three times a year. Additionally, there are four permanent sub-committees which implement the policies of the Governing Body:

- The Governance Committee is responsible for maintaining and enhancing good governance. It does so by keeping governance arrangements under review and considering proposals for improvements. Periodically it reviews the composition of the Governing Body to ensure that a broad range of complementary skills and experience is represented. The Governance Committee was chaired by Ian Doherty, Chairman of Governors. Ian Doherty was succeeded as Chair of Governors by Mrs Alison Beckett on 3 December 2020.
- The Education Committee provides a forum for oversight and discussion of the School's educational aims and achievements and assists the Headmaster and management team in determining and implementing agreed educational and pastoral strategies and policies. The Education Committee is chaired by Alison Beckett.
- The Finance and Property Committee (FPC) is responsible for the review of the School's medium and long term plans, budgets and cash flows. The Committee also supervises and finalises the audited financial statements and annual report for approval by the Governing Body. Any School policies or initiatives that have a significant financial impact are considered by the FPC before being presented to the full Governing Body. The Finance & Property Committee is chaired by Mark Merson.
- The Public Benefit Committee is responsible for maintaining oversight and discussion of the School's community education strategy and other public benefit activities and ensuring that these are in keeping with the charitable objects of Sevenoaks School. The Public Benefit Committee was chaired in 2019/20 by Eliza Ecclestone, who has been succeeded for 2020/21 by John Davies.

From time to time, the Governors meet outside the normal schedule to discuss strategy or other important issues. Steering groups or working groups are also set up to examine particular issues and, in this context, steering groups have been set up to oversee refurbishments of the School's existing buildings, and School policy in respect of international engagement.

SEVENOAKS SCHOOL
ANNUAL REPORT OF THE GOVERNORS (CONTINUED)
YEAR ENDED 31 JULY 2020

Given the special circumstances of the Covid-19 outbreak, an Emergency Steering Group consisting of the Chairman, Vice Chairman, Chair of the Education Committee, Chairman of FPC, along with the Acting Head, Bursar and Director of Finance was formed. This provided weekly oversight of the School's response to the Covid-19 situation. The full Governing Body also had two additional meetings.

The day-to-day running of the School is delegated to the Headmaster and Bursar. They are supported by their Senior Management Teams and together this group are the key management personnel. The Headmaster and Bursar attend all meetings of the Governing Body and the Governing Body's Committees.

Remuneration policy is set by the Governing Body with the objective of rewarding staff fairly and reasonably. Delivery of the School's charitable vision and purpose is primarily dependent on the performance of the staff and staff costs are the largest single element of the School's charitable expenditure. The appropriateness and relevance of the remuneration policy is reviewed annually having taken account of comparative pay data produced both by the Office for National Statistics and private sector bodies.

Structure and relationships

The School has a wholly-owned non-charitable subsidiary: Sennocke Services Limited, whose annual profits are donated to the School under the Gift Aid Scheme. The trading activities of Sennocke Services Limited primarily comprise revenue from the letting of school facilities, when not in use by the School, to non-educational entities or individuals. This includes the letting of the Sennocke Sports Centre and The Space Performing Arts Centre. The School does not raise funds from the public.

The School also administers several special trusts, as detailed in Notes 19 to 21 to the financial statements.

Sevenoaks School Foundation ("the Foundation") is an independent charity that was set up in 2004 and registered with the Charity Commission under Charity No. 307923. The Foundation, whose objects mirror those of the School, is the registered owner of the majority of the buildings that form the premises of Sevenoaks School. The aim of the Foundation is to provide support to the Governors of Sevenoaks School in providing a first class education. The Trustees do so by leasing the buildings in which the School carries out its activities as detailed in Note 18 to the financial statements and by overseeing the work of the Foundation Office in raising the funds necessary to support both new building projects and a widening of access by the award of bursaries.

Employment Policy and Employee Engagement

The School is an equal opportunities employer. Full and fair consideration is given to job applications from all candidates regardless of any protected characteristics and due consideration is given to training and employment needs of all staff. The Governors place considerable value on the involvement of the School's employees in the activities of the School and continue to keep them informed on topics affecting them as employees, as well as on matters relating to the operation of the School. A Staff Common Room Committee is the main formal communication forum for teaching staff whilst for support staff there is the Support Staff Council. These bodies allow a two-way flow of information throughout the School and allow staff views to be sought on all types of issues. There are also regular all-staff meetings, through which employees are briefed and their views sought on a wide range of matters affecting the School. During the lockdown period of the Covid-19 pandemic, the School increased its efforts to communicate with and support employees. The School regularly briefed employees through a number of mechanisms, including online video meetings, and regular email updates from the Acting Head. Managers were encouraged to contact employees regularly, including those who were furloughed. Additionally, a dedicated 'Covid-19' page was set up on the School intranet that allowed employees to access resources, policies and community support groups.

Investment policy and objectives

The officers of the School are empowered by the Governors to manage the School's financial resources by placing deposits with a term of up to 24 months in a limited number of named financial institutions, or by purchasing units in a limited number of named pooled charitable investment funds. The officers of the School are also empowered to comply with alternative investment strategies if required under the terms of a donation or legacy. There is an upper limit of £7,500,000 in the placement of deposits for each of the approved institutions. Resources invested in pooled charitable investment funds are held for the long term and are traded only if a fund's performance is repeatedly below sector expectations. The investment strategy and policy are monitored by the Finance and Property Committee, as is investment performance, which is reported below, within the Strategic Report.

AIMS AND OBJECTS

Charitable Objects

The objects of the company are to advance education by the provision of a day and boarding school in or near Sevenoaks and by ancillary or incidental educational activities and other associated activities for the benefit of the community and, in selecting pupils to attend the school, preference shall be given to boys and girls who are, or who have a parent or parents, resident in the designated area. In this context, the designated area is defined as Sevenoaks and the immediately

SEVENOAKS SCHOOL
ANNUAL REPORT OF THE GOVERNORS (CONTINUED)
YEAR ENDED 31 JULY 2020

surrounding area. The Governors are mindful of the long-standing need to provide public benefit and of the requirements of the Charities Act 2011. In this connection the Governors have monitored closely the guidance on public benefit produced by the Charity Commission together with its supplemental guidance on fee-charging.

Aims and Intended Impact

Within the objects, it is the policy of the School to discover and develop to the full the academic and co-curricular potential of each pupil. The School also seeks to promote the physical and mental health and moral welfare of every boy and girl in its care. Within this context, pupils are encouraged to cultivate a strong sense of individual initiative with a sense of responsibility to the community in which they live, and to maintain a balance between self-respect and social concern. Similarly, the School aims to foster a healthy intellectual appetite while, at the same time, establishing the necessary ethical framework within which pupils can develop personally and professionally as citizens of the world. Sevenoaks School is a co-educational community for both day and boarding pupils.

STRATEGIC REPORT

OBJECTIVES FOR THE YEAR

The Governors' objectives for the year were:

- 1. To provide continuity and maintain momentum in a transitional year, including**
 - supporting the Acting Head during her year in post
 - preparing a new Head to take up his or her position
 - ensure action was taken to maintain relationships with supporters and prospective supporters during transition
- 2. To continue to consolidate and communicate the School's educational vision, guided by *Horizon 2032***
- 3. To consider the new Masterplan in conjunction with *Horizon 2032* and evaluate project options for the short and medium term**
- 4. With the support of the Foundation Trustees, complete the commissioning of the new boys' boarding house, and initiate the planning phase for a new girls' boarding house**
- 5. Initiate work to consider strategic options for developing and leveraging the School's intellectual property**

Strategies to Achieve the Year's Objectives

In pursuing the School's objectives, Governors have made use of established sub-committees, as well as participating in steering groups or working groups consisting of Governors and senior members of staff. Governors have also worked with the Trustees of Sevenoaks School Foundation. Where it has proved necessary, specialist legal advice has been sought. To assist in the delivery of physical facilities, professional advice has been taken from a range of consultants, as well as employing contractors.

Performance Against Objectives

In addition to the objectives set at the beginning of the year, The Governing Body addressed specific issues arising from the Covid-19 outbreak. These included a fee reduction for the Summer term following the introduction of distanced learning. The FPC undertook an exercise to stress test the School's financial position. A budget for 2020/21 was also considered and agreed which met the cost of additional safety measures to support the reopening of the School in September 2020.

- 1. To provide continuity and maintain momentum in this transitional year**
 - Governors provided close support to the Acting Head during the year, in particular during the closure of the campus due to the pandemic, via the Emergency Steering Group. The Acting Head liaised closely with the incoming Headmaster.
 - Governors provided support for the ongoing stewardship of supporters and prospective supporters through briefings and discussions within the School and the Foundation Consultation Forum. The Chairman also met with the Executive Director of Advancement and, where requested, with individual supporters.
- 2. To continue to consolidate and communicate our educational vision, guided by *Horizon 2032***

SEVENOAKS SCHOOL
ANNUAL REPORT OF THE GOVERNORS (CONTINUED)
YEAR ENDED 31 JULY 2020

- Together with the Acting Head and incoming Headmaster, Horizon 2032 has been finalised, although its launch has been postponed because of the pandemic.
- 3. To consider the new Masterplan in conjunction with Horizon 2032 and evaluate project options for the short and medium term**
- Governors authorised the rapid refurbishment of the teaching facilities vacated following the September 2018 opening of the new Science & Technology and Global Study Centre. The old science building that dated from the 1930s and the 1960s was refurbished and repurposed to provide high quality classrooms for humanities subjects as well as much needed enhanced social spaces for the Middle School. The old Sixth Form Common Room, which adjoins the English department, was repurposed as additional flexible teaching and rehearsal spaces for English and Drama. The old Biology block was refurbished as a new home for the Classics department. The Art Department was able to gain much needed additional space by expanding into the old Middle School Common Room. Following on from these projects completed in the early part of the year, Governors authorised the refurbishment of Manor House to provide better accommodation for Admissions and allied support functions. This project, despite practical difficulties caused by the pandemic, was completed in late summer 2020. Governors will consider how to move forward with the next phases of the Masterplan as part of their objectives for 2020/21.
- 4. With the support of the Foundation Trustees, complete the commissioning of the new boys' boarding house, and initiate the planning phase for a new girls' boarding house**
- The new boys' boarding house, Aisher House, was opened on time and on budget at the start of the 2019/20 academic year. Until the pandemic struck, the Foundation's new girls' boarding house project was progressing well. Planning consent was obtained for the new house, but it was decided, together with the Foundation Trustees, not to commence construction at that time. Following review at the end of 2020 the project was resumed as demand for places at the School remains strong.
- 5. Initiate work to consider strategic options for developing and leveraging the School's intellectual property**
- Governors initiated a Working Group together with key staff to consider how the School might enhance its international engagement. This work was paused when the campus closed in March 2020 due to the pandemic and will be recommenced in 2020/21. As part of its work the Group will consider the learnings from the rapid deployment of distance learning, and how that experience might be harnessed to further enhance the broad education provided by the School.

Promotion of the success of the organisation to benefit its members

The Governors confirm that in accordance with Section 172 (1) of the Companies Act they act in a way they consider would be most likely to achieve the charitable objects of the Company. In making this assessment the Governors have considered the following:

- a. **The likely consequences of any decision in the long term**
The long-term sustainability of the operating model is considered by the Governors as set out in the going concern section of the Governors' Report. Specifically, the Governors consider both short- and longer-term financial projections and the key risks that could negatively impact the sustainability of Sevenoaks School. The Governors review management information, budgets, forecasts, cashflow projections and progress against the financial plan on a regular basis. Risk management is embedded at all levels across the Company. The most significant risks are discussed at each Board meeting. See page 13 for further details.
- b. **The interests of the company's employees**
In relation to employee engagement, the Governors receive regular reports from management on the perspectives of staff. The Governors held all their 2019 meetings at Sevenoaks School enabling staff to engage with them more freely. The Board attended two staff briefings and held several round table discussions with staff in October 2019. With regards to Board Diversity, there are six women and twelve men. The Company has complied with the UK's Equality Act 2010 Regulations 2017 that require the publication of information on the gender pay gap for UK employees annually. The 2019 report is available on the Sevenoaks School website.
- c. **The need to foster the company's business relationships with suppliers, customers and others**
In relation to key stakeholder engagement, the Governors consulted through various channels in 2019. Sevenoaks School is committed to ensuring that its mission and values are reflected in its approach to buying goods and services and Sevenoaks School is transparent with information and prides itself on building mutually beneficial relationships.
- d. **The impact of the company's operations on the community and the environment**
The Company has completed the Energy Savings Opportunity Scheme (ESOS) reporting requirements and is now reporting under the Streamlined Energy and Carbon Reporting (SECR).

SEVENOAKS SCHOOL
ANNUAL REPORT OF THE GOVERNORS (CONTINUED)
YEAR ENDED 31 JULY 2020

The School's considerable contribution to the local community is set out in sections which follow, and includes partnership work and support to local state funded schools. The School's voluntary service ethos supports wide range of contributions which are also described, along with the School's support to the community and NHS services.

e. The desirability of the company maintaining a reputation for high standards of business conduct

The Company's Procurement Policy that has been approved by the FPC as delegated by the Board, outlines the responsibility of company employees to undertake procurement processes that demonstrate fairness and integrity, comply with relevant laws and regulations, keep information confidential and secure and ensure procurement best practice is followed. Sevenoaks School seeks to promote and apply the highest standards of business conduct and adheres to all applicable laws and regulations relating to fraud, bribery and corruption wherever it operates (including the UK Fraud Act 2006 and Bribery Act 2010 which applies to Sevenoaks School's operations both in the UK and globally). During the course of the pandemic the School sought to reduce days for payment to assist suppliers.

f. The need to act fairly as between members of the company.

The Governors have a conflicts of interest policy contained in their working rules. All Governors make an annual declaration of business interests and declare if there is any conflict of interest relating to any item on the agenda at each meeting.

REVIEW OF ACHIEVEMENTS AND PERFORMANCE FOR THE YEAR

Pupils

An average of 1,123 pupils attended the School during 2019/20 of whom 367 were boarders. Day boys numbered 368 and day girls 388. In the boarding community there were 196 boys and 171 girls.

Examination Results and University Entrance

This has been an exceptional year to manage in view of the Covid-19 outbreak, and the well-publicised issue of how student examination grades were awarded in 2020. Sevenoaks School students in Years 11 undertook IGCSE and GCSE examinations and in accordance with the national change of policy these were the subject of centre assessed grades. These results were in line with outstanding results from previous years. 94.9% of all examinations were graded A/A* or 9/8/7. 27 students gained 11 or 12 A*/A +9/8/7 grades, and further 106 achieved 10 A*/A +9/8/7 grades.

All Sevenoaks School students in the Sixth Form study for the International Baccalaureate Diploma. Whilst A Levels moved to the award of grades as assessed by individual schools, the International Baccalaureate retained responsibility for the award of grades. This therefore created some disparity in the treatment nationally of A Level and IB students.

Nevertheless, students achieved an average Diploma score of 40.1 points, about ten points above the world average. Eighteen students achieved the maximum 45 points, with 24 securing 44 points and another 23 securing 43 points. Over 60 per cent of the cohort achieved 40 points or more.

This was also an exceptional year to manage in respect of university entrance, and the School's Higher Education department worked closely with students, parents and academic institutions to resolve some of the issues which arose.

In 2019/20, the Higher Education department supported successful applications by 226 students to universities in the UK, USA, Canada, Europe and further afield. The percentage of students progressing to their first choice university was 90%. Thirty-seven students took up university places in the United States, or Canada including four to the University of Chicago, three to Stanford, UCLA and UC Berkeley, two to Dartmouth, and one to Yale, Harvard, UPenn, Brown. A further seven students entered European universities. Nineteen per cent of Sevenoaks students went on to study at top universities overseas, compared with 5% of all Independent Schools Council pupils.

Of the 2019/20 year group (214), 188 went straight to university, 13 had a deferred place for 2021 entry and 13 will apply with their results. Of those students continuing to university studies in the UK, 82% (149 from 182 UK students) went to Oxford, Cambridge, London Colleges or other Russell Group universities, with Durham, UCL and Exeter the three most popular destinations. Nineteen students went to UCL and 18 to Exeter and Durham. Eleven students took up a place at Cambridge, 17 to Oxford, 12 to KCL and Imperial College and 11 to Edinburgh.

In the highly competitive fields of Medicine and Veterinary Science, 14 students took places for Medicine (12), Veterinary Science (1) and Dentistry (1).

Around half of the School's students (48%) who started university in 2020 are studying degrees in the Arts and Humanities; 30% are studying STEM (Science, Technology, Engineering and Mathematics) subjects, and 22% Liberal Arts and Combined programmes, in the UK and in the USA. Studies for these interdisciplinary degrees, often covering both the Arts and the Sciences, fit very well with the breadth of IB studies undertaken at Sevenoaks.

Music and Drama

The Music department presented (in collaboration with the Drama department) *A Night at the Movies* which was well received and were preparing for choral and instrumental Music at Sevenoaks concerts before they were cancelled. There

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were the usual performances of *Crash into Christmas* and *Sevenoaks Swings* before the School had to look at more creative ways of bringing music to people, which was done in the form of virtual concerts. Some of these were organised by students, a Virtual Jazz Club. Other students took recorded concerts effectively into care homes and the School still presented its usual open platform series. Elsewhere, the provision for the scholars was strong. One student was awarded first prize in the Newnham College Music Essay Prize. The department was to be represented by three students at the national finals of Pro Corda's annual chamber music festival which was rescheduled to take place at Sevenoaks but sadly cancelled. National competitions tended not to take place in 2019/20.

The Sevenoaks School Theatre Company production, *The Moon and Miss Herschel* told the story of Caroline Herschel and also highlighted the contribution of women in Science. A year in the making, a company of 40 pupils workshopped and devised ideas. It was very well received in Sevenoaks and toured successfully in Germany. One of the highlights was performing in a school in a deprived suburb of Hannover, where the school pupils had never really seen people their own age perform in such a production.

In Drama, the Middle School Production, *Caesar*, with a cast and crew of nearly 50, the pupils brought to life a cautionary tale that seemed all too familiar to the modern audiences and was received with praise and distinction.

After two terms of developing an exciting site-specific and immersive staging concept for the Lower Sixth play, *Rebel Heart*, the School had to close just a few days before the scheduled performances. During lockdown the cast met on Zoom to rehearse various scenes. When cancellation was confirmed many continued to meet up to record dialogue from the play, which has been edited into a film.

Although the cast for the Lower School project, *Alice and the Dreamtellers*, had not got through as much material as the Lower Sixth play, there was still disappointment but also appreciation of how far they had come exploring the project.

During lockdown, a broad range of on-line activities/clubs were put together. These included: storytelling, radio drama, monologues and duologues, dance and physical theatre, play reading and discussion groups.

A number of theatre trips were run before the lockdown to support different areas of the curriculum.

Sport

The school is committed to providing opportunities for all, while developing excellence in those who pursue an activity to a higher level. The School has county winning teams and appearances at national finals across a range of sports. These teams and individuals are supported by the School's Sport Performance and Scholarships programme. In the 2019/20 season, prior to lock down the School played in 873 fixtures, with 139 teams across 20 sports. Seventy-seven per cent of students participated, 98% of Lower School, 77% of Middle School, and 54% of Upper School.

The School has come eighth in the School Sport Magazine Top 100 Independent Sports Schools of 2019 list. This equals the School's highest ever position.

There were some significant achievements in lockdown with a virtual PE curriculum, virtual fixtures versus other schools, the introduction of the Sevenoaks Sports Talks podcasts, online seminars, and Instagram fitness classes, which the pupils were all able to access.

In cross country, the School's juniors started the season well at Sevenoaks Prep's Thomas Trophy. The girls' team came first retaining the trophy and the boys finished third. The School hosted the ESAA County Cup where the junior girls, inter girls and boys each finished first and the junior boys finished second. All four teams qualified for the regional round of the English Schools' cross-country cup and the junior girls qualified for the National Finals. The Knole Run, the Kent Schools junior races, and the Kent Schools inter races were stand-out performances for many students. Eight runners also represented Kent in the SE inter-counties in Chelmsford.

In Rugby, Sevenoaks 1st XV have been selected by Fifteen Rugby as one of the top five teams in the country for their performance against Reigate GS. The School won the U18 Kent shield at the Kent 7s tournament. Two players have achieved county selections.

In Hockey, the hockey club for the second consecutive year completed the clean sweep of county championships, winning the U12s, U13s, U14s, U16s and U18s. The U16 hockey girls finished third in their group at the Tier 3 National finals. The U12A hockey team finished second at the East regional finals. The 2nd XI represented Sevenoaks at the East region finals after being crowned county champions. The School's U13A team won the UKSA Girls U13 Schools Hockey 7s at East Grinstead Hockey club. The U16 indoor hockey team are county champions. One student has been selected for the England Hockey U16 squad.

In shooting, at the National Schools' open, Sevenoaks won first and second individual as well as first and second in senior pairs. We also won the junior pairs and the Fours match.

The School hosted the annual U13 Sevenoaks School Futsal Tournament. The U13 Sevenoaks side finished as overall winners.

In cricket, the School's U15 girls' side were county champions of the Indoor Lady Taverer's competition, qualifying for the regional finals. A number of students have been selected at various levels for Kent county.

In swimming, four teams competed in races at the ESSA's Secondary Schools Team Relay Championships. In the Kent

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Secondary Schools' Individual Championships, the boys retained the shield for the third year in a row and the girls finished second.

The School's tennis programme has been ranked eighth in the top 10 boys' tennis schools in the country for 2019. At the regional finals, the junior girls and junior boys finished third overall. The School's U15 boys' team won the county cup final.

In sailing, the School A team won the first school team racing competition of the new school year at Farmoor Reservoir out of 21 teams from 17 different schools competing.

In curling, a Sevenoaks student has been invited to join the England Junior Men's curling team.

In a successful trip to the First Snow Ski Racing Championships in Val Thorens at the start of the Christmas break, the School had some brilliant top 10 performances in the 3 ski racing events. At the Kent Schools squash competition, every girls and boys team progressed to the final, coming runner-up in all the categories.

In netball the 2nd VII came third and the 1st VII were winners of the Birley's tournament. The U14s came second in the Birley's netball tournament.

The School's fencing team won three medals at the British Schools' Championships, and three Sevenoaks students have been selected to represent Great Britain.

In riding the 80cm class team won the team competition, the School's first Equestrian national title!

In football, the U13 team were runners up in the Kent Schools FA U13 competition.

Other Activities

The Art department continued to support students in developing their creativity and to realise ambitious outcomes. Independence and innovation are key to the department's aims, and these qualities are evident in the work produced for IB submissions. The department supports a large number of Higher Education applications, for which first rate portfolios are essential. Architecture is growing in popularity and students have gone on to pursue this at Cornell, UCL, and The Architecture Association amongst other destinations. History of Art remains a strength. In March, recent alumni assembled a body of work for exhibition in London in collaboration with the Sevenoaks School Foundation. Due to the circumstances of this year the exhibition did not take place, but it is hoped it can be rescheduled shortly.

Prior to the lockdown period, approximately 100 trips took place including 70 day trips. These included local trips into Sevenoaks town, theatre trips into London and trips to local debating competitions. There were 30 residential trips ranging from overnight Combined Cadet Force exercises, language exchanges to Spain and overseas academic trips to Greece and Switzerland.

The Sevenoaks Debating Society continued to have great success. The School runs three clubs every week for students in Lower, Middle and Upper School and the School continues regularly to enter national and international competitions, giving students an opportunity to put their skills to the test. At the University of Cambridge Schools' Debating Competition two Sevenoaks Teams qualified for Finals Day. At the University of Oxford Schools' Debating Competition, two Sevenoaks Teams qualified for Finals Day, which, unfortunately was cancelled due to Covid-19. The School entered four novice teams into the UCL Debating Competition, one team winning the Novice Final. Four School teams attended the Debate Mate Schools Debating Competition. This competition was very successful for Sevenoaks, with one team qualifying for the Novice Final, and one for the Grand Final.

During the Summer term the school continued to have an active debating community. There were fortnightly debates on-line for students in both Middle and Upper School. The virtual debates united the Sevenoaks debaters, notwithstanding that they were all over the world.

Public Benefit

The School provides benefit to the public in accordance with its charitable objects and has taken careful consideration of the Charity Commission guidance in deciding what activities the charity should undertake. In advancing education, the School relieves public funds of considerable expense and also provides means-tested awards (in 2019/20 amounting to £1,453,000) that allow attendance by 70 students who would otherwise not be able to benefit from the outstanding educational opportunities offered by the School. In terms of ancillary and educational activities and other associated activities for the benefit of the community, the School is proactive and during the reporting year has again sought to make a significant contribution for the benefit of the public.

Links with other Charitable Bodies

Sevenoaks School Foundation (Registered Charity No. 307923), an independent charity, whose objects mirror those of the School, made grants of £425,000 to the School for bursaries and scholarships. A further £44,000 was granted by the Foundation to fund residential trips and other extra-curricular activities for bursary award holders.

The School continues to enjoy a close relationship with Sevenoaks Almshouses, an independent charity with a shared history. The School nominates two trustees and provides a range of support services and social activities. The residents of the Almshouses are very much part of the wider school community.

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Collaboration with State Schools and Academies

The School was established by William Sevenoke in 1432 as a free school to provide an education for young scholars regardless of their financial background, and the School remains committed to respecting that heritage by its significant involvement in the local educational landscape. The School's strategic vision, *Horizon 2032*, reinforces the commitment to share its educational vision and resources with other schools in the community, providing opportunities for local children and teachers to take part in a shared programme of teaching and learning events and activities.

The School has built strong and still growing links with Knole Academy. The Chairman of Sevenoaks School Governors is a member of the Knole Academy Trust and the Senior Deputy Head is the Chair of Knole Academy Governing Body.

The links between Knole Academy and Sevenoaks School are deep and broad, with mutual support for CPD and research based learning led by the Deputy Heads from each school. Knole Academy has introduced the International Baccalaureate Careers Programme (IBCP) and academic links are strong. A number of Sevenoaks staff attend Knole Academy on a regular basis to support learning. Teaching contributions from Sevenoaks School have encompassed Mathematics, Music, English and Science. This has resulted in a number of achievements, for example the offer of an additional Mathematics qualification for Knole students which would not otherwise be available. Other collaborations have involved the Combined Cadet Force and the Duke of Edinburgh award scheme.

Thirty local primary schools have formed the Sevenoaks Primary Partnership to enable them to share good practice and achieve economies of scale. Sevenoaks School plays an important role in supporting this partnership through providing facilities for meetings and supporting several activities. Although inevitably limited by the circumstances of 2019/20, fifteen new sports partnership events were planned. A number of events were held before the lockdown period including two full sports events, staff CPD and student leader sessions. Several schools had been working together to apply for the Green Flag award in July 2020, and a further programme commenced at Knole Academy with another nine schools in January 2020. Support for other initiatives included a science buddy partnership, and in January 2020 primary school and Sevenoaks science teachers met to discuss an action plan. There was also support for primary school teacher development and CPD.

The Kent Academies Network (KAN) university access programme run by Sevenoaks School comprises five academies in Kent: Knole, Skinners, Oasis Isle of Sheppey, The John Wallis Church of England, and Marsh. Each year the partner academies nominate around five Year 9 students to write a personal statement and be put forward for interview. KAN then selects two or three students to be part of the university access programme. The selection process looks for academically able and committed students who would benefit from the support of the programme. The Free School Meals 'Ever 6' qualification and university first-generation pupils are also prioritised. The students commit to KAN for their remaining time at school (Year 10 to 13) and attend annual residential weeks (at Easter and in the summer) and 'meet-up' days (in Autumn and Spring). In small groups students are assigned undergraduate mentors, who play a central role in the delivery of the bespoke residential programmes. The programme's mentors provide academic support and pastoral guidance throughout the course of KAN via a secure online platform.

The programme has been in place since 2013 and seen four cohorts through to university.

The IBCP, based on inter-school collaboration, began in 2011 with a pilot that involved six high schools, one of which, Skinners' Kent Academy, has a close association with Sevenoaks School and is a member of the Kent Academies Network. The School has supported the Local Authority in its development of the IBCP. Initial success has been followed by gradual expansion and the network currently includes 25 schools and other Kent high schools have expressed an interest in joining.

Sevenoaks School has played a key role through its commitment to supporting the raising of achievement in state schools and to extending access to IB programmes. It sponsors annual conferences for the Headteachers of the schools in the network, provides subject expertise to support teachers and is co-ordinating development of the platform through the work of its Director of Community Education Programmes. The programme raises post-16 outcomes for students from disadvantaged backgrounds, improves their retention, builds their self-confidence, extends their communication skills, increases the likelihood of their entering higher education, and develops the soft skills valued by employers.

The Kent IBCP network includes a high proportion of schools that serve challenging communities. These include coastal schools and others in areas of rural deprivation. The pilot was initially focused on the Isle of Thanet but was extended to include schools in Swale, Gravesham and Dover, to cover four of the five districts of Kent with the highest rates of deprivation. (Thanet, where three high schools now offer the IBCP, is in the 9% most deprived districts in England). In the major expansion in 2015/16, the schools invited to consider joining were identified by officers of the Local Authority and the choice was influenced by the 2015 Index of Multiple Deprivation. Of the 25 schools currently in the network, 11 had 33% - 60% of students classified as disadvantaged at the end of Key Stage 4 in 2018, and 23 had 19% - 60% of students disadvantaged.

The School has been successful in a DfE Cross-Sector Partnership grant bid to further support the development of the IBCP, £17,000 total, with £8,000 from DfE and £9,000 match funding from The Education People. The main goal of the project is to support school improvement in Kent, but also nationally. The School works closely with IBSCA and the IBCP Kent Steering Committee to progress the Learnium Platform (now named 'Communities'), which will provide IB teachers across the UK with the opportunity to meet, collaborate and share resources.

The School has also been successful in a second bid, £38,000 total: £19,000 from DfE with £19,000 match funding from Sevenoaks School Foundation. The bulk of this project is to support the Sevenoaks Primary Partnership (SPP) and to bolster the 'Outreach Box' provision (ca £31,000) as well as support and/or initiate four other projects: Eco Schools; Science Buddy Project; SPP Sport and Arts camps; Knole Academy IBCP support.

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Since 2017, 38 individual schools/organisations have received loans of teaching resources in the form of Outreach Boxes. Over 4000 children have benefited from the resources. The School has created 31 boxes ranging from virtual reality sets to history to music boxes. The range has recently expanded to include samba, indoor curling, world music, and renewable energy boxes.

In October 2019 the School ran the first Outreach Box Open Evening event as a means of showcasing the scheme to local primary school teachers, and invited them to attend a series of technology based CPD sessions. The purpose of this was to give teaching staff the confidence to book out the more technical boxes and use the resources in their classrooms. The School welcomed 36 teachers from 13 different primary schools to the event.

Other contributions to Teaching and Learning at Maintained Schools

The School's Primary School Voluntary Service Unit project year supported local schools with their literacy curriculum. As in previous years, Sevenoaks received many requests for some Primary School focussed Shakespeare work. Over the course of the Michaelmas term, seven students researched, developed, workshopped and ultimately wrote a version of *A Midsummer Night's Dream* for primary school pupils, along with a post-show Q&A to focus on issues arising from the play. In the Lent term the School hosted a selection of local primary schools in their performing arts centre, engaging with pupils across KS2 to help bring the play to life and discuss the problems of 'the Dream' in greater depth.

The Public Arts Programme hosted in the performing arts venue, The Space, offers inspiration and links the School's students with students from other schools. This year one production, *Blue Planet III*, highlighted an environmental message through comedy and was performed to a full house of primary school children.

The Chemistry department has hosted sessions for primary school visitors as part of the VSU provision and also hosted a Christmas demonstration for primary schools with a variety of exciting experiments.

The School ran an Eco-Primary Partnership which included 20 primary schools, with pupils at Sevenoaks and Knole Academy guiding primary pupil ambassadors through the Eco-Schools framework.

On 18 October 2019, the School welcomed 330 teachers, headteachers and teaching assistants from the South-East to the Primary School Conference. The event was a great opportunity for schools to share best practice and network amongst their peers.

The School's annual STEM Week took place on 2 March, welcoming over 1900 children from 17 primary schools to a variety of interactive workshops and shows. This provided an opportunity for the young pupils to access STEM facilities and resources. One group launched a rocket on campus before visiting NASA in a virtual reality session, while others watched a show on Liquid Nitrogen. One school said, 'The 94 children we brought were enraptured by the demonstrations: they were challenging and scientifically rigorous but explained so clearly.'

This year the School expanded on previous Science Weeks by running seven Science and five Technology lessons for KS2 pupils, led by Sevenoaks teachers and assisted by students. Pupils went pond dipping in Biology, made slime in Chemistry and learnt about the engineering behind constructing bridges using K'Nex. The School also welcomed back Science Made Simple, who performed their interactive shows for KS1 children on the science behind bubbles and transportation.

There were instrumental and vocal initiatives supporting the music at the Knole Academy and local primary schools on a Thursday afternoon. The gamelan VSU project enables local clusters of primary schools to play the gamelan housed in the gatehouse on Thursday afternoons.

The School has expanded its sports outreach offering, running 14 different activities and CPD sessions this year for local primary schools. Events included hosting the Sevenoaks Water Polo Club Primary School Tournament in March, where eight schools took part, many of which were new to the sport. There was also an annual primary school football tournament in the Michaelmas term, welcoming seven schools to the Sennocke Centre.

A number of School teaching staff are governors at local schools.

Community Education Events, Activities and Shared Use of Facilities

Prior to the March lockdown, the School continued with its evening speaker programme, which is free for the local community to attend alongside School students and parents. Numbers vary, but all talks attract external attendees; for some talks they account for almost 50% of the audience. The University of the Third Age usually accounts for a good number, especially for science speakers. The School works in collaboration with the Sevenoaks Bookshop, who provide book sales for many of the talks. All talks are advertised to local schools. Speaker events that were well attended by the local community included: Professor Richard English, 'Does Terrorism Work?'; Professor Martin Hendry, 'Ripples of Gravity, Flashes of Light - the Dawn of Gravitational-Wave Astronomy'; Dr Giles Yeo, 'Gene Eating – the science of obesity and the truth about diets'; and Dr Adam Rutherford, 'How to Argue with a Racist'.

The School's facilities and grounds are usually made available to the community year round although there has been no access for the community since February due to Covid-19 control measures.

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In the lead up to February, 33 sports clubs were being facilitated. A term-time community swimming programme led by School staff saw 88 lessons being offered benefitting 371 participants between the ages of 5 to 16 weekly.

In addition to supporting the annual variety of regional tournaments, county development days, talent identification days and primary school galas the School hosted Kent Schools Disability Boccia Tournament with 25 participants taking part. Feedback was that not only did the School exceed their expectations in terms of exceptional sporting facilities, but the participants complex personal, medical and care needs were met. Facilities were used to deliver five vocational qualification courses to community adults, by example; Pool Plant Management, Netball and Tennis Referees Qualifications, National Pool Lifesaver Qualifications, with the latter being delivered by the School's expert staff in alignment with the National Regulatory Body.

Prior to the lockdown period the School's music concerts were open to the public and a number of local schools and community groups use the facilities offered by the Performing Arts Centre.

Service and Social Impact

Covid-19 Response

The School hosted a drive through NHS Assessment Hub located in its main car park from June to August. The hub was designed to divert suspected cases of Covid-19 from local practice facilities for assessment. The School provided management support to help establish the hub and ongoing logistical support such as power and use of facilities by NHS staff.

The School undertook a number of initiatives in the exceptional circumstances of the lockdown period. Weekly food and hygiene collections were organised by staff and students between March and July 2020. Twenty-two collections in five months resulted in roughly 1,500 bags of shopping and boxes of items which were delivered to local primary schools and food banks in the area.

To support people in isolation and students who did not have access to the internet, unused telephones, laptops and tablets were collected by volunteers working alongside the Care for our Community Sevenoaks Group. Seventy devices were collected and distributed to local schools, organisations and individuals identified by the District Council.

Teaching staff contributed their time to the Invicta Summer Academy, a local initiative to help students catch up after the interruption to learning caused by Covid-19. As part of the Outreach Box initiative, the School's collection of laptops was shared with five schools to support their pupils' online learning at home during the Covid-19 pandemic.

Thirteen members of staff who live on site collected and delivered medications on a weekly basis to fifteen Almshouses residents who were unable to leave home.

The Technology department produced 1000 pieces of PPE equipment which were delivered to a variety of local organisations including care homes and GP practices.

In other areas of service and social impact

Sevenoaks has a long history of service education. Today, Sevenoaks students engage in service and social impact themes and activities through the School's service programme, curriculum-embedded provision, extra-curricular clubs and programmes, and a number of student-led responses.

Service Programme

Pupils collectively engage in over 600 hours of voluntary service each week. As part of the school's primary school programme within the service programme on a Thursday afternoon, roughly 450 students in years 10-13 are involved in 35 different projects collaborating with local, national and global communities.

In the Sevenoaks community, the refugee action group have worked alongside Sevenoaks Welcome Refugees and local Syrians to create conversation classes which were held online during lockdown, also supporting the development of the charity's social media platforms and online concerts. Students have also worked with the elderly (hosting Thursday Club, visiting care homes, and co-writing poems with the elderly), enjoying art with residents at a local hospice, working in local charity shops, working on design projects, and sharing a love of reading at the local library.

School partnership placements have involved the support of primary school students, with some students serving as teaching assistants and offering musical performances to young and old. Other students have enjoyed helping at Valence School (a school for physically disabled children) and supporting the Riding for the Disabled project.

Students can learn about environmental sustainability through being part of the School's Green Team. The Eco-Schools partnership was a huge success, with 12 schools being guided through the Eco-Schools framework by Sevenoaks students.

During the lockdown period, the School moved its entire service programme into an online format, finding online placements for all students. Students could use the time to focus on various forms of service learning including sign language and English teaching courses. Many existing community relationships continued in an online form and many students led their own initiatives during this period. This included a series of online concerts for the elderly led by a Year

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10 student, and a pen pal letter-writing scheme with the elderly in care homes.

Charity Fundraising

The pupils of Sevenoaks School raised over £70,000 in support of charities in the United Kingdom and overseas. Several concerts were held including the Sing-Off, A Show of Support, and a Sevenoaks Got Talent.

Other fundraising events included the Park Grange alternative lunch, pupil-led Christmas markets, film nights, and dances. Pupils from the Navy section took part in a 50k rowing challenge to raise awareness and funds for the work of the Royal Navy and Royal Marines charity which aims to improve mental health amongst the submarine community. Lower School students also raised over £2,000 for various charities selected by pupils through their weekly cake sales.

There were a number of student-led fundraising events including the Lockdown Concert, which brought students, parents and community members together for two hours of music, in support of Porchlight, West Kent Mind and Age UK, with over £800 raised. A group of pupils created 'Radrag's', an upcycling pop up festival shop, also run in aid of Hospice in the Weald.

Collections

In the period leading up to Christmas collections of food, clothing and toiletries were distributed to the Loaves and Fishes Foodbank in Sevenoaks and Helping the Homeless in Medway. Two students led a collection of 'winter warmers' for local primary school children.

Global Partnerships

A group of students visited Surbaack in South Africa, engaging in partnership activities in a local school. A second annual trip to Ghana to work in partnership with EduSpots in several Ghanaian communities was cancelled. However students raised over £1,000 which enabled 12 communities to set up community hygiene education stations and book loaning systems. Sales of the Geography calendar, produced by a Sixth Form student, raised nearly £1,000 and, for the tenth year, these proceeds were provided to a school in the High Atlas mountains in Morocco, to enable girls to attend secondary school. Sadly the annual trip to Morocco was not able to go ahead this year.

Social Entrepreneurship and Advocacy

In December, the School ran its second annual student-led Christmas market, with 15 stalls from students who had created products to sell in support of causes they cared about, raising over £1,000. In January, Year 8 pupils took part in the £10 challenge following a series of talks on social entrepreneurship ahead of them developing their own small-scale social enterprises, which raised £3,000 for Hospice in the Weald and Young Minds, two charities that the students chose to support.

Many students have created impressive social enterprises. One student was recognised with a Diana Legacy award for her commitment to mental health advocacy, refugee support, and environmental action – she had the opportunity to speak at the UN Climate Summit and TedX Vicenza. There were a number of activities to raise awareness of LGBT+ issues in the local community, including giving Stonewall's 'rainbow laces' out on match day.

Environmental Action

In addition to the various environmental options within the service programme, over 30 students have signed up for the Eco-Committee, which aims to improve the School's environmental impact, and raise awareness of issues and behaviours tied to environment and sustainability. The School has an established Green Week, with students and staff leading events and assemblies, highlighting different areas of environmental sustainability education. Over 200 trees were planted as part of a school-wide tree-planting week. The student-led Eco Create group led a session at Sevenoaks library focused on engaging primary school students in environmental action through arts and crafts.

Leadership

Several students sit on the Sevenoaks Youth Council, and have been instrumental in redesigning a youth café and in creating plastic-reduction pledges for businesses across the community.

Sevenoaks students participate in a school partnership involving 60 students from 12 schools, delivered virtually in 2019/20, with speakers delivering sessions on skills and understanding required for effective social leadership such as analysing problems, communication and impact measurement.

Sharing Practice

Ideas are regularly shared with schools on Twitter @sevenoaksimpact, which has a strong following from school community action departments and leaders. In August 2020, the school was selected as one of 100 showcase schools to speak on the topic of student-led social entrepreneurship and community engagement at the T4 World Education Week.

The School's Director of Service & Social Impact chairs the Independent School's Council Community Action Network, bringing together teachers from over 40 state and private schools for discussions on service and community action, working alongside those leading Schools Together. The Director chairs bi-termly sessions virtually or at the ISC, has created platforms for sharing best practice, and created toolkits to support other schools. In February 2020, the School hosted a

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national conference, attended by 60+ community action leaders from across the country, with a focus on advancing the quality of the student learning in service engagement.

Investment Performance

The School holds the majority of its restricted funds in long term investments, mainly in the form of pooled charitable investment funds, which yielded an average loss of 2.7% for the year ended 31 July 2020 (2019: average return 7.3%). The dividend income was available to be applied to the purposes of the various funds. This performance is due to the exceptional market conditions following the COVID-19 pandemic but Governors anticipate future performance to be in line with their investment objective of preserving the capital value with a minimum level of risk.

Unrestricted funds are held in bank deposits for operational liquidity purposes and for short to medium term application to planned improvements to the school's facilities, as well as for capital protection purposes. The Governors will review the investment strategy again over the coming year.

FINANCIAL REVIEW AND RESULTS FOR THE YEAR

Results

Net outgoing funds (before the actuarial loss on pensions and the gains on investments) for the year were £2,103,000 (2019: £473,000) as shown in the school's Statement of Financial Activities. This includes a £6,000 (2019: £9,000) surplus from Sennocke Services Limited which is shown in the Statement of Financial Activities as an unrestricted donation, with the summary accounts for the entity being disclosed in Note 23 to the financial statements. The result for the year was affected by the COVID-19 global pandemic. Remote learning took place during the summer term and day and boarding fees were reduced accordingly. A high proportion of the School's costs are fixed but expenditure was reduced where possible, including catering and utilities, and expenditure was paused on all but essential capital projects.

Reserves Level and Policy and Financial Viability

The reserves of Sevenoaks School are held in designated funds for fixed assets, buildings and bursaries. The designated fund for fixed assets covers the book value of fixed assets (£22,408,000). Each year reserves equivalent to 3% of gross fee income are transferred to the bursary reserve (£926,000) and the cost of bursaries granted (£1,478,000) is set against that fund. In addition, transfers from restricted funds for bursaries for fees and extras, which include grants received from Sevenoaks School Foundation, are allocated to the bursary reserve, to cover the £469,000 cost to the School of making those additional awards. The balance on the bursary reserve was £870,000 at the end of July 2020 (2019: £953,000).

At 31 July 2020, after taking into account the pension-funding deficit of £6,209,000 (2019: £3,320,000), £2,150,000 (2019: £3,566,000) was held in General Funds, which represented 3 weeks operating costs. The pension-funding deficit of £6,209,000 arising from the School's defined benefit staff pension is an actuarially calculated deficit under FRS102 that is accrued as a liability. Excluding the pension fund deficit, the balance on the General Fund would be £8,359,000 which represents 12 weeks operating costs. The Governors' intention is to hold up to one term's operating costs in General Funds to provide an element of protection in an uncertain economic climate. Despite the COVID-19 pandemic, the Governors consider the level of reserves to be appropriate. The Governors will continue to keep the level of reserves under review.

Going Concern

In March 2020, the World Health Organisation declared Covid-19 a global pandemic. The Governors have reviewed the impact of Covid-19 on the School's operations and finances. Taking into consideration actions taken to manage costs and to preserve cash, together with the ongoing demand for places, funding facilities available to the School, and future projected cash flows, the Governors have a reasonable expectation that the School has adequate resources to continue its activities for the foreseeable future, and consider that there are no material uncertainties over the School's financial viability. Accordingly, the Governors continue to adopt the going concern basis in preparing the financial statements.

STREAMLINED ENERGY AND CARBON REPORTING (SECR)

The School's greenhouse gas emissions for the financial year were equivalent to 1,690.73 tonnes of carbon dioxide which equates to 8,311,141 kilo-Watt-hours (kWh) of energy and has undertaken 3 energy efficiency actions (EEA) in this reporting year.

This information has been compiled in line with the 2019 HM Government Environmental Reporting Guidelines: including Streamlined Energy and Carbon Reporting (SECR). The 2020 UK Government GHG Conversion Factors for Company Reporting have been used to calculate emissions. Energy consumption data has been taken from invoices issued for the financial year and meter readings. Transport energy has been calculated from fuel consumption data in litres for Scope 1 emissions and miles travelled for Scope 3 emissions.

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Table 1 shows the GHG emissions for the School in tonnes of carbon dioxide equivalent for the year. There is no information available for prior years.

	Emission Source	2019/20 Energy (kWh)	2019/20 Emissions (tCO ₂ e)
Scope 1	Gas Consumption	5,271,767	969.32
	Heating Oil	326,829	83.90
	Owned Transport	106,754	26.76
	Sub Total	5,705,350	1,079.98
Scope 2	Purchased Electricity	2,537,591	591.61
Scope 3	Business Travel	68,200	19.13
Total Emissions		8,311,141	1,690.73

Table 2 shows the intensity ratios for the School

Type	2019/20 kWh/Students	2019/20 tCO ₂ e/Students
Occupancy	7,401	1.51

During the year the following the following efficiency actions were taken:

Category	Title	Description
Lighting	LED Upgrades	LED lights are being fitted as an ongoing project throughout the school. In particular the lights in the main kitchen were replaced with LED lights during July 2020
Refurbishment of listed building	- Improved thermal efficiency - Heating - Lighting	- Sash windows repaired and refitted with more efficient brush seals. - Roof replaced with improved insulation. 2 new efficient boilers fitted. Zonal thermostatically controlled heating system. - Modern energy efficient LED lighting throughout the building
New boiler in boarding house	Heating	Replacement of old boiler with two new condensing boilers

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RISK MANAGEMENT

A formal review of the charity's risk management processes is undertaken on an annual basis with the aim of reviewing the major risks to the School. The key controls used by the charity include: formal agendas and briefing papers for committee and sub-committee meetings; strategic and business planning; budgeting and management accounting; clear authorisation and approval levels; and, vetting procedures as required by law for the protection of children. Governors have reviewed the principal areas of the School's operations and considered the major risks faced in each area, including the implications of the Covid-19 pandemic. At a strategic level, the School's Finance and Property Committee considered a range of potential scenarios that could arise as a result of Covid-19. These were tested using the School's financial model, and potential mitigating actions considered for each scenario. The Committee were assured that for each of the scenarios, it would be possible to take the action required to ensure the future viability of the School. Operational actions taken in response to the Covid-19 outbreak are described in more detail later in this section.

Apart from the significant and special circumstances of the Covid-19 outbreak, at a financial level, we believe that the principal risk is one common to all independent schools constituted as a charity, namely the potential withdrawal of charitable status and potential associated impacts on the School's charging structure and cost base. This risk is of withdrawal of charitable status through failure to meet public benefit obligations and aspirations. At the operational level, we believe the principal risks continue to be a failure to meet our pastoral duties to our pupils, as well as not developing our staff, facilities and systems in such a way as to enable us to remain a leading independent school.

The School is mitigating its risk in relation to the withdrawal of its charitable status by adding its voice to sector wide communications and participating in research on the contribution of Sevenoaks School and of independent schools in general to the economy and to the reputation of a British education. It is also reviewing its financial plans and considering what actions might be necessary if any element of this risk becomes reality.

In respect of a potential failure of its public benefit duties, the School believes it has made a substantial contribution to the public over many years in pursuit of its charitable objects via its educational services to its pupils, links with maintained schools, other community activities and its bursary programme. Nevertheless, having identified this as a growing strategic risk, the School is now focused on improving access to its excellent education services. It is doing this in two principal ways: first by extending and deepening its relationships and connections with local maintained schools and young people in general. In doing so it is taking a more strategic and considered approach to achieving impact in the programmes and activities that had been growing organically over a number of years, and is reviewing what further on-campus activities could be provided. Secondly, it is also considering how to grow its bursary programme, both in terms of the funding available and the most effective and appropriate way to recruit able pupils who would not otherwise be able to attend the school. The School's Public Benefit Committee focuses on and steers activities in this area.

In respect of a potential failure in its pastoral duties to its pupils, the School's activities are focused in the following key areas. In respect of the potential abuse of pupils, the School has comprehensive child protection policies and procedures in place, always in line with national guidance *Keeping Children Safe in Education*. The need for vigilance and immediate action should a child be considered at risk is continually reinforced through communications and training. Concerns in respect of inappropriate online behaviour by students are dealt with through a programme of educational initiatives, including an online safety week, staff awareness training and information for parents. In order to take a lead in addressing mental health issues amongst young people, increased counselling hours have been made available. Within the Institute of Teaching and Learning, one of the key research and review strands is considering methods to monitor and advance the wellbeing of students and staff.

In respect of its staff, facilities and systems, the following mitigation measures are in place. Staff expertise and satisfaction are kept under continual and close review. Personal development for teaching staff is carried out under the auspices of the Institute of Teaching and Learning which seeks to research and implement best practice in continuing professional development. The School also makes frequent use of outside training providers for both teaching and non-teaching staff. In the light of the 2015 accident in the Chemistry Department, and the subsequent prosecution by the Health and Safety Executive, the School has continued its enhanced focus on safety issues in that department and across the School. The School's risk register identifies various mitigating factors in respect of school systems.

In the opinion of the Governors, the School has established resources and a review system which should, under normal conditions (and the potential consequences of the Covid-19 pandemic identified to date) allow risks to be mitigated to an acceptable level.

In January 2020, the School identified Covid-19 as a potential pandemic risk and took immediate steps to improve handwashing and sanitizing facilities and educated students and staff about the importance of hand and face hygiene. It also introduced additional cleaning of high-touch points across the School site. As community transmission within the UK accelerated, the School took the decision to close the campus from 18 March and to move to a distance learning model, with teachers and almost all non-teaching staff working from home. The School carefully followed its pastoral policies and all relevant UK Government advice to protect the safety and wellbeing of students and staff. Non-teaching staff who could not work from home were furloughed.

There was a significant reduction in expected income from Easter 2020 onwards due to Summer Term fee rebates given to parents, the cancellation of the Summer Programme and external lets, and the cessation of the School's commercial

SEVENOAKS SCHOOL
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YEAR ENDED 31 JULY 2020

sports activities. The loss of income was mitigated as far as possible by furloughing many non-teaching staff, the freezing of recruitment activities, the cessation of all non-essential expenditure, and the pausing of major capital projects. The Summer Term fee rebates and disruption to the Summer Programme and external lets alone account for a reduction in income of £2.9 million

One building refurbishment project that had already started was permitted to continue because the financial penalties for ceasing work would have outweighed any potential savings, and the building was in a fragile condition, as the roof and windows had been removed for refurbishment or replacement.

Having carried out appropriate risk assessments, the School reopened in September 2020, following UK Government guidance, and after implementing a number of adaptations to the campus and ways of operating. It will continue to monitor the progress of the pandemic and will adapt its responses in a considered and flexible manner.

FUTURE PLANS

In the coming year, the Governing Body's intentions include:

- To support the Headmaster during his first year in post
- To preserve the quality of the education provided by the School to its students during the Covid-19 pandemic
- To protect and preserve the financial stability of the School during the Covid-19 pandemic
- To review the 2019 Masterplan and reconsider the sequencing of key projects
- To publicise and support Horizon 2032

ACCOUNTING AND REPORTING RESPONSIBILITIES

The members of the Governing Body (who are also directors of Sevenoaks School for the purposes of company law) are responsible for preparing the Annual Report and the financial statements in accordance with applicable law and regulations.

Company law requires the Governing Body to prepare financial statements for each financial year. Under that law the Governing Body has elected to prepare the financial statements in accordance with United Kingdom Generally Accepted Accounting Practice (United Kingdom Accounting Standards and applicable law).

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

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

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

SEVENOAKS SCHOOL
ANNUAL REPORT OF THE GOVERNORS (CONTINUED)
YEAR ENDED 31 JULY 2020

Relevant audit information

Insofar as each of the Directors, as members of the Governing Body, at the date of approval of this report are aware, there is no relevant audit information (information needed by the Company's auditor in connection with preparing the audit report) of which the Company's auditor is unaware. Each member of the Governing Body has taken all the steps that he or she should have taken as a member of the Governing Body in order to make himself or herself aware of the relevant audit information and to establish that the Company's auditor is aware of that information.

Approved by the Governing Body of Sevenoaks School on 4 May 2021, including, in their capacity as company directors, approving the Directors' and Strategic Reports contained therein, and signed on its behalf by:



Mrs Alison Beckett
Chair of Governing Body

Independent Auditor's Report to the Members of Sevenoaks School

Opinion

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

In our opinion the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 July 2020 and of its incoming resources and application of resources, including its income and expenditure for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for opinion

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

Conclusions relating to going concern

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 charitable company's ability to continue to adopt the going concern basis of accounting for a period of at least twelve months from the date when the financial statements are authorised for issue.

Other information

The 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 charitable company and its 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:

- adequate accounting records have not been kept; or
- the financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of 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 17, 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.

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

Use of our report

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



Tina Allison

Senior Statutory Auditor

For and on behalf of

Crowe U.K. LLP

Statutory Auditor

London

Date 28 May 2021

SEVENOAKS SCHOOL
STATEMENT OF FINANCIAL ACTIVITIES
(INCORPORATING AN INCOME AND EXPENDITURE ACCOUNT)
FOR THE YEAR ENDED 31 JULY 2020

	Notes	Unrestricted Funds £'000	Restricted Funds £'000	2020 £'000	2019 £'000
Income from:					
Charitable activities					
School fees receivable	2	28,823	-	28,823	28,813
Ancillary trading income	3	2,033	-	2,033	2,864
Other trading activities					
Charitable trading income	4	557	-	557	1,025
Investments					
Investment income	5	-	40	40	30
Bank and other interest	6	195	-	195	236
Voluntary sources					
Grants and donations	7	8	576	584	598
Other					
Other Income	1.4	692	-	692	-
Total incoming resources		<u>32,308</u>	<u>616</u>	<u>32,924</u>	<u>33,566</u>
Expenditure on:					
Raising funds					
Charitable trading costs	8	(842)	-	(842)	(1,043)
Financing costs	9	(55)	-	(55)	(71)
Total deductible costs		<u>(897)</u>	<u>-</u>	<u>(897)</u>	<u>(1,114)</u>
Charitable activities					
Education and grant making	8	(33,654)	(476)	(34,130)	(32,925)
Total expenditure		<u>(34,551)</u>	<u>(476)</u>	<u>(35,027)</u>	<u>(34,039)</u>
Net (outgoing)/incoming funds from operations before transfers and investment gains					
		(2,243)	140	(2,103)	(473)
(Losses)/gains on investments	12	-	(24)	(24)	62
Transfers between funds	21	131	(131)	-	-
Net loss		<u>(2,112)</u>	<u>(15)</u>	<u>(2,127)</u>	<u>(411)</u>
Pension scheme actuarial (losses)	22	(2,683)	-	(2,683)	(831)
Net movement in funds for the year		<u>(4,795)</u>	<u>(15)</u>	<u>(4,810)</u>	<u>(1,242)</u>
Fund balances brought forward at 1 August 2019		<u>30,223</u>	<u>1,299</u>	<u>31,522</u>	<u>32,764</u>
Fund balances carried forward at 31 July 2020		<u>25,428</u>	<u>1,284</u>	<u>26,712</u>	<u>31,522</u>

The notes on pages 24 to 43 form part of these financial statements.

SEVENOAKS SCHOOL

BALANCE SHEET AS AT 31 JULY 2020

	Notes	2020 £'000	2019 £'000
FIXED ASSETS			
Tangible fixed assets	11	22,408	20,704
Investments	12	875	899
		<u>23,283</u>	<u>21,603</u>
CURRENT ASSETS			
Debtors	13	1,123	1,889
Cash and deposits		<u>21,027</u>	<u>26,441</u>
		22,150	28,330
CURRENT LIABILITIES			
Creditors payable within one year	14	<u>(10,206)</u>	<u>(11,867)</u>
NET CURRENT ASSETS		<u>11,944</u>	<u>16,463</u>
TOTAL ASSETS LESS CURRENT LIABILITIES		35,227	38,066
LONG-TERM LIABILITIES			
Creditors payable after one year	15	(2,306)	(3,224)
Pension scheme funding deficit	22	<u>(6,209)</u>	<u>(3,320)</u>
NET ASSETS	21	<u>26,712</u>	<u>31,522</u>
REPRESENTED BY:			
RESTRICTED FUNDS	21	1,284	1,299
UNRESTRICTED FUNDS	21		
Designated funds:			
Fixed assets		22,408	20,704
Bursary reserve		870	953
Building fund		<u>-</u>	<u>5,000</u>
		<u>23,278</u>	<u>26,657</u>
Pension reserve		(6,209)	(3,320)
Other unrestricted		8,359	6,886
General Funds		<u>2,150</u>	<u>3,566</u>
TOTAL FUNDS		<u>26,712</u>	<u>31,522</u>

These financial statements were approved by the Governing Body on 4 May 2021 and were signed on its behalf by:

Alison Beckett

Mrs Alison Beckett
Chair of Governing Body

The notes on pages 24 to 43 form part of these financial statements.

SEVENOAKS SCHOOL
CASH FLOW STATEMENT
FOR THE YEAR ENDED 31 JULY 2020

	Note	2020	2019
		£'000	£'000
Net cash (outflow)/inflow from operations			
Net cash (used) / provided by operating activities	(i)	(1,254)	2,152
Cash flows from investing activities			
Payment for tangible fixed assets		(4,361)	(7,781)
Proceeds on sale of tangible fixed assets		4	1
Investment income and bank interest received		252	556
Net cash used in investing activities		(4,105)	(7,224)
Cash flows from financing activities:			
Finance costs paid		(55)	(71)
Net cash used in financing activities		(55)	(71)
Change in cash and cash equivalents in the reporting period		(5,414)	(5,143)
Cash and cash equivalents at the beginning of the period		26,441	31,584
Cash and cash equivalents at the end of the reporting period	(ii)	21,027	26,441

(i) Reconciliation of net income to net cash flow from operating activities

	2020	2019
	£'000	£'000
Net outgoing funds	(2,103)	(473)
Elimination of non-operating cashflows:		
- Investment income	(235)	(266)
- Financing costs	55	71
Defined benefit pension scheme adjustments	189	32
Depreciation charge	2,657	1,808
(Profit) on sale of assets	(4)	-
Decrease/(Increase) in debtors	766	(130)
(Decrease)/Increase in creditors (excluding fees in advance scheme)	(1,709)	2,469
(Decrease) in fees in advance scheme creditors	(905)	(1,623)
Increase in parents' deposits	35	264
	849	2,625
Net cash (Outflow)/ inflow from operations	(1,254)	2,152

(ii) Analysis of changes and cash equivalents

	At 1 August 2019 £'000	Cashflows £'000	At 31 July 2020 £'000
Deposits	7,377	(870)	6,507
Cash at bank	19,064	(4,544)	14,520
	26,441	(5,414)	21,027

The notes on pages 24 to 43 form part of these financial statements.

1. ACCOUNTING POLICIES

The financial statements have been prepared in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS102), the Companies Act 2006 and the Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) - effective 1 January 2015.

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

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

The accounts present the statement of financial activities (SOFA), the balance sheet and the cash flow statement for the charity.

The School is a Public Benefit entity registered as a charity in England and Wales and a company limited by guarantee. It was incorporated on 23 September 2003 (company number: 4908949) and registered as a charity on 5 January 2004 (charity number: 1101358).

Going-Concern

Having reviewed the impact of Covid-19 on the School's operations and finances, and taking into consideration the funding facilities available to the School together with the expected ongoing demand for places and the School's future projected cash flows, the Governors have a reasonable expectation that the School has adequate resources to continue its activities for the foreseeable future and consider that there are no material uncertainties over the School's financial viability. Accordingly, they continue to adopt the going concern basis in preparing the financial statements as outlined in the Statement of Accounting and Reporting Responsibilities on page 17.

Critical accounting judgements and key sources of estimation uncertainty

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

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

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

The following accounting policies have been applied consistently in dealing with items which are considered material in relation to the School's financial statements.

1.1 Fees and similar earned income

Fees receivable and charges for services and use of the premises, less any allowances, scholarships or bursaries granted by the School against those fees, but including contributions from restricted funds, are accounted for in the period in which the service is provided.

1.2 Investment income

Investment income from dividends, bank balances and fixed interest securities is accounted for on an accruals basis.

1.3 Donations, legacies, grants and other voluntary incoming resources

Voluntary incoming resources are accounted for as and when entitlement arises, the amount can be reliably quantified and the economic benefit to the School is considered probable.

Voluntary income for the School's general purposes is accounted for as unrestricted and is credited to the General Fund. Where a donor has imposed trust law restrictions, voluntary income is credited to the relevant restricted fund and incoming endowments are accounted for as permanent trust capital or expendable trust capital, according to whether the donor intends retention is to be permanent or not. Gifts in kind are valued at estimated open market value at the date of the gift, in the case of assets for retention or consumption, or at the value to the School in the case of donated services or facilities.

1.4 Other Income

Included within Other Income are grants in respect of the Coronavirus Job Retention Scheme of £582,000 (2019: nil).

Grants received in respect of the Coronavirus Job Retention Scheme have been accounted for using the performance model.

SEVENOAKS SCHOOL
STATEMENT OF ACCOUNTING POLICIES (CONTINUED)
FOR THE YEAR ENDED 31 JULY 2020

1. ACCOUNTING POLICIES (continued)

1.5 Expenditure

Expenditure is accrued as soon as a liability is considered probable. Expenditure attributable to more than one cost category in the SOFA is apportioned to them on the basis of the estimated amount attributable to each activity during the year by reference to the use made of the underlying assets. Irrecoverable VAT is included with the item of expenditure to which it relates.

Grants awarded are expended as soon as they become legal or operational commitments. Governance costs comprise the costs of complying with constitutional and statutory requirements.

1.6 Tangible fixed assets

Expenditure on the acquisition, construction or enhancement of land and buildings, vehicles, furniture, machinery, IT equipment and systems, and other equipment costing more than £5,000 is capitalised and carried in the balance sheet at historical cost. In certain circumstances, where the cost of an asset is not ascertainable, a reasonable estimate of the cost, if material, has been used.

Other expenditure on equipment incurred in the normal day-to-day running of the School is charged to the Statement of Financial Activities as incurred.

1.7 Depreciation

Depreciation is provided to write off the cost of all relevant tangible fixed assets less estimated residual value based on current market prices, in equal annual instalments over their expected useful economic lives:

School freehold and leasehold buildings, including major extensions	50 years
Improvements to freehold and leasehold buildings	10 years
Furniture, machinery and equipment	4 years
Motor vehicles	4 years
IT equipment and systems	3 years

1.8 Investments

Listed investments are valued at their market values as at the balance sheet date. Unrealised gains and losses arising on the revaluation of investments are credited or charged to the Statement of Financial Activities and are allocated to the appropriate Fund according to the "ownership" of the underlying assets.

1.9 Sennocke Services Limited

The principal activity of the School's subsidiary company, Sennocke Services Limited, is to carry on the commercial trading business of Sevenoaks School. The activity and balance sheet is not currently at a level which is considered to be material and, therefore, the accounts of Sennocke Services Limited are not consolidated.

1.10 Fund Accounting

The charitable trust funds of the School are accounted for as unrestricted or restricted income, in accordance with the terms of trust imposed by the donors.

Unrestricted income belongs to the School's corporate reserves, spendable at the discretion of the Governors either to further the School's Objects or to benefit the School itself. Where the Governors decide to set aside any part of these funds to be used in future for some specific purpose, this is accounted for by transfer to the appropriate designated fund.

Restricted income comprises gifts, legacies and grants where there is no capital retention obligation or power but only a trust law restriction to some specific purpose intended by the donor.

1.11 Pension costs

Retirement benefits to employees of the School and its subsidiary are provided through three pension schemes, two defined benefit on a career average revalued basis (CARE) schemes, and one defined contribution scheme. The pension costs charged in the Statement of Financial Activities are determined as follows:

- (a) The Teachers' Pension Scheme – This scheme is a multi-employer pension scheme. It is not possible to identify the School's share of the underlying assets and liabilities of the Teachers' Pension Scheme on a consistent and reasonable basis and therefore, as required by FRS102, accounts for the scheme as if it were a defined contribution scheme. The scheme changed from a defined benefit scheme to a CARE scheme in April 2015. The School's contributions, which are in accordance with the recommendations of the Government Actuary, are charged in the period in which the salaries to which they relate are payable.

SEVENOAKS SCHOOL
STATEMENT OF ACCOUNTING POLICIES (CONTINUED)
FOR THE YEAR ENDED 31 JULY 2020

1. ACCOUNTING POLICIES (continued)

- (b) The School also contributes to the Local Government Pension Scheme (LGPS) for support staff at rates determined by the scheme actuary. The LGPS transitioned from a defined benefit to a CARE scheme in April 2014, and is accounted for under FRS102, with the net defined benefit liability of the scheme shown in the accounts as a designated fund entitled "Pension Reserve", which is deducted from unrestricted funds in the balance sheet. The Governors note that the calculated notional deficit or surplus calculated under FRS102 can vary greatly from year to year depending on the assumptions made at the valuation date, but with normally little or no effect on short term cashflows.
- (c) The School's Group Personal Pension Plan – This is a defined contribution group personal pension plan for support staff with Aegon. Employers' pension costs are charged in the period in which the salaries to which they relate are payable. Since 1 April 2010 new support staff are only permitted to join the defined contribution Group Pension Plan, including those joining the scheme under auto-enrolment.

1.12 Operating leases

Rentals under operating leases are charged on a straight-line basis over the lease term, even if the payments are not made on such a basis. Benefits received and receivable as an incentive to sign an operating lease are similarly spread on a straight-line basis over the lease term.

1.13 Financial Instruments

Financial instruments are initially recognised at transaction value and subsequently measured at amortised cost with the exception of investments which are held at fair value. Financial assets held at amortised cost comprise cash at bank and in hand, together with trade and other debtors. A specific provision is made for debts for which recoverability is in doubt. Cash at bank and in hand is defined as all cash held in instant access and term deposit bank accounts. Financial liabilities held at amortised cost comprise all creditors except social security and other taxes and provisions.

2. CHARITABLE ACTIVITIES – FEES RECEIVABLE

	2020 £'000	2019 £'000
Fees receivable consist of:		
School fees	30,880	30,780
Less: scholarships, bursaries and other awards	<u>(2,532)</u>	<u>(2,348)</u>
	28,348	28,432
Add back: bursaries and other awards paid for by restricted funds	<u>475</u>	<u>381</u>
	<u>28,823</u>	<u>28,813</u>

Scholarships, bursaries and other awards were paid to 290 pupils (2019: 277). Within this means-tested bursaries totaling £1,499,000 were paid to 77 pupils (2019: £1,282,000 to 62 pupils).

3. CHARITABLE ACTIVITIES – OTHER INCOME

	2020 £'000	2019 £'000
Extras	1,631	2,444
Registration fees	288	282
Fees in lieu of notice and forfeit deposits	51	46
Shop and other trading income	33	54
Transport from Sevenoaks Station	<u>30</u>	<u>38</u>
	<u>2,033</u>	<u>2,864</u>

SEVENOAKS SCHOOL
NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 31 JULY 2020

4. OTHER TRADING ACTIVITIES

Income and costs incurred in providing educational courses and provision of staff accommodation.

5. INVESTMENT INCOME

	Unrestricted	Restricted	Total	<i>Total</i>
	£'000	£'000	2020	<i>2019</i>
			£'000	<i>£'000</i>
Securities investment income				
Equities	-	40	40	<i>30</i>
	<u>-</u>	<u>40</u>	<u>40</u>	<u><i>30</i></u>

6. BANK AND OTHER INTEREST

	Unrestricted	Total	<i>Total</i>
	£'000	2020	<i>2019</i>
		£'000	<i>£'000</i>
Bank interest	195	195	<i>236</i>
	<u>195</u>	<u>195</u>	<u><i>236</i></u>

7. GRANTS AND DONATIONS RECEIVABLE

	Unrestricted	Restricted	Total	<i>Total</i>
	£'000	£'000	2020	<i>2019</i>
			£'000	<i>£'000</i>
Grants to the School for bursaries from:				
– Sevenoaks School Foundation	-	469	469	<i>371</i>
Gift-aided donation - Sennocke Services Ltd	6	-	6	<i>9</i>
Grants to the School for non-bursaries from:				
– Sevenoaks School Foundation	-	104	104	<i>215</i>
Sundry grants and donations	2	-	2	<i>3</i>
Science Week	-	3	3	<i>-</i>
	<u>8</u>	<u>576</u>	<u>584</u>	<u><i>598</i></u>

SEVENOAKS SCHOOL
NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 31 JULY 2020

8. ANALYSIS OF EXPENDITURE

(a) Total expenditure

	Note	Staff costs (note 10) £'000	Depreciation (note 11) £'000	Other £'000	Total 2020 £'000	<i>Total 2019 £'000</i>
Cost of generating funds						
Charitable trading expenses		154	148	540	842	1,043
Financing costs	9	-	-	55	55	71
Total costs of generating funds		154	148	595	897	1,114
Charitable expenditure						
Education and grant making						
Teaching		13,500	390	1,869	15,759	15,705
Welfare		1,632	32	1,714	3,378	3,724
Premises repair and maintenance		1,162	1,882	6,395	9,439	8,189
Support costs and governance		3,256	205	1,612	5,073	4,910
Grants, awards and prizes (note 8(b))		-	-	481	481	397
Total charitable expenditure		19,550	2,509	12,071	34,130	32,925
Total expended		19,704	2,657	12,666	35,027	34,039

Comparative total expenditure

	Staff costs (note 10) £'000	Depreciation (note 11) £'000	Other £'000	<i>Total 2019 £'000</i>	<i>Total 2018 £'000</i>
<i>Cost of generating funds</i>					
Charitable trading expenses	291	148	604	1,043	899
Financing costs	-	-	71	71	85
Total costs of generating funds	291	148	675	1,114	984
<i>Charitable expenditure</i>					
<i>Education and grant making</i>					
Teaching	12,549	324	2,832	15,705	14,374
Welfare	1,609	23	2,092	3,724	3,576
Premises repair and maintenance	1,060	1,112	6,017	8,189	6,330
Support costs and governance	2,904	201	1,805	4,910	4,661
Grants, awards and prizes (note 8(b))	-	-	397	397	407
Total charitable expenditure	18,122	1,660	13,143	32,925	29,348
Total expended	18,413	1,808	13,818	34,039	30,332

SEVENOAKS SCHOOL
NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 31 JULY 2020

(b) Grants, awards and prizes

	2020 £'000	2019 £'000
From Restricted Funds:		
Bursaries and other grants and awards	475	381
Prizes and leaving awards	-	10
From Unrestricted Funds:		
Prizes and leaving awards	6	6
	481	397

(c) Governance included in support costs

	2020 £'000	2019 £'000
Remuneration paid to auditor for audit services	23	23
Reimbursement of personal expenses to Governors – travel costs	3	7
Other governance costs	20	32
	46	62

Travel expenses totaling £3,000 (2019: £7,000) were claimed by 2 members (2019: 3) of the Governing Body.

In addition to the above audit remuneration the auditor received fees for taxation compliance services totaling £4,000 (2019: £1,000).

9. FINANCE AND OTHER COSTS

	2020 £'000	2019 £'000
Fees in advance debt-financing cost	55	71
	55	71

10. STAFF COSTS

The aggregate payroll costs for the year were as follows:

	2020 £'000	2019 £'000
Wages and salaries	15,508	15,285
Social security costs	1,583	1,561
Other pension costs	2,606	1,780
	19,697	18,626

None of the Governors received any remuneration or other benefits from Sevenoaks School or from any connected body.

SEVENOAKS SCHOOL
NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 31 JULY 2020

Aggregate employee-benefits of key management personnel	1,811	2,019
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	2020	2019
Number of higher paid employees in bands of:		
£60,000 to £70,000	44	43
£70,000 to £80,000	20	8
£80,000 to £90,000	4	5
£90,000 to £100,000	3	2
£120,000 to £130,000	-	1
£130,000 to £140,000	1	-
£140,000 to £150,000	-	1
£180,000 to £190,000	1	-
£230,000 to £240,000	-	1

The number with retirement benefits accruing

- in Defined Contribution schemes was	7	8
of which the contributions amounted to	£56,938	£50,126
- in Defined Benefit schemes was	66	53

The average number of the School's employees during the year was 506 (2019:492).

	2020	2019
Teaching	171	166
Teaching support	33	30
Welfare	60	57
Premises	29	31
Support	83	85
Other activities	130	123
	506	492

SEVENOAKS SCHOOL
NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 31 JULY 2020

11. TANGIBLE FIXED ASSETS

	Property & Improvements	Vehicles & Equipment	Total
	£'000	£'000	£'000
Cost			
1 August 2019	25,436	6,012	31,448
Additions	3,980	381	4,361
Disposals	-	(23)	(23)
As at 31 July 2020	29,416	6,370	35,786
Depreciation			
As at 1 August 2019	6,468	4,276	10,744
Charge for period	1,850	807	2,657
Disposals	-	(23)	(23)
As at 31 July 2020	8,318	5,060	13,378
Net book value			
At 31 July 2020	21,098	1,310	22,408
<i>At 31 July 2019</i>	<i>18,968</i>	<i>1,736</i>	<i>20,704</i>

12. SECURITIES INVESTMENTS

	2020 £'000	2019 £'000
Investments		
At 1 August 2019	899	837
(Decrease)/Increase in value of investments	(24)	62
At 31 July 2020	875	899

Investments comprise:

Alternative assets

Pooled charity investment funds	875	899
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Holdings at the year-end comprising more than 5% of the total are: **£'000**

COIF income shares	774
M & G Charifund	<u>101</u>

SEVENOAKS SCHOOL
NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 31 JULY 2020

13. DEBTORS	2020	2019
	£'000	£'000
Fees and extras	252	710
Trade	115	326
Staff loans	8	16
Other debtors	40	37
Other prepayments and accrued income	681	791
Amounts due from subsidiary companies	27	9
	<u>1,123</u>	<u>1,889</u>

All debtors are due within one year, except for £5,000 (2019: £7,000) of staff loans, which are due after more than one year.

14. CREDITORS: amounts falling due within one year

	2020	2019
	£'000	£'000
Deposits from parents	2,085	2,049
Fees received from parents in advance of term	3,055	3,082
Trade creditors	541	1,224
Taxation and social security	415	442
Payroll costs	1,202	1,194
Fees in Advance Scheme	2,116	2,303
Accruals and deferred income	592	1,573
Loan from the Johnson Trust	200	-
	<u>10,206</u>	<u>11,867</u>

15. CREDITORS: amounts falling due after more than one year

	2020	2019
	£'000	£'000
Fees in Advance Scheme	2,306	3,024
Loan from the Johnson Trust	-	200
	<u>2,306</u>	<u>3,224</u>

16. FEES IN ADVANCE SCHEME

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

	2020	2019
	£'000	£'000
After five years	31	59
Within two to five years	881	1,397
Within one to two years	1,394	1,568
	<u>2,306</u>	<u>3,024</u>
Within one year	2,116	2,303
	<u>4,422</u>	<u>5,327</u>

SEVENOAKS SCHOOL
NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 31 JULY 2020

16. FEES IN ADVANCE SCHEME (continued)

Summary of movements in liability	£'000
Balance at 1 August 2019	5,327
New contracts	1,579
Amounts used to pay fees	(2,539)
Amounts accrued to contract as debt financing cost	55
	<u>55</u>
Balance at 31 July 2020	<u>4,422</u>

17. FINANCIAL INSTRUMENTS

	2020 £'000	2019 £'000
Financial assets measured at fair value.	875	899

Financial assets held at fair value include assets held as investments.

18. LEASES

	2020 £'000	2019 £'000
Leasehold property leases which expire:		
Payable within one year	3,987	3,423
Payable in the second to fifth year inclusive	14,558	12,517
Payable after five years	26,823	26,137
	<u>45,367</u>	<u>42,077</u>
Other leases which expire:		
Payable within one year	51	31
Payable in the second to fifth year inclusive	130	83
Payable after five years	-	-
	<u>181</u>	<u>114</u>
Freehold property leases which expire:		
Receivable within one year	22	22
Receivable in the second to fifth year inclusive	-	-
Receivable after five years	-	-
	<u>22</u>	<u>22</u>

SEVENOAKS SCHOOL
NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 31 JULY 2020

19. MAJOR FUNDS OF THE SCHOOL

a. RESTRICTED FUNDS

i. Bursary fund	- grants from Sevenoaks School Foundation for means-tested bursaries for pupils.
ii. SFU scholarship	- a gift from Sevenoaks Farmers Union to provide fee assistance to pupils whose parents hold membership of the SFU.
iii. Ligner scholarship	- a bequest from G A Ligner to provide a closed scholarship to former pupils who are attending university, with priority being given to those attending Gonville & Caius or other colleges of Cambridge University.
iv. Plender scholarship	- a bequest from Lord Plender to provide a closed scholarship to former pupils who are attending university.
v. Johnson scholarship	- a bequest from CP Johnson to provide a closed scholarship to former pupils who are attending St John's College, Oxford.
vi. Downton scholarship	- a bequest from Hilda Downton to provide a music scholarship at Sevenoaks School in the name of her brother, John Downton.
vii. Garrod scholarship	- a gift for scholarships at Sevenoaks School.
viii. Forder bursary	- to provide means-tested bursaries for extras.
ix. General scholarship	- numerous gifts to provide means-tested financial support.
x. Taylor prizes	- a gift from Kim Taylor to provide prizes for IB extended essays
xi. Shooting fund	- a gift to provide financial support to the Sevenoaks School shooting club for prizes and competition expenses.
xii. Consolidated prizes fund	- numerous individual gifts to establish prizes for pupils
xiii. Kirkwood fund	- a gift to provide funds for a high quality speaker to visit the school
xiv. Consolidated travel funds	various gifts and legacies to provide financial assistance to pupils and recent former pupils for educational international travel
xv. Chiesman settlement	- a will settlement from the estate of C. S. Chiesman for the benefit of Sevenoaks School. The income from the settlement is transferred annually to unrestricted funds.
xvi. Friends of Sevenoaks	- a fund to hold grants from the Friends of Sevenoaks (an independent charity for the support of Sevenoaks School) for the purchase of specific items of equipment.

b. UNRESTRICTED AND DESIGNATED FUNDS

Unrestricted funds represent accumulated income from the School's activities and other sources that are available for the general purposes of the School. Designated funds represent unrestricted funds that have been set aside for specific purposes by decision of the Governing Body.

o General reserve	- the general unrestricted funds of the school.
o Pension reserve	- a designated fund to cover the deficit on the defined benefit pension scheme (note 23).
o Fixed assets reserve	- a designated fund to cover the cost of the school's fixed assets.
o Building reserve	- a designated fund to assist with the capital costs of improving the school's facilities. It is anticipated that this fund will be spent within the next two years.
o Bursary reserve	- a designated fund to provide means-tested bursaries for pupils who would otherwise be unable to benefit from an education at Sevenoaks School. It is anticipated that this fund will be spent within the next five years.

SEVENOAKS SCHOOL
NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 31 JULY 2020

20. ANALYSIS OF NET ASSETS BETWEEN FUNDS

At 31 July 2020

	Restricted £'000	Unrestricted £'000	Total £'000
Tangible fixed assets	-	22,408	22,408
Securities investments	875	-	875
Net current assets	409	11,535	11,944
Long term liabilities	-	(8,515)	(8,515)
	<u>1,284</u>	<u>25,428</u>	<u>26,712</u>

At 31 July 2019

	<i>Restricted £'000</i>	<i>Unrestricted £'000</i>	<i>Total £'000</i>
<i>Tangible fixed assets</i>	-	20,704	20,704
<i>Securities investments</i>	899	-	899
<i>Net current assets</i>	400	16,063	16,463
<i>Long term liabilities</i>	-	(6,544)	(6,544)
	<u>1,299</u>	<u>30,223</u>	<u>31,522</u>

SEVENOAKS SCHOOL
NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 31 JULY 2020

21. SUMMARY OF MOVEMENTS ON MAJOR FUNDS

	At 1 Aug 2019 £'000	Incoming Resources £'000	Resources Expended £'000	Other Transfers £'000	Gains/ (Losses) £'000	At 31 July 2020 £'000
Unrestricted funds						
General reserve	6,886	26,574	(30,232)	5,131	-	8,359
Pension reserve	(3,320)	-	(206)	-	(2,683)	(6,209)
Fixed assets reserve	20,704	4,339	(2,635)	-	-	22,408
Building fund	5,000	-	-	(5,000)	-	-
Bursary reserve	953	1,395	(1,478)	-	-	870
Total Unrestricted	30,223	32,308	(34,551)	131	(2,683)	25,428
Restricted funds						
Bursary fund	-	469	(469)	-	-	-
SFU scholarship	59	2	(4)	-	1	58
Ligner scholarship	185	6	-	-	1	192
Plender scholarship	117	4	-	-	-	121
Johnson scholarship	201	6	-	-	1	208
Downton scholarship	77	-	-	-	-	77
Garrod scholarship	63	2	(1)	-	-	64
Forder bursary	61	4	(2)	-	(13)	50
General scholarship	23	2	-	-	(5)	20
Taylor prizes	30	1	-	-	(4)	27
Shooting fund	104	1	-	-	(6)	99
Consolidated prizes fund	96	3	-	-	-	99
Kirkwood fund	17	1	-	-	-	18
Consolidated travel funds	76	3	-	-	1	80
Friends of Sevenoaks	19	-	-	(1)	-	18
IDEA/IDEA Beta	1	-	-	-	-	1
Science Week	2	-	-	-	-	2
Outreach	-	4	-	-	-	4
ITL	-	93	-	(93)	-	-
Kent Academies Network	-	11	-	(11)	-	-
Science Equipment fund	61	-	-	(22)	-	39
Chiesman Trust	107	4	-	(4)	-	107
Total Restricted	1,299	616	(476)	(131)	(24)	1,284
Total Funds	31,522	32,924	(35,027)	-	(2,707)	26,712

£875,000 of restricted funds are held in securities (2019: £899,000), and the remaining £409,000 (2019: £400,000) is held in cash and deposits.

The £131,000 transferred from restricted funds to unrestricted funds is in respect of depreciation on capital equipment purchased using specific restricted funds and specific grants for the Institute of Teaching & Learning and the Kent Academies Network.

SEVENOAKS SCHOOL
NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 31 JULY 2020

Comparative Summary of Movements on Major Funds

	<i>At 1 Aug 2018 £'000</i>	<i>Incoming Resources £'000</i>	<i>Resources Expended £'000</i>	<i>Other Transfers £'000</i>	<i>Gains/ (Losses) £'000</i>	<i>At 31 July 2019 £'000</i>
<i>Unrestricted funds</i>						
<i>General reserve</i>	9,117	23,873	(30,264)	4,160	-	6,886
<i>Pension reserve</i>	(2,167)	-	(322)	-	(831)	(3,320)
<i>Fixed assets reserve</i>	14,731	7,780	(1,807)	-	-	20,704
<i>Building fund</i>	9,000	-	-	(4,000)	-	5,000
<i>Bursary reserve</i>	913	1,294	(1,254)	-	-	953
<i>Total Unrestricted</i>	31,594	32,947	(33,647)	160	(831)	30,223
<i>Restricted funds</i>						
<i>Bursary fund</i>	-	371	(371)	-	-	-
<i>SFU scholarship</i>	57	2	(4)	-	4	59
<i>Ligner scholarship</i>	168	5	-	-	12	185
<i>Plender scholarship</i>	106	3	-	-	8	117
<i>Johnson scholarship</i>	183	5	-	-	13	201
<i>Downton scholarship</i>	77	-	-	-	-	77
<i>Garrod scholarship</i>	57	2	(1)	-	5	63
<i>Forder bursary</i>	64	3	(6)	2	(2)	61
<i>General scholarship</i>	24	1	-	(2)	-	23
<i>Taylor prizes</i>	29	1	-	-	-	30
<i>Shooting fund</i>	103	1	-	-	-	104
<i>Consolidated prizes fund</i>	88	2	-	-	6	96
<i>Kirkwood fund</i>	15	1	-	-	1	17
<i>Consolidated travel funds</i>	69	2	(1)	-	6	76
<i>Friends of Sevenoaks</i>	20	-	-	(1)	-	19
<i>IDEA/IDEA Beta</i>	1	-	-	-	-	1
<i>Mobile chamber organ</i>	2	-	-	(2)	-	-
<i>Science Week</i>	2	-	-	-	-	2
<i>Outreach</i>	7	2	(9)	-	-	-
<i>ITL</i>	-	79	-	(79)	-	-
<i>Kent Academies Network</i>	-	71	-	(71)	-	-
<i>Science Equipment fund</i>	-	65	-	(4)	-	61
<i>Chiesman Trust</i>	98	3	-	(3)	9	107
<i>Total Restricted</i>	1,170	619	(392)	(160)	62	1,299
<i>Total Funds</i>	32,764	33,566	(34,039)	-	(769)	31,522

SEVENOAKS SCHOOL
NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 31 JULY 2020

22. PENSION SCHEMES

Retirement benefits to employees of the School are provided through two defined benefit schemes and one defined contribution scheme, which are funded by the School's and employees' contributions.

Defined benefit schemes

Teachers' Pension Scheme

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 £2,115,000 (2019: £1,363,000) and at the year-end £175,000 (2019: £115,000) 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 2014. Members contribute on a "pay as you go" basis with contributions from members and the employer being credited to the Exchequer. Retirement and other pension benefits are paid by public funds provided by Parliament.

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

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

On 27 June 2019 the Supreme Court denied the government permission to appeal the Court of Appeal's judgment that transitional provisions introduced to the reformed pension schemes in 2015 gave rise to unlawful age discrimination. The government is respecting the Court's decision and has said it will engage fully with the Employment Tribunal as well as employer and member representatives to agree how the discriminations will be remedied.

The 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.

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

Until a remedy to the discrimination conclusion has been determined by the Employment Tribunal 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.

Local Government Pension Scheme

Sevenoaks School is an "admitted body" to the Kent County Council (KCC) Pension Fund (LGPS). The scheme was closed to new members with effect from 1 April 2010, though it remains open to existing members.

Contributions are made to the scheme in accordance with the recommendations of the scheme's actuary and are charged to the Statement of Financial Activities. The current service contribution rate during the year was set in bands, linked to the level of full-time equivalent full-time salary received, ranging from 5.5% to 12.5% payable by employees and a further 39.3% payable by the School. At 31 August 2020, £9,000 was accrued in respect of pension contributions to this scheme (2019: £6,000).

SEVENOAKS SCHOOL
NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 31 JULY 2020

22. PENSION SCHEMES (CONTINUED)

a. The amounts recognised in the balance sheet are as follows

	2020	2019
	£'000	£'000
Present value of funded obligations	(23,744)	(20,500)
Fair value of scheme assets	<u>17,535</u>	<u>17,180</u>
Net liability	<u>(6,209)</u>	<u>(3,320)</u>

b. Changes in the present value of the defined benefit obligation

	2020	2019
	£'000	£'000
Opening defined benefit obligation	20,500	18,780
Current service cost	511	496
Interest cost	416	491
Change in financial assumptions	2,180	2,146
Change in demographic assumptions	(272)	(1,025)
Experience loss on defined benefit obligation	778	-
Estimated benefits paid net of transfers in	(464)	(602)
Past service costs, including curtailments	-	112
Contributions by scheme participants and other employers	<u>95</u>	<u>102</u>
Closing defined benefit obligation	<u>23,744</u>	<u>20,500</u>

c. Changes in the fair value of the scheme assets

	2020	2019
	£'000	£'000
Opening fair value of scheme assets	17,180	16,613
Interest on assets	352	437
Return on assets less interest	90	352
Other actuarial gains	(14)	-
Administration expenses	(9)	(8)
Contributions by employer, including unfunded	305	286
Contributions by scheme participants and other employers	95	102
Benefits paid plus unfunded net of transfers in	<u>(464)</u>	<u>(602)</u>
Closing fair value of scheme assets	<u>17,535</u>	<u>17,180</u>

SEVENOAKS SCHOOL
NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 31 JULY 2020

d. The amounts included within the Statement of Financial Activities

	2020 £'000	2019 £'000
Service cost	511	608
Net interest on the defined liability	64	54
Administration expenses	9	8
Total amount charged within net incoming resources	584	670
Net actuarial losses / recognised in the year	2,683	831

The School expects to contribute £477,000 in 2020/21.

e. Reconciliation of movements in Present Value of Plan Liabilities and Assets

	2020 £'000	2019 £'000
Net liability at beginning of year	3,320	2,167
Movements in the year:		
Employer's current service cost	511	496
Employers past service cost, including curtailments	-	112
Employer's contribution	(305)	(286)
Expected net interest on plan assets	(64)	(54)
Actual net interest less expected net interest on plan assets	47	(236)
Changes in assumptions underlying the plan liabilities	2,700	1,121
Net liability at end of the year	6,209	3,320

f. The major categories of scheme assets as a percentage of total assets

	2020	2019
Equities	64%	68%
Gilts	1%	1%
Other bonds	13%	9%
Property	11%	12%
Cash	3%	3%
Absolute return fund	8%	7%
Total	100%	100%

The actual return on scheme assets is estimated to be 3%.

SEVENOAKS SCHOOL
NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 31 JULY 2020

g. Principal actuarial assumptions at the balance sheet date

	2020	2019
Financial assumptions		
Discount rate	1.30%	2.05%
Rate of increase in salaries	3.25%	3.90%
Rate of increase in payment of pensions	2.25%	2.40%
Inflation assumption (CPI)	<u>2.25%</u>	<u>2.40%</u>
Assumed life expectancy in years at age 65:		
Non pensioners		
Females	25.2	25.8
Males	23.2	23.7
Pensioners		
Females	23.8	24.0
Males	<u>21.8</u>	<u>22.0</u>

h. History of experience gains and losses

	2020	2019	2018	2017	2016	2015
	£'000	£'000	£'000	£'000	£'000	£'000
Defined benefit obligation	(23,744)	(20,500)	(18,780)	(19,066)	(18,165)	(15,197)
Plan assets		<u>17,180</u>	<u>16,613</u>	<u>15,422</u>	<u>13,159</u>	<u>12,273</u>
	<u>17,535</u>					
Deficit	(6,209)	(3,320)	(2,167)	(3,644)	(5,006)	2,924
Experience adjustments on plan liabilities	(778)	-	-	365	-	-
Experience adjustments on scheme assets	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>237</u>	<u>319</u>

Defined contribution scheme

The Sevenoaks School Group Personal Pension Plan (GPP) started in April 2010. This is a money purchase group personal pension scheme managed by Aegon. Members of the contractually enrolled scheme pay a minimum of 4% of their pensionable salary with no maximum limit. The School matches each member's contribution, up to a limit of 6%. Members of the GPP scheme receive a death-in-service benefit of 3 times salary.

There is a sub-section of the GPP scheme for auto-enrolment. Members of the auto-enrolled scheme currently pay 5% of their pensionable salary.

Members may contract to exchange salary for higher pension contribution. Employers' contributions are charged in the Statement of Financial Activities in the period in which the salaries to which they relate are due. Employers' contributions in the year amounted to £172,000 (2019: £146,000). At 31 July 2020 there were £16,000 accrued pension contributions for this scheme (2019: £14,000).

SEVENOAKS SCHOOL
NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 31 JULY 2020

23. SUBSIDIARIES

The School owns all the issued share capital of a trading company Sennocke Services Limited, company number 1980362 incorporated in England, which carries out the commercial trading services of Sevenoaks School. The School receives any surpluses earned by the company as a gift-aided donation. The financial statements of the company for the year to 31 July 2020, which are not consolidated with the School financial statements, showed the following position:

	2020 £	2019 £
PROFIT AND LOSS ACCOUNT		
Turnover	425,041	678,778
Operating costs	<u>(418,839)</u>	<u>(669,939)</u>
Profit from continuing activities	6,202	8,839
Deposit interest received	-	-
	<u>6,202</u>	<u>8,839</u>
Gift aided donation – (Gross)	<u>(6,202)</u>	<u>(8,839)</u>
Profit after payment of covenant	-	-
Balance brought forward	<u>15,000</u>	<u>15,000</u>
Balance carried forward	<u>15,000</u>	<u>15,000</u>
	2020 £	2019 £
BALANCE SHEET		
Tangible fixed assets	-	-
CURRENT ASSETS		
Debtors	26,551	72,913
Cash at bank and in hand	<u>15,050</u>	<u>19,280</u>
	41,601	92,193
CREDITORS: amounts falling due within one year	<u>(26,599)</u>	<u>(77,191)</u>
Net current assets	<u>15,002</u>	<u>15,002</u>
TOTAL NET ASSETS	<u>15,002</u>	<u>15,002</u>
CAPITAL AND RESERVES		
Called up share capital	2	2
Profit and loss account (below)	<u>15,000</u>	<u>15,000</u>
	<u>15,002</u>	<u>15,002</u>

No management charges were paid by Sennocke Services Limited to the School during the year (2019: Nil). At 31 July 2020 there were no amounts (2019:£9,348) owed to the School.

24. RELATED PARTY TRANSACTIONS

Sevenoaks School is the educational sponsor of Knole Academy. The Senior Deputy Head of Sevenoaks School is also the Chairman of Knole Academy. There have been many joint initiatives involving staff and students from the School and Knole Academy during the year to share knowledge and experience in a number of areas.

There was no charge for these activities or services and there were no amounts owed to the School at 31 July 2020 (2019: Nil).

SEVENOAKS SCHOOL
NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 31 JULY 2020

25. STATEMENT OF FINANCIAL ACTIVITIES – COMPARATIVE FIGURES BY FUND-TYPE

	Unrestricted Funds £'000	Restricted Funds £'000	Total Funds £'000
Income from:			
Charitable activities			
School fees receivable	28,813	-	28,813
Ancillary trading income	2,864	-	2,864
Other trading activities			
Charitable trading income	1,025	-	1,025
Investments			
Investment income	-	30	30
Bank and other interest	236	-	236
Voluntary sources			
Grants and donations	9	589	598
Total incoming resources	32,947	619	33,566
Expenditure on:			
Raising funds			
Charitable trading costs	(1,043)	-	(1,043)
Financing costs	(71)	-	(71)
Total deductible costs	(1,114)	-	(1,114)
Charitable activities			
Education and grant making	(32,533)	(392)	(32,925)
Total expenditure	(33,647)	(392)	(34,039)
Net incoming funds from operations before transfers and investment gains	(700)	227	(473)
Gains on investments	-	62	62
Transfers between funds	160	(160)	-
Net income and capital gains	(540)	129	(411)
Pension scheme actuarial gains	(831)	-	(831)
Net movement in funds for the year	(1,371)	129	(1,242)
Fund balances brought forward at 1 Aug 2018	31,594	1,170	32,764
Fund balances brought forward at 31 July 2019	30,223	1,299	31,522