

THE QUEST SCHOOL

England & Wales · Charity number 1106112

Details

Other names	THE QUEST SCHOOL FOR AUTISTIC CHILDREN
Status	Registered
Legal form	Charitable company
Company number	04669567
Registered	2004-09-30
Register	View on the Charity Commission register

Contact

Address	Quest School The Hop Farm Maidstone Road Paddock Wood Tonbridge Kent
Phone	01732522700
Email	office@questschool.co.uk
Website	questschool.co.uk

Activities

Objects: TO ADVANCE THE EDUCATION OF AUTISTIC CHILDREN IN PARTICULAR BY DEVELOPING, MAINTAINING, CARRYING ON AND MANAGING A SCHOOL.

Activities: At the Quest School we aim to create a positive, caring environment, where students self esteem is high and they are happy, stimulated and motivated to learn in an ABA setting. Our objective is to maximise the opportunity for all of our students with autism to access and integrate into mainstream community life and to feel fulfilled and content.

Classification

- **How:** Provides Services
- **What:** Education/training, Disability
- **Who:** Children/young People, People With Disabilities

Geography

- **Area of benefit:** OFFHAM, TONBRIDGE & MALLING, KENT.
- Kent
- Medway
- Throughout London

Finances

Period end	Income	Expenditure	Assets	Employees
2025-07-31	£1,616,435	£1,365,793	£1,689,836	38
2024-07-31	£1,474,121	£1,267,951	£1,439,194	39
2023-07-31	£1,285,755	£1,172,830	£1,233,024	38
2022-07-31	£1,316,188	£1,152,133	£1,120,099	39
2021-07-31	£1,191,864	£1,086,632	£956,044	38

Trustees

Name	Role	Appointed
Ian Martin	Chair	
Allan Yip		2024-08-01
DEBORAH BRUCE		
David Baker		2024-08-01
MR PHIL BARNETT CERT ED		
PETER MEPSTED		
Wilson Katie		2025-07-01

THE QUEST SCHOOL

England & Wales - Charity number 1106112

Accounts

Registered number: 04669567
Charity number: 1106112

The Quest School
(A company limited by guarantee)

Trustees' report and financial statements

For the year ended 31 July 2025

The Quest School
(A company limited by guarantee)

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The Quest School
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Reference and administrative details of the Charity, its Trustees and advisers
For the year ended 31 July 2025

Trustees	I S J Martin, Chair L M Edmans, CBE (resigned 22 October 2024) D J Bruce P Whiteley (resigned 22 October 2024) K Wilson (appointed 1 July 2025) P C Mepsted P Barnett S Conway (resigned 15 May 2025) D Baker (appointed 1 August 2024) A Yip (appointed 1 August 2024)
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Company registered number	04669567
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Charity registered number	1106112
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Registered office	Maritime Place Quayside Chatham Maritime Chatham Kent ME4 4QZ
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Company secretary	A Carter-Mepsted
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Independent auditors	Kreston Reeves Audit LLP Statutory Auditor Maritime Place Quayside Chatham Maritime Chatham Kent ME4 4QZ
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Bankers	HSBC Bank plc 1-5 Week Street Maidstone Kent ME14 1QW
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The Quest School
(A company limited by guarantee)

Trustees' report
For the year ended 31 July 2025

The Trustees present their annual report together with the audited financial statements of The Quest School for the 1 August 2024 to 31 July 2025. The Annual report serves the purposes of both a Trustees' report and a directors' report under company law. The Trustees confirm that the Annual report and financial statements of the charitable company comply with the current statutory requirements, the requirements of the charitable company's governing document and the provisions of the Statement of Recommended Practice (SORP) applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS102) (effective 1 January 2019).

Since the Charity qualifies as small under section 382 of the Companies Act 2006, the Strategic report required of medium and large companies under the Companies Act 2006 (Strategic Report and Directors' Report) Regulations 2013 has been omitted.

Objectives and activities

a. Policies and objectives

The objectives are to advance the education of children with autism in particular by developing, maintaining, carrying on and managing a school. The Quest School is a registered charity, started by parents in 2003, to offer specialist education for children with autism, ranging in age from 5 to 19. Pupils at Quest are placed and funded by local authorities. The majority of pupils at the school are severely impacted by their autism. As a result, local authorities often experience difficulty in finding appropriate placements, and therefore require, for these pupils, the degree of autism specialism that is provided at Quest.

In setting objectives and planning for activities, the Trustees have given due consideration to general guidance published by the Charity Commission relating to public benefit, including the guidance 'Public benefit: running a charity (PB2)'

b. Main activities undertaken to further the Charity's purposes for the public benefit

In keeping with the aims of the charity, The Quest School successfully meets the needs of pupils who are severely impacted by autism, and for whom, as a result, local authorities experience difficulty in finding appropriate school placements.

There is significant public benefit arising from ensuring such pupils remain in a beneficial educational placement. The degree of autism specialism that is provided by Quest, and the outstanding progress made by its pupils, ensures that pupils, on leaving Quest, have a greater level of independence and appropriate functional skills for their adult lives.

Furthermore, by providing appropriate local education, it avoids the need for local authorities to place pupils with complex needs in expensive residential placements, which may be located geographically distant from families. Hence a placement at Quest often means that families are kept together.

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Trustees' report (continued)
For the year ended 31 July 2025

Achievements and performance

a. Main achievements of the Charity

The Quest School started in 2003 with 3 pupils and has grown steadily since then. At the end of July 2025, the school had a total of 26 pupils and a staff of 33 (including some part-time staff).

The school provides a specialist learning environment, designed around the specific needs of pupils with autism, and uses a structured teaching approach built on the principles of behaviour science.

The school has a proven track record of achieving excellent outcomes for its pupils, most of whom face very significant challenges due to the severity of their autism and learning disabilities.

The school has robust processes for measuring pupil progress, including referencing against national standards for academic progress for pupils with Special Educational needs. The data shows that pupils at Quest consistently make excellent progress.

The school places great importance on developing functional skills for pupils, in order to promote independence and improve their quality of life. Pupils' individual learning programmes include development of skills in the following areas:

- Academic learning;
- Language & Communication;
- Social and Community Functional skills;
- Independence skills

b. Key performance indicators

Ofsted Inspection September 2025

The most recent full Ofsted inspection in September 2025 judged the school to be Outstanding in every category, validating the accuracy and robustness of whole school self-evaluation processes, and whole school philosophy and endeavour of excellence and continuous improvement.

We were extremely proud of achieving this Outstanding rating from Ofsted; this was the fourth consecutive inspection in which we achieved the highest rating and means we have been graded as Outstanding since 2012.

History of Ofsted inspection ratings:

- September 2025: Outstanding in all categories
- November 2022: Outstanding in all categories
- March 2018: Outstanding in all categories
- June 2012 Outstanding in all categories

Quotes from the most recent Ofsted inspection report:

"Pupils truly thrive at this school. They feel very happy and safe. This is because staff make every effort to know each pupil and their needs individually."

"Leaders have a strong, palpable vision for all pupils to learn the knowledge and skills that they need to function effectively as adults who make a positive contribution to society."

"Enabling pupils to communicate effectively and to self-regulate their emotions sits at the school's core."

"Supporting pupils' personal development is a particular strength. Through the life skills curriculum, pupils learn the knowledge that they need to live independently."

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Trustees' report (continued)
For the year ended 31 July 2025

Achievements and performance (continued)

Whilst graded Outstanding Quest still invests in further improvements. We reviewed the school's reporting systems to improve parental engagement, support pupil progress through individualised review points and ensure better efficiency of workload for staff. The changes we made enabled documents to be collated and therefore quicker to produce and allowed for more flexible parent meetings to occur at timely points in relation to the pupils' annual reviews. Parents provided positive feedback regarding the changes that had been made. During the year, we also implemented supervision for the UKBAcert and Masters qualifications. This involved contextualising the new competency framework to align with how Quest operates and successfully implementing a more structured approach of delivery using both Supervisors and external UKBAcert consultants.

Key Performance Indicators (KPI's)

The school monitors Key Performance Indicators at Senior Leadership Team meetings, and at Boards of Management and Trustees. The whole school KPI's per month, reported to regular Board of Management and Trustee meetings include:

- Safeguarding: Record of concerns raised and referrals to external agencies; Low Level concerns relating to staff members,
- Pupil Progress Summaries: tracks progress across all learning programmes (number of targets achieved) and behaviour interventions (number of behavioural incidents) for each individual pupil. This is monitored weekly at Senior Leadership meetings, and reported on at regular Board of Management & Trustee meetings.
- Pupil: Numbers on roll, Attendance, Exclusions, Pupils 'causing concern', new pupil pipeline, overall number of challenging behaviour incidents, online safety incidents;
- Staff: Numbers, Attendance, No. of probationers, No. of staff appraisals and 1:1 meetings;
- Finances: Cash balances, expenditure/income against budget, Grants & fundraising;
- Regulatory: Policy review and breaches, Issues/complaints, H&S incidents, Data Protection;

Safeguarding

The school has 3 fully trained Safeguarding Leads (one Lead & 2 deputies), and 3 staff trained in Safer Recruitment practices. All school staff (including office based team) undertake (at least) annual training in Safeguarding, including online safety.

One of the school's Trustees is the designated Safeguarding Trustee, and joins the school Safeguarding team to undertake a comprehensive annual audit of Safeguarding policy and practices.

Staff are encouraged to report any safeguarding concerns, even if seemingly minor. These Record of Concerns are kept securely and confidentially, and monitored by the Safeguarding Leads. The number of concerns per month are reported to the Boards. If any subsequent action is required, such as a referral to Child Protection services, these decisions are taken by the Safeguarding Lead and Deputy. The number of referrals is also reported to the Boards.

Pupil roll

The number of pupils on roll has been maintained, with a small number of leavers and joiners. During 2024-25, there were 3 new pupil joiners. Challenges with ongoing staff recruitment (as mentioned below) as well as limited classroom space, impacted the number of new pupils we were able to admit.

The age profile remains positive, with greater numbers of younger pupils, likely to remain at the school for the entirety of their school life, hence providing a stable basis for their education and continued school growth. The designated pupil roll is 30 pupils.

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Trustees' report (continued)
For the year ended 31 July 2025

Achievements and performance (continued)

Staffing

Leadership Transition:

The school has continued with its leadership succession with The Headteacher of more than 20 years retiring in July 2024. The new Co-Headteachers have been in post since September 2024.

Other staffing:

The school continues to employ high calibre staff as well as working with external consultants, Speech & Language Therapists and Occupational Therapists, in order to enhance the learning of all pupils. Staff receive training in ABA, as well as relevant statutory training including Safeguarding, First Aid and Fire Safety Awareness.

During 2024-25 in line with many others in the Special Needs Education sector (and many other sectors in the economy), the school experienced a continued challenge in the recruitment and retention of staff. There were periods of time during the year in which staffing fell below targeted levels.

The Board of Management implemented a number of measures to help address the staffing challenge, including:

- Further revision of staffing model and increase in salaries,
- Continuation of the Staff appreciation & retention scheme, as well as a Loyalty bonus scheme (see 'section e Staff Pay Matters' below)
- Further initiatives relating to staff well-being, raised by staff such as: social events and team-building exercises; additional winter clothing for staff to wear, supply of Vicks first defense available and creation of a cloakroom in the staff room.

c. Review of activities

Pupil Progress:

Pupil progress data for 2024-25 shows that pupils continued to make excellent progress. Below are some examples of individual progress.

Examples of pupil progress:

Pupil A: During the academic year 2024-2025, pupil A began to display an increasing level of aggressive behaviours towards staff (e.g., hitting, biting, scratching, hair pulling and grabbing others) and highly dysregulated episodes (i.e., screaming and throwing himself on the floor). It was assessed that triggers for these behaviours were seeing other pupils playing with toys in the playground and noise from the walkie talkies. These behaviours were highly impactful on staff and peers. The behaviours also restricted the amount of time pupil A could spend in the playground with other pupils and within locations outside of his classroom where he might hear the walkie talkie sound. Programmes to teach the pupil to tolerate other pupils playing with toys in the playground and to desensitise pupil A to noise from the walkie talkie, as well as desensitising pupil A to wearing ear defenders, were implemented. These programmes successfully increased the pupil's tolerance for these events and in turn reduced the frequency of aggression and dysregulated episodes, as well as enabling him to remain more integrated within the school community.

Pupil B: During the academic year 2024-2025 pupil B began to refuse to transition around the school and cooperate with instructions. It was found some of these behaviours were triggered by the presence of other pupils who made unpredictable noises as well as general dysregulation, possibly linked to anxiety. Social stories were implemented to increase pupil B's awareness of his peers, their feelings and why they may make certain noises. A transition protocol was also implemented which consisted of a visual schedule of who would be there and what he would be doing, a choice of locations to transition to if appearing anxious and to engage in 'blue zone' strategies as needed. Pupil B would also receive reinforcement when successful transitions were completed. By implementing this package of interventions, Pupil B was able to reduce the number of unsuccessful transitions and increase the number of successful transitions he completed. This, in turn, enabled Pupil B to successfully re-engage in his learning and community activities.

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Trustees' report (continued)
For the year ended 31 July 2025

Achievements and performance (continued)

Curriculum development: the school works hard to continually improve and develop the provision for its pupils; hence there is an ongoing programme of development and innovation relating to pupils' education.

During 2024-25, we developed group phonics lessons, to increase pupils' generalised phonics knowledge and provide them with more opportunities to read and practice phonics. Over the year we increased the number of pupils learning phonics in a group setting by adding an additional 2 phonics classes to the timetable. Pupils have made significant progress in all 3 phonics groups. New whole school tracking of phonics levels demonstrates an increase in progress taking into account both individualised and group phonics lessons. Pupils are reading every day and being read to by adults every day. The implementation of a new reading assessment tool resulted in an increase in the accuracy of how we assess pupils' reading level.

By January 2025, all pupils' learning and behaviour programmes were successfully moved to ACE Digital. We have seen evidence of significant improvements in pupils' progress whilst learning through ACE Digital compared to before the platform was introduced. 65% of pupils made better learning progress with target acquisition when using ACE Digital and the average % increase of target acquisition was 185%. Across the year we also saw a positive impact on staff workload with the platform enabling more efficient ways of working for staff.

d. Fundraising activities and income generation

During 2024-25 Quest received donations from a number of individuals, either as one-off gifts or by regular standing order payments. All donations have been used to enhance the educational provision and experience for Quest pupils.

During 2024-25, Trustees took the decision to increase pupil fees (for new pupils and pupils at Key Stage Transition points) by 5%, rather than the usual level of 2.5%. This was done in order to fund increases in employer National Insurance contributions and to aid recruitment and retention.

Stakeholder engagement:

In April 2025, one of the long-term supporters of Quest and a colleague successfully climbed Mt Toubkal in the Atlas Mountains, to raise funds for Quest (and another charity). There was also a fundraising dinner and auction in March 2025. In total, the challenge and fundraising dinner raised £18,104 for The Quest School.

Financial review

a. Going concern

For the year 2024-25 there was a total income of £1,616,435 and expenditure of £1,365,793 with total funds increasing to £1,689,836. The income included £18,380 from fundraising and donations.

After making appropriate enquiries, the Trustees have a reasonable expectation that the Company has adequate resources to continue in operational existence for the foreseeable future. For this reason, they continue to adopt the going concern basis in preparing the financial statements. Further details regarding the adoption of the going concern basis can be found in the accounting policies.

The directors are pleased that numbers of pupils have remained healthy, with a small number of leavers and joiners during the year 2024-25, overall pupil roll was maintained at 26 pupils.

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Trustees' report (continued)
For the year ended 31 July 2025

b. Reserves policy

The directors have established a policy whereby the unrestricted funds not committed or invested in tangible fixed assets ('the free reserves') held by the charity should be sufficient to cover a range of potentially adverse scenarios, including winding up the charity should this be required in extremis. This latter amount, is currently estimated as being £514,500 which equates to approximately 4-5 months' operating expenses.

At this level, the directors feel that they would be able, in the event of a significant drop in pupil numbers and associated funding, to adjust as necessary the current activities of the charity. These reserves should also be sufficient to perform a managed wind up. The Directors have identified that, in the event of a very significant drop in pupil numbers, a slow 'wind up' of the charity would be required, given the significant needs of the pupils, and the potential difficulty in securing alternative educational provision.

The Trustees have therefore ring fenced these reserves as a 'Contingency Fund', leaving a designated fixed asset and future premises fund of £1,086,336. The future premises funds have been accumulated in anticipation of the planned expansion of premises, given that the current premises are at full capacity and approaching the end of their current lease.

As the property project progresses the trustees have made the decision to ring fence any spare unrestricted reserves from general funds at a pre-set limit of £35k and above. This will allow the charity to achieve a competitive advantage and act immediately if and when a suitable plot is identified.

The charity aims to manage any under or over provision of reserves over a rolling three year period. Any excess amounts will be deployed in benefiting the aims of the charity, namely through effective, good value educational provision for those impacted by autism.

c. Material investments policy

The directors invest surplus cash in deposit funds. The policy is to utilise risk free investments which therefore do not generate significant returns but which are secure and available at notice to provide funds as and when required.

d. Principal risks and uncertainties

The school's funding comes from local authorities, on a pupil by pupil basis. Fees are set at the time of entry for each pupil and amended at each Transition stage. Additional fees are charged if pupils have extra provision specified within their EHCP, such as for provision of direct therapies. There is currently a fairly strong pipeline of pupil referrals, and all indicators from local authority strategy plans, is that the demand for educational places for pupils with ASD is continuing to increase.

The school's main expenditure is on the teaching and support staff and these costs are determined by the number of pupils placed with the school.

There were some concerns related to the proposed introduction of VAT for independent schools. It was confirmed that VAT can be reclaimed by Local Authorities, and since January 2025 we have successfully implemented processes for charging and accounting for VAT.

We have been paying the new NI contributions over the last year. Our budget was amended accordingly.

There was some uncertainty regarding new Business rates for charities over the course of 2024-25. We have verified that we will remain exempt.

As previously stated, there is also an ongoing challenge in terms of recruitment and retention of high calibre staff. This is in line with issues experienced nationally, as unemployment remains at low levels.

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Trustees' report (continued)
For the year ended 31 July 2025

e. Financial risk management objectives and policies

The school has a risk management strategy which comprises:

- The Management Board termly review of the risks that the charity might face: action plans are followed to ensure all risks are mitigated;
- The Board regularly discusses the risks the charity may face;
- The establishment of policies, systems and procedures to mitigate those risks identified;
- The implementation of procedures designed to minimise any potential impact on the charity should those risks materialise.

The school monitors its cash flows very carefully and has prepared projections, which show that the school will have sufficient resources to meet its liabilities as they fall due over the next twelve months.

f. Principal funding

The principal funding is income from the local authorities for the education of children with autism.

Structure, governance and management

a. Constitution

The Quest School is registered as a charitable company limited by guarantee. The governing document is the company memorandum and articles of association as amended by special resolution dated 2nd September 2004. The day to day management of the charity vests in the Board of Management (BoM), comprising 2 Trustees, the Co- Headteachers, The ex - Head Teacher and the Company Secretary. The BoM report to the independent Board of Trustees, which is responsible for ensuring that the charity is operated in accordance with the Charity Commission requirements

The Trustees meet at least three times a year to receive reports from the BoM and also engage directly with the School through an annual cycle of purposeful targeted visits linked to different areas of school monitoring, or to formal self evaluation monitoring meetings. The Trustees are recruited to provide a cross section of backgrounds to give a broad basis of experiences to the charity. Where required, the Trustees and Board of Management take input from a range of specialist individuals and organisations including for ABA, Speech & Language, Occupational Therapy, School Improvement Partner, IT, Legal, Accountancy, Health & Safety, HR & Employment matters.

b. Methods of appointment or election of Trustees

The management of the Company is the responsibility of the Trustees who are elected and co-opted under the terms of the Trust deed.

A Board Effectiveness review is planned for the next academic year.

A succession plan for the current Board of Trustees has previously been agreed, with a timeline for refreshing the Board members.

During 2024-25 three Trustees resigned. Laurie Edmans and Peter Whiteley had been Trustees since the commencement of the school and Susan Conway had reached the end of her term of commitment and was no longer able to maintain her commitment to the role. During the year, three new Trustees were elected, David Baker, Allan Yip and Katie Wilson.

The Board also agreed that Ian Martin and Peter Mepsted should continue in their respective roles of Chair and Deputy Chair.

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Trustees' report (continued)
For the year ended 31 July 2025

Structure, governance and management (continued)

c. Organisational structure and decision-making policies

Policy adherence and review:

The school maintains a regular cycle, monitored by the Board of Management, of reviewing all policies to ensure they remain current. Staff regularly sign a policy adherence confirmation to acknowledge that they comply with all school policies. Where any staff member had not complied with a particular aspect of policy, a log is made and appropriate action, such as additional coaching for staff, is implemented.

d. Policies adopted for the induction and training of Trustees

Induction of the new Trustee followed our usual induction process.

e. Staff pay matters

During 2019-20, the Board agreed to the introduction of two staff appreciation and retention initiatives: an enhanced pension contribution matching scheme and a non-contractual five year 'retention incentive' payment scheme. These schemes remain discretionary and are non-contractual.

In September 2021 a further scheme was introduced to reward new staff for their loyalty and dedication to Quest. New starters receive a payment of £1000 after 2 years' service, to be paid the term following completion of 2 full years' service. The schemes have been refined since then but retain the same broad parameters.

The Board believe these schemes have played a significant role in retaining the services of our talented and committed long- serving staff upon whom Quest is dependent for the achievement of high quality pupil outcomes, and enabling such committed and loyal staff to adequately prepare for retirement.

From time to time The Boards benchmark salary rates against available relevant comparators such as the broader educational sector and similar specialist schools.

f. Related party relationships

The charity was founded by a number of families who had children with autism, having established that the needs of their children were not being met by any facility in the area. Two of these families are still active in the charity. Ian Martin is the Chair. His wife, Anne Martin, NPQH (National Professional Qualification in Headship) retired as the Head Teacher in July 2024. From September 2024, new Co-Headteachers were appointed; Anne Martin remains on the Board of Management. Anne's brother-in-law David Baker is a Trustee. Peter Mepsted is Director/Trustee and his wife, Ashley Carter Mepsted is the Head of Development & Projects. Peter also provides services to the school in relation to his occupation as a Health and Safety Consultant. All decisions relating to remuneration and employment of connected members of staff and consultants are taken by the Board of Trustees in their absence and in the absence of their spouses. Appropriate day to day operational controls and disclosures to Trustees are in place.

Plans for future periods

Future developments

During the year planning permission was denied for the plot of land on the Yalding site for a new build premises. An existing building on the same Yalding site was identified and deemed suitable for a potential new Quest school premises. Following granting of planning permission in July 2025, the purchase price was agreed between the developers and an investor to buy the plot and to provide the school with a 25-year lease. It is expected that contracts will be signed in 1Q2026. The school will fund the fit-out using the accumulated designated property fund and grants. A Premises Trustee subcommittee has been established to oversee the project.

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Trustees' report (continued)
For the year ended 31 July 2025

Premises developments

The School operates from The Hop Farm at Paddock Wood and during the year we have continued our programme of ongoing redecoration and repairs to enable the continuing enhancement of the facilities for both pupils and staff.

The lease is on an annual renewable basis, pending a move to new, long term premises.

Improvements to IT infrastructure

During 2024-25, the school embedded a new digital system for tracking individual pupils' learning and behaviour progress. This was supported by the purchase of new ipads for each pupil at the school. A strategic review of the school's IT infrastructure is underway with a view to making enhancements as part of the move to new premises.

Statement of Trustees' responsibilities

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

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

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

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

Disclosure of information to auditors

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

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

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Trustees' report (continued)
For the year ended 31 July 2025

Auditors

The audit registration of Kreston Reeves LLP was transferred to Kreston Reeves Audit LLP on 6 October 2025. Kreston Reeves Audit LLP were formally appointed as auditor to the company on 6 October 2025.

The auditors, Kreston Reeves Audit LLP, have indicated their willingness to continue in office. The designated Trustees will propose a motion reappointing the auditors at a meeting of the Trustees.

Approved by order of the members of the board of Trustees on 20022026 and signed on their behalf by:



I S J Martin
(Chair of Trustees)



P C Mepsted
(Trustee)

The Quest School
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Independent auditors' report to the Members of The Quest School

Opinion

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

In our opinion the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 July 2025 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 Charities Act 2011.

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 Auditors' 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 United Kingdom, including the Financial Reporting Council's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

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

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

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Independent auditors' report to the Members of The Quest School (continued)

Other information

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

We have nothing to report in this regard.

Matters on which we are required to report by exception

We have nothing to report in respect of the following matters where the Charities (Accounts and Reports) Regulations 2008 requires us to report to you if, in our opinion:

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

Responsibilities of trustees

As explained more fully in the Trustees' responsibilities statement, the Trustees (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.

The Quest School
(A company limited by guarantee)

Independent auditors' report to the Members of The Quest School (continued)

Auditors' responsibilities for the audit of the financial statements

We have been appointed as auditor under section 144 of the Charities Act 2011 and report in accordance with the Act and relevant regulations made or having effect thereunder.

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

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

Capability of the audit in detecting irregularities, including fraud

Based on our understanding of the Charity and the sector as a whole, and through discussion with the Trustees and other management (as required by auditing standards), we identified that the principal risks of non compliance with laws and regulations related to Ofsted compliance, and Safeguarding. We considered the extent to which non compliance might have a material effect on the financial statements. We also considered those laws and regulations that have a direct impact on the preparation of the financial statements such as the Charities SORP (FRS 102) Second Edition (released October 2019), the Companies Act 2006 and other relevant charity legislation. We communicated identified laws and regulations throughout our team and remained alert to any indications of non compliance throughout the audit. We evaluated Trustees' and management's incentives and opportunities for fraudulent manipulation of the financial statements (including the risk of override of controls) and determined that the principal risks related to posting inappropriate journal entries to increase revenue or reduce expenditure. Audit procedures performed by the engagement team included:

- Discussions with management and assessment of known or suspected instances of non compliance with laws and regulations (including health and safety) and fraud, and review of the reports made by management; and
- Assessment of identified fraud risk factors; and
- Identifying and assessing the design effectiveness of controls that management has in place to prevent and detect fraud; and
- Conducting interviews with appropriate personnel to gain further insight into the control systems implemented, and the risk of irregularity; and
- Challenging assumptions and judgements made by management in its significant accounting estimates; and
- Performing analytical procedures with automated data analytics to identify any unusual or unexpected relationships, including related party transactions, that may indicate risks of material misstatement due to fraud; and
- Confirmation of related parties with management, and review of transactions throughout the period to identify any previously undisclosed transactions with related parties outside the normal course of business; and
- Reading minutes of meetings of those charged with governance, reviewing internal audit reports and reviewing correspondence with relevant tax and regulatory authorities; and
- Review of internal controls and physical inspection of tangible assets susceptible to fraud or irregularity; and
- Review of significant and unusual transactions and evaluation of the underlying financial rationale supporting the transactions; and
- Identifying and testing journal entries, in particular any manual entries made at the year end for financial statement preparation.

The Quest School**(A company limited by guarantee)****Independent auditors' report to the Members of The Quest School (continued)**

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

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

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

Use of our report

This report is made solely to the charitable company's trustees, as a body, in accordance with Part 4 of the Charities (Accounts and Reports) Regulations 2008. Our audit work has been undertaken so that we might state to the charitable company's trustees those matters we are required to state to them in an Auditors' 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 its members, as a body, for our audit work, for this report, or for the opinions we have formed.

Kreston Reeves Audit LLP

Kreston Reeves Audit LLP

Statutory Auditor
Maritime Place
Quayside
Chatham Maritime
Chatham
Kent
ME4 4QZ

Date: 26 February 2026

Kreston Reeves Audit LLP are eligible to act as auditors in terms of section 1212 of the Companies Act 2006.

The Quest School
(A company limited by guarantee)

Statement of financial activities (incorporating income and expenditure account)
For the year ended 31 July 2025

	Note	Unrestricted funds 2025 £	Total funds 2025 £	Total funds 2024 £
Income from:				
Donations and legacies	4	18,380	18,380	21,401
Charitable activities	5	1,540,448	1,540,448	1,397,110
Investments	6	57,607	57,607	55,610
Total income		1,616,435	1,616,435	1,474,121
Expenditure on:				
Raising funds	7	2,348	2,348	-
Charitable activities		1,363,445	1,363,445	1,267,951
Total expenditure		1,365,793	1,365,793	1,267,951
Net movement in funds		250,642	250,642	206,170
Reconciliation of funds:				
Total funds brought forward		1,439,194	1,439,194	1,233,024
Net movement in funds		250,642	250,642	206,170
Total funds carried forward		1,689,836	1,689,836	1,439,194

The Statement of financial activities includes all gains and losses recognised in the year.

The notes on pages 19 to 32 form part of these financial statements.

The Quest School
(A company limited by guarantee)
Registered number: 04669567

Balance sheet
As at 31 July 2025

	Note	2025 £	2024 £
Fixed assets			
Intangible assets	11	1,398	2,041
Tangible assets	12	12,754	15,038
		<u>14,152</u>	<u>17,079</u>
Current assets			
Debtors	13	15,991	13,053
Investments	14	1,100,000	1,100,000
Cash at bank and in hand		593,540	374,128
		<u>1,709,531</u>	<u>1,487,181</u>
Current liabilities			
Creditors: amounts falling due within one year	15	(33,847)	(65,066)
Net current assets		<u>1,675,684</u>	<u>1,422,115</u>
Total net assets		<u>1,689,836</u>	<u>1,439,194</u>
Charity funds			
Restricted funds	16	-	-
Unrestricted funds	16	1,689,836	1,439,194
Total funds		<u>1,689,836</u>	<u>1,439,194</u>

The entity was entitled to exemption from audit under section 477 of the Companies Act 2006.

The members have not required the entity to obtain an audit for the year in question in accordance with section 476 of the Companies Act 2006.

However, an audit is required in accordance with section 144 of the Charities Act 2011.

The Trustees acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and preparation of financial statements.

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

The financial statements were approved and authorised for issue by the Trustees on 20022026 and signed on their behalf by:



I S J Martin
 (Chair of Trustees)



P C Mepsted
 (Trustee)

The notes on pages 19 to 32 form part of these financial statements.

The Quest School
(A company limited by guarantee)

Statement of cash flows
For the year ended 31 July 2025

	2025 £	As restated 2024 £
Cash flows from operating activities		
Net cash used in operating activities (see note 18)	163,173	157,215
Cash flows from investing activities		
Dividends, interests and rents from investments	57,607	55,610
Purchase of tangible fixed assets	(1,368)	(2,367)
Net cash provided by investing activities	56,239	53,243
Cash flows from financing activities		
Change in cash and cash equivalents in the year	219,412	210,458
Cash and cash equivalents at the beginning of the year	374,128	163,670
Cash and cash equivalents at the end of the year	593,540	374,128

The notes on pages 19 to 32 form part of these financial statements

The Quest School
(A company limited by guarantee)

Notes to the financial statements
For the year ended 31 July 2025

1. General information

The Quest School is a charity and a company limited by guarantee incorporated in England. The charity's registered office is Maritime Place, Quayside, Chatham Maritime, Chatham, Kent, ME4 4QZ. The principal activity of the charity is to provide specialist, individualised education services to children with autism.

2. Accounting policies

2.1 Basis of preparation of financial statements

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

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

2.2 Company Status

The charity is a company limited by guarantee. The members of the charity are the Trustees named on page 1. In the event of the charity being wound up, the liability in respect of the guarantee is limited to £1 per member of the charity.

2.3 Going concern

The Trustees assess whether the use of going concern is appropriate i.e. whether there are any material uncertainties related to events or conditions that may cast significant doubt on the ability of the Charity to continue as a going concern. The Trustees make this assessment in respect of a period of at least one year from the date of authorisation for issue of the financial statements and have concluded that the Charity has adequate resources to continue in operational existence for the foreseeable future and there are no material uncertainties about the Charity's ability to continue as a going concern, thus they continue to adopt the going concern basis of accounting in preparing the financial statements.

2.4 Income

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

2.5 Expenditure

Expenditure is recognised once there is a legal or constructive obligation to transfer economic benefit to a third party, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably. Expenditure is classified by activity. The costs of each activity are made up of the total of direct costs and shared costs, including support costs involved in undertaking each activity. Direct costs attributable to a single activity are allocated directly to that activity. Shared costs which contribute to more than one activity and support costs which are not attributable to a single activity are apportioned between those activities on a basis consistent with the use of resources. Central staff costs are allocated on the basis of time spent, and depreciation charges allocated on the portion of the asset's use.

Notes to the financial statements
For the year ended 31 July 2025

2. Accounting policies (continued)

2.5 Expenditure (continued)

Support costs are those costs incurred directly in support of expenditure on the objects of the company and include project management carried out at Headquarters.

Costs of generating funds are costs incurred in attracting voluntary income, and those incurred in trading activities that raise funds.

Charitable activities and Governance costs are costs incurred on the company's operations, including support costs and costs relating to the governance of the company apportioned to charitable activities.

Expenditure on raising funds includes all expenditure incurred by the Charity to raise funds for its charitable purposes and includes costs of all fundraising activities events and non-charitable trading.

Expenditure on charitable activities is incurred on directly undertaking the activities which further the Charity's objectives, as well as any associated support costs.

All expenditure is inclusive of irrecoverable VAT.

2.6 Interest receivable

Interest on funds held on deposit is included when receivable and the amount can be measured reliably by the Charity; this is normally upon notification of the interest paid or payable by the institution with whom the funds are deposited.

2.7 Taxation

The Charity is considered to pass the tests set out in Paragraph 1 Schedule 6 of the Finance Act 2010 and therefore it meets the definition of a charitable company for UK corporation tax purposes. Accordingly, the Charity is potentially exempt from taxation in respect of income or capital gains received within categories covered by Chapter 3 Part 11 of the Corporation Tax Act 2010 or Section 256 of the Taxation of Chargeable Gains Act 1992, to the extent that such income or gains are applied exclusively to charitable purposes.

2.8 Intangible assets and amortisation

Intangible assets costing £1000 or more are capitalised and recognised when future economic benefits are probable, and the cost or value of the asset can be measured reliably.

Intangible assets are initially recognised at cost. After recognition, under the cost model, intangible assets are measured at cost less any accumulated amortisation and any accumulated impairment losses.

Amortisation is provided on intangible assets at rates calculated to write off the cost of each asset on a straight-line basis over its expected useful life.

Amortisation is provided on the following basis:

Computer software	- 33 % 3 year Straight Line
-------------------	-----------------------------

Notes to the financial statements
For the year ended 31 July 2025

2. Accounting policies (continued)

2.9 Tangible fixed assets and depreciation

Tangible fixed assets costing £1,000 or more are capitalised and recognised when future economic benefits are probable and the cost or value of the asset can be measured reliably.

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

At each reporting date the Charity assesses whether there is any indication of impairment. If such indication exists, the recoverable amount of the asset is determined to be the higher of its fair value less costs to sell and its value in use. An impairment loss is recognised where the carrying amount exceeds the recoverable amount.

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

Depreciation is provided on the following bases:

Long-term leasehold property	- Over term of lease
Motor vehicles	- 20% reducing balance
Fixtures and fittings	- 25% reducing balance
Computer equipment	- 33% straight line

2.10 Debtors

Trade and other debtors are recognised at the settlement amount after any trade discount offered. Prepayments are valued at the amount prepaid net of any trade discounts due.

2.11 Cash at bank and in hand

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

2.12 Liabilities and provisions

Liabilities are recognised when there is an obligation at the Balance sheet date as a result of a past event, it is probable that a transfer of economic benefit will be required in settlement, and the amount of the settlement can be estimated reliably.

Liabilities are recognised at the amount that the Charity anticipates it will pay to settle the debt or the amount it has received as advanced payments for the goods or services it must provide.

Provisions are measured at the best estimate of the amounts required to settle the obligation. Where the effect of the time value of money is material, the provision is based on the present value of those amounts, discounted at the pre-tax discount rate that reflects the risks specific to the liability. The unwinding of the discount is recognised in the Statement of financial activities as a finance cost.

2.13 Financial instruments

The Charity only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value with the exception of bank loans which are subsequently measured at amortised cost using the effective interest method.

Notes to the financial statements
For the year ended 31 July 2025

2. Accounting policies (continued)

2.14 Operating leases

Rentals paid under operating leases are charged to the Statement of financial activities on a straight-line basis over the lease term.

2.15 Pensions

The Charity operates a defined contribution pension scheme and the pension charge represents the amounts payable by the Charity to the fund in respect of the year.

2.16 Fund accounting

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

Designated funds comprise unrestricted funds that have been set aside by the Trustees for particular purposes. The aim and use of each designated fund is set out in the notes to the financial statements.

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

3. Critical accounting estimates and areas of judgment

Estimates and judgments are continually evaluated and are based on historical experience and other factors, including expectations of future events that are believed to be reasonable under the circumstances.

Critical accounting estimates and assumptions:

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

Tangible fixed assets

The charity has recognised tangible fixed assets with a carrying value of £12,754 (see note 12). These assets are stated at their cost less provision for depreciation and impairment. The annual depreciation charge for tangible fixed assets is sensitive to changes in the estimated useful lives and residual values of the assets. The useful economic lives and residual values are re-assessed annually. They are amended when necessary to reflect current estimates, based on technological advancement, future investments, economic utilisation and the physical condition of the assets.

Notes to the financial statements
For the year ended 31 July 2025

3. Critical accounting estimates and areas of judgment (continued)

Critical areas of judgment:

The charity has entered into a range of lease commitments in respect of property and equipment. The classification of these leases as either financial or operating leases requires the Trustees to consider whether the terms and conditions of each lease are such that the charity has acquired the risks and rewards associated with the ownership of the underlying assets.

4. Income from donations and legacies

	Unrestricted funds 2025 £	Total funds 2025 £	Total funds 2024 £
Donations	16,118	16,118	21,401
Legacies	2,262	2,262	-
	<u>18,380</u>	<u>18,380</u>	<u>21,401</u>
Total 2024	<u>21,401</u>	<u>21,401</u>	

5. Income from charitable activities

	Unrestricted funds 2025 £	Total funds 2025 £	Total funds 2024 £
Educational operations	1,540,448	1,540,448	1,397,110
	<u>1,540,448</u>	<u>1,540,448</u>	<u>1,397,110</u>

6. Investment income

	Unrestricted funds 2025 £	Total funds 2025 £	Total funds 2024 £
Deposit account interest	57,607	57,607	55,610
	<u>57,607</u>	<u>57,607</u>	<u>55,610</u>
Total 2024	<u>55,610</u>	<u>55,610</u>	

The Quest School
(A company limited by guarantee)

Notes to the financial statements
For the year ended 31 July 2025

7. Expenditure on raising funds

Costs of raising voluntary income

	Unrestricted funds 2025 £	Total funds 2025 £	Total funds 2024 £
Fundraising Expenses	2,348	2,348	-

8. Analysis of expenditure by activities

	Activities undertaken directly 2025 £	Support costs 2025 £	Total funds 2025 £	Total funds 2024 £
Educational operations	1,217,009	146,436	1,363,445	1,267,951
Total 2024	1,103,789	164,162	1,267,951	

Analysis of direct costs

	Educational operations 2025 £	Total funds 2025 £	Total funds 2024 £
Staff costs	1,108,421	1,108,421	1,010,262
Educational supplies and activities	4,743	4,743	3,426
Staff development and recruitment	27,652	27,652	20,001
Educational consultancy	27,034	27,034	14,235
Curriculum development	2,747	2,747	2,898
Postage and stationery	10,612	10,612	14,069
Other consultancy	35,800	35,800	38,898
Total 2025	1,217,009	1,217,009	1,103,789
Total 2024	1,103,789	1,103,789	

Notes to the financial statements
For the year ended 31 July 2025

8. Analysis of expenditure by activities (continued)

Analysis of support costs

	Educational operations 2025 £	Total funds 2025 £	Total funds 2024 £
Depreciation	4,295	4,295	4,892
Insurance	5,587	5,587	5,525
Rent and rates	44,880	44,880	44,880
Light and heat	13,647	13,647	15,765
Repairs and renewals	15,519	15,519	12,373
Cleaning costs	2,819	2,819	13,358
Telephone	3,491	3,491	3,800
Postage and stationery	2,272	2,272	2,682
IT expenditure	33,622	33,622	40,421
Legal and professional	3,157	3,157	2,401
Statutory enquiries	4,564	4,564	4,348
Accountancy	10,135	10,135	11,829
Travel costs	2,152	2,152	1,767
Other support costs	296	296	121
Total 2025	146,436	146,436	164,162
Total 2024	164,162	164,162	

During the year ended 31 July 2025, the charity incurred the following Governance costs:

£1,647 (2024 - £1,922) included within the table above under Accountancy, in respect of Accountancy fees.

£8,488 (2024 - £9,907) included within the table above under Accountancy, in respect of Audit fees.

9. Staff costs

	2025 £	2024 £
Wages and salaries	953,724	877,038
Social security costs	95,530	75,882
Contribution to defined contribution pension schemes	59,167	57,342
	1,108,421	1,010,262

The Quest School
(A company limited by guarantee)

Notes to the financial statements
For the year ended 31 July 2025

9. Staff costs (continued)

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

	2025 No.	2024 No.
Management	4	4
Administration	3	3
Teaching	31	32
	38	39

No employee received remuneration amounting to more than £60,000 in either year.

The total employee benefits (including employer pension contributions and employer national insurance contributions) received by key management personnel for their services to the charity was £297,867 (2024: £281,759), of which £28,966 (2024: £25,314) was employer national insurance contributions.

10. Trustees' remuneration and expenses

During the year, no Trustees received any remuneration or other benefits (2024 - £NIL).

During the year ended 31 July 2025, no Trustee expenses have been incurred (2024 - £NIL).

11. Intangible assets

	Computer software £
Cost	
At 1 August 2024	3,500
At 31 July 2025	3,500
Amortisation	
At 1 August 2024	1,459
Charge for the year	643
At 31 July 2025	2,102
Net book value	
At 31 July 2025	1,398
At 31 July 2024	2,041

The Quest School
(A company limited by guarantee)

Notes to the financial statements
For the year ended 31 July 2025

12. Tangible fixed assets

	Motor vehicles £	Fixtures and fittings £	Computer equipment £	Leasehold improvements £	Total £
Cost or valuation					
At 1 August 2024	16,000	43,748	18,615	230,920	309,283
Additions	-	1,368	-	-	1,368
At 31 July 2025	16,000	45,116	18,615	230,920	310,651
Depreciation					
At 1 August 2024	7,296	37,414	18,615	230,920	294,245
Charge for the year	1,741	1,911	-	-	3,652
At 31 July 2025	9,037	39,325	18,615	230,920	297,897
Net book value					
At 31 July 2025	6,963	5,791	-	-	12,754
At 31 July 2024	8,704	6,334	-	-	15,038

13. Debtors

	2025 £	2024 £
Due within one year		
Other debtors	2,595	-
Prepayments and accrued income	13,396	13,053
	15,991	13,053

14. Current asset investments

	2025 £	2024 £
Fixed term deposit	1,100,000	1,100,000

Notes to the financial statements
For the year ended 31 July 2025

15. Creditors: Amounts falling due within one year

	2025 £	2024 £
Trade creditors	1,322	22,957
Other taxation and social security	26,327	26,409
Other creditors	-	8,680
Accruals and deferred income	6,198	7,020
	<u>33,847</u>	<u>65,066</u>

16. Statement of funds

Statement of funds - current year

	Balance at 1 August 2024 £	Income £	Expenditure £	Transfers in/out £	Balance at 31 July 2025 £
Unrestricted funds					
Designated funds					
Designated fixed asset and property fund	821,194	-	-	265,142	1,086,336
General funds					
General Fund	35,000	1,616,435	(1,365,793)	(250,642)	35,000
Contingency Fund	520,000	-	-	(5,500)	514,500
Staff retention fund	63,000	-	-	(9,000)	54,000
	<u>618,000</u>	<u>1,616,435</u>	<u>(1,365,793)</u>	<u>(265,142)</u>	<u>603,500</u>
Total Unrestricted funds	<u>1,439,194</u>	<u>1,616,435</u>	<u>(1,365,793)</u>	<u>-</u>	<u>1,689,836</u>

Designated fixed asset and property fund - A prospective site for new premises for the school has been identified; the building will require fairly significant renovation. Planning permission (for change of use to Educational) was granted in July 2025, and the purchase price has been agreed between the developers and an investor to buy the plot and to provide the school with a 25-year lease. It is expected that contracts will be signed in 1Q2026. The school will fund the fit-out using the accumulated designated property fund and grants. A Premises Trustee subcommittee has been established to oversee the project.

The Quest School
(A company limited by guarantee)

Notes to the financial statements
For the year ended 31 July 2025

16. Statement of funds (continued)

Statement of funds - prior year

	Balance at 1 August 2023 £	Income £	Expenditure £	Transfers in/out £	Balance at 31 July 2024 £
Unrestricted funds					
Designated funds					
Designated fixed asset and property fund	710,014	-	-	111,180	821,194
General funds					
General Fund	35,010	1,474,121	(1,267,951)	(206,180)	35,000
Contingency Fund	435,000	-	-	85,000	520,000
Staff retention fund	53,000	-	-	10,000	63,000
	523,010	1,474,121	(1,267,951)	(111,180)	618,000
Total Unrestricted funds	1,233,024	1,474,121	(1,267,951)	-	1,439,194

17. Analysis of net assets between funds

Analysis of net assets between funds - current year

	Unrestricted funds 2025 £	Total funds 2025 £
Tangible fixed assets	12,754	12,754
Intangible fixed assets	1,398	1,398
Current assets	1,709,531	1,709,531
Creditors due within one year	(33,847)	(33,847)
Total	1,689,836	1,689,836

The Quest School
(A company limited by guarantee)

Notes to the financial statements
For the year ended 31 July 2025

17. Analysis of net assets between funds (continued)

Analysis of net assets between funds - prior year

	Unrestricted funds 2024 £	Total funds 2024 £
Tangible fixed assets	15,038	15,038
Intangible fixed assets	2,041	2,041
Current assets	1,487,181	1,487,181
Creditors due within one year	(65,066)	(65,066)
Total	1,439,194	1,439,194

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

	2025 £	2024 £
Net income for the year (as per Statement of Financial Activities)	250,642	206,170
Adjustments for:		
Depreciation charges	3,652	3,725
Amortisation charges	643	1,167
Dividends, interests and rents from investments	(57,607)	(55,610)
Increase in debtors	(2,938)	(303)
Increase/(decrease) in creditors	(31,219)	2,066
Net cash provided by operating activities	163,173	157,215

19. Analysis of cash and cash equivalents

	2025 £	As restated 2024 £
Cash in hand	593,540	374,128
Total cash and cash equivalents	593,540	374,128

The Quest School
(A company limited by guarantee)

Notes to the financial statements
For the year ended 31 July 2025

20. Analysis of changes in net debt

	At 1 August 2024	Cash flows	At 31 July 2025
	£	£	£
Cash at bank and in hand	374,128	219,412	593,540
Liquid investments	1,100,000	-	1,100,000
	1,474,128	219,412	1,693,540

21. Pension commitments

The charity operates a defined contribution pension scheme. The assets of the scheme are held separately from those of the charity in an independently administered fund. The pension cost charge represents contributions payable by the charity to the fund and amounted to £59,167 (2024 - £57,342). Contributions totalling £Nil (2024 - £8,680) were payable to the fund at the balance sheet date and are included in creditors.

22. Operating lease commitments

At 31 July 2025 the Charity had commitments to make future minimum lease payments under non-cancellable operating leases as follows:

	2025 £	2024 £
Not later than 1 year	34,312	34,443
Later than 1 year and not later than 5 years	1,442	2,153
	35,754	36,596

Notes to the financial statements
For the year ended 31 July 2025

23. Related party transactions

A E Martin, spouse of I S J Martin, a trustee, is employed by the charity as Principal. A E Martin's employment continues in open competition and I S J Martin is not involved in decision's relating to performance review and terms of employment. A E Martin is paid within the normal pay scale for her role and receives no special treatment as a result of her relationship to a trustee.

A Carter-Mepsted, spouse of P C Mepsted, a trustee, is employed by the charity as Head of Development and Projects. A Carter-Mepsted's employment continues in open competition and P C Mepsted is not involved in decisions relating to performance review and terms of employment. A Carter-Mepsted is paid within the normal pay scale for her role and receives no special treatment as a result of her relationship to a trustee.

L Duvall, sister of A Carter-Mepsted and P C Mepsted, a trustee, is employed by the charity as the Finance Manager. L Duvall's employment continues in open competition and neither A Carter-Mepsted or P C Mepsted are involved in decisions relating to performance review and terms of employment. L Duvall is paid within the normal pay scale for her role and receives no special treatment as a result of her relationship to a trustee.

P Mepsted, a trustee of the charity, invoiced the charity £45,400 (2024: £35,002), for the provision of property, health and safety and other consultancy services.

P Barnett, a trustee of the charity, invoiced the charity £1,470 (2024: £1,400) for the provision of school improvement services.

All of the above transactions were approved by the Board of Trustees and are documented in the Trustees minutes.

THE QUEST SCHOOL

England & Wales - Charity number 1106112

Accounts

Registered number: 04669567
Charity number: 1106112

The Quest School
(A company limited by guarantee)

Trustees' report and financial statements

For the year ended 31 July 2024

The Quest School
(A company limited by guarantee)

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The Quest School
(A company limited by guarantee)

Reference and administrative details of the Charity, its Trustees and advisers
For the year ended 31 July 2024

Trustees	I S J Martin, Chair L M Edmans, CBE D J Bruce P Whiteley P C Mepsted P Barnett S Conway M K Plange (resigned 1 February 2024) D Baker (appointed 1 August 2024) A Yip (appointed 1 August 2024)
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Company registered number	04669567
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Charity registered number	1106112
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Registered office	The Hop Farm Maidstone Road Paddock Wood Kent TN12 6PY
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Company secretary	A Carter-Mepsted
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Independent auditor	Kreston Reeves LLP Chartered Accountants Statutory Auditor Maritime Place Quayside Chatham Maritime Chatham Kent ME4 4QZ
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Bankers	HSBC Bank plc 1-5 Week Street Maidstone Kent ME14 1QW
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The Quest School
(A company limited by guarantee)

Trustees' report
For the year ended 31 July 2024

The Trustees present their annual report together with the audited financial statements of the The Quest School for the 1 August 2023 to 31 July 2024. The Annual report serves the purposes of both a Trustees' report and a directors' report under company law. The Trustees confirm that the Annual report and financial statements of the charitable company comply with the current statutory requirements, the requirements of the charitable company's governing document and the provisions of the Statement of Recommended Practice (SORP) applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS102) (effective 1 January 2019).

Since the Charity qualifies as small under section 382 of the Companies Act 2006, the Strategic report required of medium and large companies under the Companies Act 2006 (Strategic Report and Directors' Report) Regulations 2013 has been omitted.

Objectives and activities

a. Policies and objectives

The objectives are to advance the education of children with autism in particular by developing, maintaining, carrying on and managing a school. The Quest School is a registered charity, started by parents in 2003, to offer specialist education for children with autism, ranging in age from 5 to 19. Pupils at Quest are placed and funded by local authorities. The majority of pupils at the school are severely impacted by their autism. As a result, local authorities often experience difficulty in finding appropriate placements, and therefore require, for these pupils, the degree of autism specialism that is provided at Quest.

In setting objectives and planning for activities, the Trustees have given due consideration to general guidance published by the Charity Commission relating to public benefit, including the guidance 'Public benefit: running a charity (PB2)'

b. Main activities undertaken to further the Charity's purposes for the public benefit

In keeping with the aims of the charity, The Quest School successfully meets the needs of pupils who are severely impacted by autism, and for whom, as a result, local authorities experience difficulty in finding appropriate school placements.

There is significant public benefit arising from ensuring such pupils remain in a beneficial educational placement. The degree of autism specialism that is provided by Quest, and the outstanding progress made by its pupils, ensures that pupils, on leaving Quest, have a greater level of independence and appropriate functional skills for their adult lives.

Furthermore, by providing appropriate local education, it avoids the need for local authorities to place pupils with complex needs in expensive residential placements, which may be located geographically distant from families. Hence a placement at Quest often means that families are kept together.

The Quest School
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Trustees' report (continued)
For the year ended 31 July 2024

Achievements and performance

a. Main achievements of the Charity

The Quest School started in 2003 with 3 pupils and has grown steadily since then. At the end of July 2023, the school had a total of 27 pupils and a staff of 37 (including some part-time staff).

The school provides a specialist learning environment, designed around the specific needs of pupils with autism, and uses a structured teaching approach built on the principles of behaviour science.

The school has a proven track record of achieving excellent outcomes for its pupils, most of whom face very significant challenges due to the severity of their autism and learning disabilities.

The school has robust processes for measuring pupil progress, including referencing against national standards for academic progress for pupils with Special Educational needs. The data shows that pupils at Quest consistently make excellent progress, when compared with pupils of similar learning profiles.

The school places great importance on developing functional skills for pupils, in order to promote independence and improve their quality of life. Pupils' individual learning programmes include development of skills in the following areas:

- Academic learning;
- Language & Communication;
- Social and Community Functional skills;
- Independence skills

b. Key performance indicators

Ofsted Inspection November 2022

The most recent full Ofsted inspection in November 2022 judged the school to be Outstanding in every category, validating the accuracy and robustness of whole school self-evaluation processes, and whole school philosophy and endeavour of excellence and continuous improvement.

We were extremely proud of achieving this Outstanding rating from Ofsted; this was the third consecutive inspection in which we achieved the highest rating and means we have been graded as Outstanding since 2012.

History of Ofsted inspection ratings:

- November 2022: Outstanding in all categories
- March 2018: Outstanding in all categories
- June 2012 Outstanding in all categories

Quotes from the most recent Ofsted inspection report:

"The Quest School is a very special school, and pupils are rightly very proud of it. The education that pupils receive is exceptional. The school motto, 'achievements never thought possible,' sums up life here."

"Staff place the safety and care of pupils at the heart of everything they do."

"Pupils are very well prepared for adulthood, and all move on to suitable education, training or specialist settings."

The Quest School
(A company limited by guarantee)

Trustees' report (continued)
For the year ended 31 July 2024

Achievements and performance (continued)

Key Performance Indicators (KPI's)

The school monitors Key Performance Indicators at Senior Leadership Team meetings, and at Boards of Management and Trustees. The whole school KPI's per month, reported to regular Board of Management and Trustee meetings include:

- Safeguarding: Record of concerns raised and referrals to external agencies; Low Level concerns relating to staff members,
- Pupil Progress Summaries: tracks progress across all learning programmes (number of targets achieved) and behaviour interventions (number of behavioural incidents) for each individual pupil. This is monitored fortnightly at Senior Leadership meetings, and reported on at regular Board of Management & Trustee meetings.
- Pupil: Numbers on roll, Attendance, Exclusions, Pupils 'causing concern', new pupil pipeline, overall number of challenging behaviour incidents, online safety incidents,
- Staff: Numbers, Attendance, No. of probationers, No. of staff appraisals and 1:1 meetings;
- Finances: Cash balances, expenditure/income against budget, Grants & fundraising;
- Regulatory: Policy review and breaches, Issues/complaints, H&S incidents, Data Protection;

Safeguarding

The school has 4 fully trained Safeguarding Leads (one Lead & 3 deputies), and 4 staff trained in Safer Recruitment practices. All school staff (including office based team) undertake (at least) annual training in Safeguarding, including online safety.

One of the school's Trustees is the designated Safeguarding Trustee, and joins the school Safeguarding team to undertake a comprehensive annual audit of Safeguarding policy and practices.

Staff are encouraged to report any safeguarding concerns, even if seemingly minor. These Record of Concerns are kept securely and confidentially, and monitored by the Safeguarding Leads. The number of concerns per month are reported to the Boards. If any subsequent action is required, such as a referral to Child Protection services, these decisions are taken by the Safeguarding Lead and Deputy. The number of referrals is also reported to the Boards.

Pupil roll

The number of pupils on roll has been maintained, with a small number of leavers and joiners. During 2023-24, there were 4 new pupil joiners. Challenges with ongoing staff recruitment (as mentioned below) as well as limited classroom space had a limiting factor on the number of new pupils we were able to admit.

The age profile remains positive, with greater numbers of younger pupils, likely to remain at the school for the entirety of their school life, hence providing a stable basis for continued school growth and provision. The designated pupil roll is 30 pupils.

Trustees' report (continued)
For the year ended 31 July 2024

Achievements and performance (continued)

Staffing

Leadership Transition:

The school has continued with its leadership succession planning, working towards the retirement of the Headteacher, in July 2024, who had been in post for 20 years.

Following a comprehensive and rigorous selection procedure, the Trustees were pleased to make an appointment of Co-Headships to the previous Deputy and Assistant Headteachers; they took up their new roles as from September 2024.

Other staffing:

The school continues to employ high calibre staff as well as working with external consultants, Speech & Language Therapists and Occupational Therapists, in order to enhance the learning of all pupils. Staff receive training in ABA, as well as relevant statutory training including Safeguarding, First Aid and Fire Safety Awareness.

During 2023-24 in line with many others in the Special Needs Education sector (and many other sectors in the economy), the school experienced a continued challenge in the recruitment and retention of staff. There were periods of time during the year in which there were staffing shortages on a day to day basis.

The Board of Management implemented a number of measures to help address the staffing issues, including:

- Further revision of staffing model and increase in salaries,
- Continuation of the Staff appreciation & retention scheme, as well as a Loyalty bonus scheme
- (see 'section e Staff Pay Matters' below)
- Further initiatives relating to staff well-being, raised by staff such as: social events and team-building exercises; new staff uniforms for the Summer; pensions workshop; re-painting of the interior of the school in a more calming colour.
- We commissioned an external staff survey (follow-up to one the previous year) to monitor staff engagement and to highlight any further areas for improvement. Results from this survey showed good levels of staff engagement and satisfaction.

c. Review of activities

Pupil Progress:

Pupil progress data for 2023-24 shows that pupils continued to make excellent progress. Below are some examples of individual progress.

Examples of pupil progress:

Pupil A: At the start of 2023-24, there was an increase in challenging behaviour from Pupil A. This included aggression, throwing furniture and headbanging. Pupil A was no longer able to join group lessons as his behaviour had become impactful to other learners. He struggled to tolerate the word 'no' and disliked being told to do something e.g., to sit on a chair. A new behaviour hierarchy was introduced, based on positive rewards for appropriate behaviour. This behaviour protocol had a great effect on Pupil A's behaviour at school. Within 2 months, all challenging behaviours had decreased. He was able to be re-integrated into group lessons and to sit on a chair to access learning in both his classroom and group lesson settings.

Pupil B: At the beginning of 2023-24, baseline data showed that Pupil B engaged in a 'behaviour that challenged' every 24 seconds. We also took baseline data of the frequency in which we needed to give Pupil B a 'red cross' (The red cross signalled to Pupil B that he was engaging in a behaviour that was not appropriate e.g. spitting in the classroom) The average frequency for 'red crosses' given was 142 times a day. A new behaviour protocol was introduced, with the impact (after one year) noted below.

Positive impact:

- The length of time between challenging behaviours increased. Initially Pupil B would engage in a 'behaviour that challenged' every 24 seconds; this time period increased to 14 minutes 24 seconds.
- The average frequency at which Pupil B received a 'red cross' (the frequency of inappropriate behaviour) reduced from 142 times a day, to 23 times a day.

The Quest School
(A company limited by guarantee)

Trustees' report (continued)
For the year ended 31 July 2024

Achievements and performance (continued)

- Staff who work with Pupil B, no longer needed to wear personal protective equipment (to protect against injuries such as bites, scratches, hair pulls) when working with him at school.

Curriculum development: the school works hard to continually improve and develop the provision for its pupils; hence there is an ongoing programme of development and innovation relating to pupils' education.

During 2023-24, we implemented an electronic data collection system, ACE Digital, for tracking individual learning and behaviour progress of all pupils across the school. The system is already showing improvements in pupils' progress, by enabling pupils to move more quickly through learning targets; it also enables more detailed tracking of progress. There was a great deal of work involved in implementing this new system, however we expect to see the impact in terms of continued improved pupil progress, and also more efficient ways of working for staff. The introduction of ACE Digital was supported by the acquisition of new ipads for all pupils.

We have continued to develop Speech & Language provision for all pupils. In addition to individual therapy sessions, there are numerous group sessions, such as Sulp (Social Use of Language Programme), Lego therapy, Attention Autism. During last year we introduced a communication 'de-brief' pack to support pupils following any incidents of challenging behaviour. We also introduced a communication chart in the playground to further support pupils' communication during break times. In 2023-24, we appointed a fulltime Occupational Therapist, to start work in September 2024. This is the first time we have had a fulltime OT on staff; having previously worked with consultant Occupational Therapists on a part-time basis.

d. Fundraising activities and income generation

During 2023-24 Quest received donations from a number of individuals, either as one-off gifts or by regular standing order payments; these donations were unrestricted. All donations have been used to enhance the educational provision and experience for Quest pupils.

During 2023-24, Trustees again took the decision to increase pupil fees (for pupils at Transition points) by 5%, rather than the previous level of 2.5%. Hence for pupils at transition points in Sept 2024, and any new pupils during 2023-24, fees were increased by 5%. This higher fee increase was due to the need to increase staff salaries by more than usual due to the higher rate of inflation.

Stakeholder engagement:

During 2023-24, one of the long-term supporters of Quest announced that he (and a colleague) would be undertaking a challenge to climb Mt Toubkal in the Atlas mountains, to raise funds for Quest (and another charity). The challenge will take place in April 2025; there will also be a promotional dinner in March 2025.

Financial review

a. Going concern

For the year 2023-24 there was a total income of £1,474,121 and expenditure of £1,267,951 with total funds increasing to £1,439,194. The income included £21,401 from fundraising and donations.

After making appropriate enquiries, the Trustees have a reasonable expectation that the Company has adequate resources to continue in operational existence for the foreseeable future. For this reason, they continue to adopt the going concern basis in preparing the financial statements. Further details regarding the adoption of the going concern basis can be found in the accounting policies.

The directors are pleased that numbers of pupils have remained healthy, with a small number of leavers and joiners during the year 2023-24, overall pupil roll increased slightly to 27 pupils.

The Quest School
(A company limited by guarantee)

Trustees' report (continued)
For the year ended 31 July 2024

b. Reserves policy

The directors have established a policy whereby the unrestricted funds not committed or invested in tangible fixed assets ('the free reserves') held by the charity should be sufficient to cover a range of potentially adverse scenarios, including winding up the charity should this be required in extremis. This latter amount, together with an amount held for future cost increases against fixed fee levels, is currently estimated as being £520,000 which equates to approximately 4-5 months' operating expenses.

At this level, the directors feel that they would be able, in the event of a significant drop in pupil numbers and associated funding, to adjust as necessary the current activities of the charity. These reserves should also be sufficient to perform a managed wind up. The Directors have identified that, in the event of a very significant drop in pupil numbers, a slow 'wind up' of the charity would be required, given the significant needs of the pupils, and the potential difficulty in securing alternative educational provision.

The Trustees have therefore ring fenced these reserves as a 'Contingency Fund', leaving a designated fixed asset and future premises fund of £821,194. The future premises funds have been accumulated in anticipation of the planned expansion of premises, given that the current premises are at full capacity and approaching the end of their current lease.

As the property project progresses the trustees have made the decision to ring fence any spare unrestricted reserves from general funds at a pre-set limit of £35k and above. This will allow the charity to achieve a competitive advantage and act immediately if and when a suitable plot is identified.

The charity aims to manage any under or over provision of reserves over a rolling three year period. Any excess amounts will be deployed in benefiting the aims of the charity, namely through effective, good value educational provision for those impacted by autism.

c. Material investments policy

The directors invest surplus cash in deposit funds. The policy is to utilise risk free investments which therefore do not generate significant returns but which are secure and available at notice to provide funds as and when required.

d. Principal risks and uncertainties

The school's funding comes from local authorities, on a pupil by pupil basis. Fees are set at the time of entry for each pupil and amended at each Transition stage. Additional fees are charged if pupils have extra provision specified within their EHCP, such as for provision of direct therapies. There is currently a fairly strong pipeline of pupil referrals, and all indicators from local authority strategy plans, is that the demand for educational places for pupils with ASD is continuing to increase.

The school's main expenditure is on the teaching and support staff and these costs are determined by the number of pupils placed with the school.

There were some concerns related to the proposed introduction of VAT for independent schools, and removal of business rates relief. It is now confirmed that VAT can be reclaimed by Local Authorities, and we have since implemented processes for charging and accounting for VAT.

There are some concerns about the impact of the new Government's budget, as the increase in Employer's NI contributions will have a significant effect on our finances.

As previously stated, there is also an ongoing challenge in terms of recruitment and retention of high calibre staff. This is in line with issues experienced nationally, as unemployment remains at low levels.

The Quest School
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Trustees' report (continued)
For the year ended 31 July 2024

e. Financial risk management objectives and policies

The school has a risk management strategy which comprises:

- The Management Board termly review of the risks that the charity might face: action plans are followed to ensure all risks are mitigated;
- The Board regularly discusses the risks the charity may face;
- The establishment of policies, systems and procedures to mitigate those risks identified;
- The implementation of procedures designed to minimise any potential impact on the charity should those risks materialise.

The school monitors its cash flows very carefully and has prepared projections, which show that the school will have sufficient resources to meet its liabilities as they fall due over the next twelve months.

f. Principal funding

The principal funding is income from the local authorities for the education of children with autism.

Structure, governance and management

a. Constitution

The Quest School is registered as a charitable company limited by guarantee. The governing document is the company memorandum and articles of association as amended by special resolution dated 2nd September 2004. The day to day management of the charity vests in the Board of Management (BoM), comprising 2 Trustees, the Head Teacher, Deputy Head Teacher, Assistant Head Teacher and the Company Secretary. The BoM report to the independent Board of Trustees, which is responsible for ensuring that the charity is operated in accordance with the Charity Commission requirements

The Trustees meet at least three times a year to receive reports from the BoM and also engage directly with the School through an annual cycle of purposeful targeted visits linked to different areas of school monitoring, or to formal self evaluation monitoring meetings. The Trustees are recruited to provide a cross section of backgrounds to give a broad basis of experiences to the charity. Where required, the Trustees and Board of Management take input from a range of specialist individuals and organisations including for ABA, Speech & Language, Occupational Therapy, School Improvement Partner, IT, Legal, Accountancy, Health & Safety, HR & Employment matters.

b. Methods of appointment or election of Trustees

The management of the Company is the responsibility of the Trustees who are elected and co-opted under the terms of the Trust deed.

A Board Effectiveness review was undertaken towards the end of 2022-23. The outcome from which concluded that there are many positive areas of Board effectiveness, however all agreed that diversity and Trustees succession were areas that needed further improvement.

A succession plan for the current Board of Trustees has previously been agreed, with a timeline for refreshing the Board members.

During 2023-24 one Trustee, Monica Plange (also a parent of a pupil at the school) resigned as she was no longer able to maintain her commitment to the role.

The Board also agreed that Ian Martin and Peter Mepsted should continue in their respective roles of Chair and Deputy Chair.

The Quest School
(A company limited by guarantee)

Trustees' report (continued)
For the year ended 31 July 2024

Structure, governance and management (continued)

c. Organisational structure and decision-making policies

Policy adherence and review:

The school maintains a regular cycle, monitored by the Board of Management, of reviewing all policies to ensure they remain current. Staff regularly sign a policy adherence confirmation to acknowledge that they comply with all school policies. Where any staff member had not complied with a particular aspect of policy, a log is made and appropriate action, such as additional coaching for staff, is implemented.

d. Policies adopted for the induction and training of Trustees

Induction of the new Trustee followed our usual induction process.

e. Staff pay matters

During 2019-20, the Board agreed to the introduction of two staff appreciation and retention initiatives: an enhanced pension contribution matching scheme and a non-contractual five year 'retention incentive' payment scheme. These schemes remain discretionary and are non-contractual.

In September 2021 a further scheme was introduced to reward new staff for their loyalty and dedication to Quest. New starters receive a payment of £1000 after 2 years' service, to be paid the term following completion of 2 full years' service.

The Board believe these schemes have played a significant role in retaining the services of our talented and committed long- serving staff upon whom Quest is dependent for the achievement of high quality pupil outcomes, and enabling such committed and loyal staff to adequately prepare for retirement.

From time to time The Boards benchmark salary rates against available relevant comparators such as the broader educational sector and similar specialist schools.

During the past year in particular we have worked very hard on staff well-being and engagement, and these efforts are evident in the feedback from staff. There is also significantly improved annual staff turnover.

f. Related party relationships

The charity was founded by a number of families who had children with autism, having established that the needs of their children were not being met by any facility in the area. Two of these families are still active in the charity. Ian Martin is the Chair and his wife, Anne Martin, NPQH (National Professional Qualification in Headship) was the Head Teacher during the year 2023-24. From September 2024, new Co-Headteachers were appointed; Anne Martin remains on the Board of Management, but no longer as Headteacher. Peter Mepsted is Director/Trustee and his wife, Ashley Carter Mepsted is the Head of Development & Projects. Peter also provides services to the School in relation to his occupation as a Health and Safety Consultant. All decisions relating to remuneration and employment of connected members of staff and consultants are taken by the Board of Trustees in their absence and in the absence of their spouses. Appropriate day to day operational controls and disclosures to Trustees are in place.

The Quest School
(A company limited by guarantee)

Trustees' report (continued)
For the year ended 31 July 2024

Plans for future periods

Future developments

The Quest Board of Management recently updated its Strategy review to evaluate the level of demand locally for autistic specific autism provision. The outcome from this review, along with the historic and expected future growth in pupil numbers and continuing demand for places, demonstrates the ongoing need for a provision such as Quest. The projected demand within KCC for ASD provision is continuing to increase year on year. This projection has been borne out in practice with a continued strong pipeline of referral for pupil placements from Kent and Medway Councils.

Given the continued strength of demand for pupil placements, the school wishes to continue to expand its capacity to accommodate growing number of pupils. The Board of Management has therefore agreed with the Trustees, the project plan for securing a longer term property solution, given the limited additional capacity of the current premises.

The school is now considering a plot of land in Yalding as a site for new premises. This would involve the school taking a 25 year lease from an investor who would purchase the plot and provide a building which Quest would fit-out using our designated property fund.

The property fund is expected to be deployed in the next 12-18 months, subject to planning. We have a specific plot and building identified (Yalding Enterprise Park). We have an agreed purchase price with the developers, and an in-principle arrangement with an investor to buy the plot and provide the school with a 25 year lease on agreed indicative terms. We have begun the process to secure planning permission. The school will fund the fit-out using the accumulated designated property fund.

Premises developments

The School operates from The Hop Farm at Paddock Wood and during the year we have continued our programme of ongoing redecoration and repairs to enable the continuing enhancement of the facilities for both pupils and staff.

The lease is on an annual renewable basis, pending a move to new, long term premises.

Improvements to IT infrastructure

During 2023-24, the school implemented a new digital system for tracking individual pupils' learning and behaviour progress. This was supported by the purchase of new ipads for each pupil at the school.

The Quest School
(A company limited by guarantee)

Trustees' report (continued)
For the year ended 31 July 2024

Statement of Trustees' responsibilities

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

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

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

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

Disclosure of information to auditors

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

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

Auditors

The auditors, Kreston Reeves LLP, have indicated their willingness to continue in office. The designated Trustees will propose a motion reappointing the auditors at a meeting of the Trustees.

Approved by order of the members of the board of Trustees on 11th March 2025 and signed on their behalf by:



I S J Martin
(Chair of Trustees)

P C Mepsted

P C Mepsted
(Trustee)

The Quest School
(A company limited by guarantee)

Independent auditors' report to the Members of The Quest School

Opinion

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

In our opinion the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 July 2024 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 Charities Act 2011.

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 Auditors' 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 United Kingdom, including the Financial Reporting Council's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

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

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

The Quest School
(A company limited by guarantee)

Independent auditors' report to the Members of The Quest School (continued)

Other information

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

We have nothing to report in this regard.

Matters on which we are required to report by exception

We have nothing to report in respect of the following matters where the Charities (Accounts and Reports) Regulations 2008 requires us to report to you if, in our opinion:

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

Responsibilities of trustees

As explained more fully in the Trustees' responsibilities statement, the Trustees (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.

Independent auditors' report to the Members of The Quest School (continued)

Auditors' responsibilities for the audit of the financial statements

We have been appointed as auditor under section 144 of the Charities Act 2011 and report in accordance with the Act and relevant regulations made or having effect thereunder.

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

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

Capability of the audit in detecting irregularities, including fraud

Based on our understanding of the Charity and the sector as a whole, and through discussion with the Trustees and other management (as required by auditing standards), we identified that the principal risks of non compliance with laws and regulations related to Ofsted compliance, and Safeguarding. We considered the extent to which non compliance might have a material effect on the financial statements. We also considered those laws and regulations that have a direct impact on the preparation of the financial statements such as the Charities SORP (FRS 102) Second Edition (released October 2019), the Companies Act 2006 and other relevant charity legislation. We communicated identified laws and regulations throughout our team and remained alert to any indications of non compliance throughout the audit. We evaluated Trustees' and management's incentives and opportunities for fraudulent manipulation of the financial statements (including the risk of override of controls) and determined that the principal risks related to posting inappropriate journal entries to increase revenue or reduce expenditure. Audit procedures performed by the engagement team included:

- Discussions with management and assessment of known or suspected instances of non compliance with laws and regulations (including health and safety) and fraud, and review of the reports made by management; and
- Assessment of identified fraud risk factors; and
- Identifying and assessing the design effectiveness of controls that management has in place to prevent and detect fraud; and
- Conducting interviews with appropriate personnel to gain further insight into the control systems implemented, and the risk of irregularity; and
- Challenging assumptions and judgements made by management in its significant accounting estimates; and
- Performing analytical procedures to identify any unusual or unexpected relationships, including related party transactions, that may indicate risks of material misstatement due to fraud; and
- Confirmation of related parties with management, and review of transactions throughout the period to identify any previously undisclosed transactions with related parties outside the normal course of business; and
- Reading minutes of meetings of those charged with governance, reviewing internal audit reports and reviewing correspondence with relevant tax and regulatory authorities; and
- Review of internal controls and physical inspection of tangible assets susceptible to fraud or irregularity; and
- Review of significant and unusual transactions and evaluation of the underlying financial rationale supporting the transactions; and
- Identifying and testing journal entries, in particular any manual entries made at the year end for financial statement preparation.

The Quest School
(A company limited by guarantee)

Independent auditor's report to the Members of The Quest School (continued)

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

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

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

Use of our report

This report is made solely to the charitable company's trustees, as a body, in accordance with Part 4 of the Charities (Accounts and Reports) Regulations 2008. Our audit work has been undertaken so that we might state to the charitable company's trustees those matters we are required to state to them in an Auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company and its members, as a body, for our audit work, for this report, or for the opinions we have formed.

Kreston Reeves LLP

Kreston Reeves LLP
Chartered Accountants
Statutory Auditor
Maritime Place
Quayside
Chatham Maritime
Chatham
Kent
ME4 4QZ

Date: 12 March 2025

Kreston Reeves LLP are eligible to act as auditors in terms of section 1212 of the Companies Act 2006.

The Quest School
(A company limited by guarantee)

Statement of financial activities (incorporating income and expenditure account)
For the year ended 31 July 2024

	Note	Unrestricted funds 2024 £	Total funds 2024 £	Total funds 2023 £
Income from:				
Donations and legacies	4	21,401	21,401	6,409
Charitable activities	5	1,397,110	1,397,110	1,256,762
Investments	6	55,610	55,610	22,584
Total income		1,474,121	1,474,121	1,285,755
Expenditure on:				
Charitable activities		1,267,951	1,267,951	1,172,830
Total expenditure		1,267,951	1,267,951	1,172,830
Net movement in funds		206,170	206,170	112,925
Reconciliation of funds:				
Total funds brought forward		1,233,024	1,233,024	1,120,099
Net movement in funds		206,170	206,170	112,925
Total funds carried forward		1,439,194	1,439,194	1,233,024

The Statement of financial activities includes all gains and losses recognised in the year.

The notes on pages 19 to 33 form part of these financial statements.

The Quest School
(A company limited by guarantee)
Registered number: 04669567

Balance sheet
As at 31 July 2024

	Note	2024 £	2023 £
Fixed assets			
Intangible assets	10	2,041	3,208
Tangible assets	11	15,038	16,396
		<u>17,079</u>	<u>19,604</u>
Current assets			
Debtors	12	13,053	12,750
Investments	13	1,100,000	1,000,000
Cash at bank and in hand		374,128	263,670
		<u>1,487,181</u>	<u>1,276,420</u>
Creditors: amounts falling due within one year	14	(65,066)	(63,000)
Net current assets		<u>1,422,115</u>	<u>1,213,420</u>
Total net assets		<u><u>1,439,194</u></u>	<u><u>1,233,024</u></u>
Charity funds			
Restricted funds	15	-	-
Unrestricted funds	15	1,439,194	1,233,024
Total funds		<u><u>1,439,194</u></u>	<u><u>1,233,024</u></u>

The entity was entitled to exemption from audit under section 477 of the Companies Act 2006.

The members have not required the entity to obtain an audit for the year in question in accordance with section 476 of the Companies Act 2006.

However, an audit is required in accordance with section 144 of the Charities Act 2011.

The Trustees acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and preparation of financial statements.

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

The financial statements were approved and authorised for issue by the Trustees on 11th March 2025 and signed on their behalf by:



I S J Martin
(Chair of Trustees)

P C Mepsted

P C Mepsted
(Trustee)

The notes on pages 19 to 33 form part of these financial statements.

The Quest School
(A company limited by guarantee)

Statement of cash flows
For the year ended 31 July 2024

	2024 £	2023 £
Cash flows from operating activities		
Net cash used in operating activities (see note 17)	157,215	77,133
Cash flows from investing activities		
Dividends, interests and rents from investments	55,610	22,584
Purchase of intangible assets	-	(3,500)
Purchase of tangible fixed assets	(2,367)	(4,536)
Net cash provided by investing activities	53,243	14,548
Cash flows from financing activities		
Change in cash and cash equivalents in the year	210,458	91,681
Cash and cash equivalents at the beginning of the year	1,263,670	1,171,989
Cash and cash equivalents at the end of the year	1,474,128	1,263,670

The notes on pages 19 to 33 form part of these financial statements

The Quest School
(A company limited by guarantee)

Notes to the financial statements
For the year ended 31 July 2024

1. General information

The Quest School is a charity and a company limited by guarantee incorporated in England. The charity's registered office Montague Place, Quayside, Chatham Maritime, Chatham, Kent, ME4 4QU. The principal activity of the charity is to provide specialist, individualised education services to children with autism.

2. Accounting policies

2.1 Basis of preparation of financial statements

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

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

2.2 Company Status

The charity is a company limited by guarantee. The members of the charity are the Trustees named on page 1. In the event of the charity being wound up, the liability in respect of the guarantee is limited to £1 per member of the charity.

2.3 Going concern

The Trustees assess whether the use of going concern is appropriate i.e. whether there are any material uncertainties related to events or conditions that may cast significant doubt on the ability of the Charity to continue as a going concern. The Trustees make this assessment in respect of a period of at least one year from the date of authorisation for issue of the financial statements and have concluded that the Charity has adequate resources to continue in operational existence for the foreseeable future and there are no material uncertainties about the Charity's ability to continue as a going concern, thus they continue to adopt the going concern basis of accounting in preparing the financial statements.

2.4 Income

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

Notes to the financial statements
For the year ended 31 July 2024

2. Accounting policies (continued)

2.5 Expenditure

Expenditure is recognised once there is a legal or constructive obligation to transfer economic benefit to a third party, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably. Expenditure is classified by activity. The costs of each activity are made up of the total of direct costs and shared costs, including support costs involved in undertaking each activity. Direct costs attributable to a single activity are allocated directly to that activity. Shared costs which contribute to more than one activity and support costs which are not attributable to a single activity are apportioned between those activities on a basis consistent with the use of resources. Central staff costs are allocated on the basis of time spent, and depreciation charges allocated on the portion of the asset's use.

Support costs are those costs incurred directly in support of expenditure on the objects of the company and include project management carried out at Headquarters.

Costs of generating funds are costs incurred in attracting voluntary income, and those incurred in trading activities that raise funds.

Charitable activities and Governance costs are costs incurred on the company's operations, including support costs and costs relating to the governance of the company apportioned to charitable activities.

Expenditure on charitable activities is incurred on directly undertaking the activities which further the Charity's objectives, as well as any associated support costs.

All expenditure is inclusive of irrecoverable VAT.

2.6 Interest receivable

Interest on funds held on deposit is included when receivable and the amount can be measured reliably by the Charity; this is normally upon notification of the interest paid or payable by the institution with whom the funds are deposited.

2.7 Taxation

The Charity is considered to pass the tests set out in Paragraph 1 Schedule 6 of the Finance Act 2010 and therefore it meets the definition of a charitable company for UK corporation tax purposes. Accordingly, the Charity is potentially exempt from taxation in respect of income or capital gains received within categories covered by Chapter 3 Part 11 of the Corporation Tax Act 2010 or Section 256 of the Taxation of Chargeable Gains Act 1992, to the extent that such income or gains are applied exclusively to charitable purposes.

2.8 Intangible assets and amortisation

Intangible assets costing £1000 or more are capitalised and recognised when future economic benefits are probable, and the cost or value of the asset can be measured reliably.

Intangible assets are initially recognised at cost. After recognition, under the cost model, intangible assets are measured at cost less any accumulated amortisation and any accumulated impairment losses.

Amortisation is provided on intangible assets at rates calculated to write off the cost of each asset on a straight-line basis over its expected useful life.

Amortisation is provided on the following basis:

Notes to the financial statements
For the year ended 31 July 2024

2. Accounting policies (continued)

2.8 Intangible assets and amortisation (continued)

Computer software - 33 % 3 year Straight Line

2.9 Tangible fixed assets and depreciation

Tangible fixed assets costing £1,000 or more are capitalised and recognised when future economic benefits are probable and the cost or value of the asset can be measured reliably.

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

At each reporting date the Charity assesses whether there is any indication of impairment. If such indication exists, the recoverable amount of the asset is determined to be the higher of its fair value less costs to sell and its value in use. An impairment loss is recognised where the carrying amount exceeds the recoverable amount.

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

Depreciation is provided on the following bases:

Long-term leasehold property	- Over term of lease
Motor vehicles	- 20% reducing balance
Fixtures and fittings	- 25% reducing balance
Computer equipment	- 33% straight line

2.10 Debtors

Trade and other debtors are recognised at the settlement amount after any trade discount offered. Prepayments are valued at the amount prepaid net of any trade discounts due.

2.11 Cash at bank and in hand

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

2.12 Liabilities and provisions

Liabilities are recognised when there is an obligation at the Balance sheet date as a result of a past event, it is probable that a transfer of economic benefit will be required in settlement, and the amount of the settlement can be estimated reliably.

Liabilities are recognised at the amount that the Charity anticipates it will pay to settle the debt or the amount it has received as advanced payments for the goods or services it must provide.

Provisions are measured at the best estimate of the amounts required to settle the obligation. Where the effect of the time value of money is material, the provision is based on the present value of those amounts, discounted at the pre-tax discount rate that reflects the risks specific to the liability. The unwinding of the discount is recognised in the Statement of financial activities as a finance cost.

Notes to the financial statements
For the year ended 31 July 2024

2. Accounting policies (continued)

2.13 Financial instruments

The Charity only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value with the exception of bank loans which are subsequently measured at amortised cost using the effective interest method.

2.14 Operating leases

Rentals paid under operating leases are charged to the Statement of financial activities on a straight-line basis over the lease term.

2.15 Pensions

The Charity operates a defined contribution pension scheme and the pension charge represents the amounts payable by the Charity to the fund in respect of the year.

2.16 Fund accounting

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

Designated funds comprise unrestricted funds that have been set aside by the Trustees for particular purposes. The aim and use of each designated fund is set out in the notes to the financial statements.

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

Notes to the financial statements
For the year ended 31 July 2024

3. Critical accounting estimates and areas of judgment

Estimates and judgments are continually evaluated and are based on historical experience and other factors, including expectations of future events that are believed to be reasonable under the circumstances.

Critical accounting estimates and assumptions:

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

Tangible fixed assets

The charity has recognised tangible fixed assets with a carrying value of £16,396 (see note 11). These assets are stated at their cost less provision for depreciation and impairment. The annual depreciation charge for tangible fixed assets is sensitive to changes in the estimated useful lives and residual values of the assets. The useful economic lives and residual values are re-assessed annually. They are amended when necessary to reflect current estimates, based on technological advancement, future investments, economic utilisation and the physical condition of the assets.

Critical areas of judgment:

Lease commitments

The charity has entered into a range of lease commitments in respect of property and equipment. The classification of these leases as either financial or operating leases requires the Trustees to consider whether the terms and conditions of each lease are such that the charity has acquired the risks and rewards associated with the ownership of the underlying assets.

4. Income from donations and legacies

	Unrestricted funds 2024 £	Total funds 2024 £	Total funds 2023 £
Donations	21,401	21,401	6,409
Total 2023	6,409	6,409	

5. Income from charitable activities

	Unrestricted funds 2024 £	Total funds 2024 £	Total funds 2023 £
Educational operations	1,397,110	1,397,110	1,256,762

The Quest School
(A company limited by guarantee)

Notes to the financial statements
For the year ended 31 July 2024

6. Investment income

	Unrestricted funds 2024 £	Total funds 2024 £	Total funds 2023 £
Deposit account interest	55,610	55,610	22,584
Total 2023	22,584	22,584	

7. Analysis of expenditure by activities

	Activities undertaken directly 2024 £	Support costs 2024 £	Total funds 2024 £	Total funds 2023 £
Educational operations	1,103,789	164,162	1,267,951	1,172,830
Total 2023	1,034,075	138,755	1,172,830	

Analysis of direct costs

	Educational operations 2024 £	Total funds 2024 £	Total funds 2023 £
Staff costs	1,010,262	1,010,262	944,625
Educational supplies and activities	3,426	3,426	4,523
Staff development and recruitment	20,001	20,001	15,284
Educational consultancy	14,235	14,235	18,516
Curriculum development	2,898	2,898	4,373
Postage and stationery	14,069	14,069	14,104
Other consultancy	38,898	38,898	32,650
Total 2024	1,103,789	1,103,789	1,034,075
Total 2023	1,034,075	1,034,075	

Notes to the financial statements
For the year ended 31 July 2024

7. Analysis of expenditure by activities (continued)

Analysis of support costs

	Educational operations 2024 £	Total funds 2024 £	Total funds 2023 £
Depreciation	4,892	4,892	3,862
Insurance	5,525	5,525	7,787
Rent and rates	44,880	44,880	41,930
Light and heat	15,765	15,765	8,804
Repairs and renewals	12,373	12,373	4,905
Cleaning costs	13,358	13,358	10,790
Telephone	3,800	3,800	3,688
Postage and stationery	2,682	2,682	3,806
IT expenditure	40,421	40,421	27,793
Legal and professional	2,401	2,401	2,362
Statutory enquiries	4,348	4,348	4,444
Accountancy	11,829	11,829	13,144
Travel costs	1,767	1,767	2,384
Profit on disposal	-	-	434
Other support costs	121	121	2,622
Total 2024	<u>164,162</u>	<u>164,162</u>	<u>138,755</u>
Total 2023	<u>138,755</u>	<u>138,755</u>	

During the year ended 31 July 2024, the charity incurred the following Governance costs:

£1,922 (2023 - £2,100) included within the table above under Accountancy, in respect of Accountancy fees.

£9,907 (2023 - £11,043) included within the table above under Accountancy, in respect of Audit fees.

8. Staff costs

	2024 £	2023 £
Wages and salaries	877,038	829,624
Social security costs	75,882	64,299
Contribution to defined contribution pension schemes	57,342	50,702
	<u>1,010,262</u>	<u>944,625</u>

The Quest School
(A company limited by guarantee)

Notes to the financial statements
For the year ended 31 July 2024

8. Staff costs (continued)

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

	2024	2023
	No.	No.
Management	4	4
Administration	3	3
Teaching	32	31
	39	38

No employee received remuneration amounting to more than £60,000 in either year.

The total employee benefits (including employer pension contributions and employer national insurance contributions) received by key management personnel for their services to the charity was £281,759 (2023: £264,457), of which £25,314 (2023: £24,324) was employer national insurance contributions.

9. Trustees' remuneration and expenses

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

During the year ended 31 July 2024, no Trustee expenses have been incurred (2023 - £NIL).

10. Intangible assets

	Computer software £
Cost	
At 1 August 2023	3,500
At 31 July 2024	3,500
Amortisation	
At 1 August 2023	292
Charge for the year	1,167
At 31 July 2024	1,459
Net book value	
At 31 July 2024	2,041
At 31 July 2023	3,208

The Quest School
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Notes to the financial statements
For the year ended 31 July 2024

11. Tangible fixed assets

	Motor vehicles £	Fixtures and fittings £	Computer equipment £	Leasehold improve- ments £	Total £
Cost or valuation					
At 1 August 2023	16,000	41,381	18,615	230,920	306,916
Additions	-	2,367	-	-	2,367
At 31 July 2024	16,000	43,748	18,615	230,920	309,283
Depreciation					
At 1 August 2023	5,120	35,865	18,615	230,920	290,520
Charge for the year	2,176	1,549	-	-	3,725
At 31 July 2024	7,296	37,414	18,615	230,920	294,245
Net book value					
At 31 July 2024	8,704	6,334	-	-	15,038
At 31 July 2023	10,880	5,516	-	-	16,396

12. Debtors

	2024 £	2023 £
Due within one year		
Prepayments and accrued income	13,053	12,750
	13,053	12,750

13. Current asset investments

	2024 £	2023 £
Fixed term deposit	1,100,000	1,000,000

The Quest School
(A company limited by guarantee)

Notes to the financial statements
For the year ended 31 July 2024

14. Creditors: Amounts falling due within one year

	2024	2023
	£	£
Trade creditors	22,957	30,990
Other taxation and social security	26,409	14,780
Other creditors	8,680	6,070
Accruals and deferred income	7,020	11,160
	65,066	63,000

The Quest School
(A company limited by guarantee)

Notes to the financial statements
For the year ended 31 July 2024

15. Statement of funds

Statement of funds - current year

	Balance at 1 August 2023 £	Income £	Expenditure £	Transfers in/out £	Balance at 31 July 2024 £
Unrestricted funds					
Designated funds					
Designated fixed asset and property fund	710,014	-	-	111,180	821,194
General funds					
General Fund	35,010	1,474,121	(1,267,951)	(206,180)	35,000
Contingency Fund	435,000	-	-	85,000	520,000
Staff retention fund	53,000	-	-	10,000	63,000
	523,010	1,474,121	(1,267,951)	(111,180)	618,000
Total Unrestricted funds	1,233,024	1,474,121	(1,267,951)	-	1,439,194

The Quest School
(A company limited by guarantee)

Notes to the financial statements
For the year ended 31 July 2024

15. Statement of funds (continued)

Statement of funds - prior year

	Balance at 1 August 2022 £	Income £	Expenditure £	Transfers in/out £	Balance at 31 July 2023 £
Unrestricted funds					
Designated funds					
Designated fixed asset and property fund	600,099	-	(85)	110,000	710,014
General funds					
General Fund	40,000	1,281,455	(1,168,445)	(118,000)	35,010
Fundraising Fund	-	4,000	(4,000)	-	-
Contingency Fund	435,000	-	-	-	435,000
Staff retention fund	45,000	-	-	8,000	53,000
	520,000	1,285,455	(1,172,445)	(110,000)	523,010
Total Unrestricted funds	1,120,099	1,285,455	(1,172,530)	-	1,233,024

16. Analysis of net assets between funds

Analysis of net assets between funds - current period

	Unrestricted funds 2024 £	Total funds 2024 £
Tangible fixed assets	15,038	15,038
Intangible fixed assets	2,041	2,041
Current assets	1,487,181	1,487,181
Creditors due within one year	(65,066)	(65,066)
Total	1,439,194	1,439,194

The Quest School
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Notes to the financial statements
For the year ended 31 July 2024

16. Analysis of net assets between funds (continued)

Analysis of net assets between funds - prior period

	Unrestricted funds 2023 £	Total funds 2023 £
Tangible fixed assets	16,396	16,396
Intangible fixed assets	3,208	3,208
Current assets	1,276,420	1,276,420
Creditors due within one year	(63,000)	(63,000)
Total	1,233,024	1,233,024

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

	2024 £	2023 £
Net income for the period (as per Statement of Financial Activities)	206,170	112,924
Adjustments for:		
Depreciation charges	3,725	3,573
Amortisation charges	1,167	292
Dividends, interests and rents from investments	(55,610)	(22,584)
Loss on the sale of fixed assets	-	434
Increase in debtors	(303)	(3,297)
Increase/(decrease) in creditors	2,066	(14,210)
Net cash provided by operating activities	157,215	77,133

18. Analysis of cash and cash equivalents

	2024 £	2023 £
Cash in hand	374,128	263,670
Liquid investments	1,100,000	1,000,000
Total cash and cash equivalents	1,474,128	1,263,670

The Quest School
(A company limited by guarantee)

Notes to the financial statements
For the year ended 31 July 2024

19. Analysis of changes in net debt

	At 1 August 2023	Cash flows	At 31 July 2024
	£	£	£
Cash at bank and in hand	263,670	110,458	374,128
Liquid investments	1,000,000	100,000	1,100,000
	1,263,670	210,458	1,474,128

20. Pension commitments

The charity operates a defined contribution pension scheme. The assets of the scheme are held separately from those of the charity in an independently administered fund. The pension cost charge represents contributions payable by the charity to the fund and amounted to £57,342 (2023 - £50,702). Contributions totalling £8,680 (2023 - £6,070) were payable to the fund at the balance sheet date and are included in creditors.

21. Operating lease commitments

At 31 July 2024 the Charity had commitments to make future minimum lease payments under non-cancellable operating leases as follows:

	2024	2023
	£	£
Not later than 1 year	34,443	34,312
Later than 1 year and not later than 5 years	2,153	2,805
	36,596	37,117

Notes to the financial statements
For the year ended 31 July 2024

22. Related party transactions

A E Martin, spouse of I S J Martin, a trustee, is employed by the charity as Principal. A E Martin's employment continues in open competition and I S J Martin is not involved in decision's relating to performance review and terms of employment. A E Martin is paid within the normal pay scale for her role and receives no special treatment as a result of her relationship to a trustee.

A Carter-Mepsted, spouse of P C Mepsted, a trustee, is employed by the charity as Head of Development and Projects. A Carter-Mepsted's employment continues in open competition and P C Mepsted is not involved in decisions relating to performance review and terms of employment. A Carter-Mepsted is paid within the normal pay scale for her role and receives no special treatment as a result of her relationship to a trustee.

L Duvall, sister of A Carter-Mepsted and P C Mepsted, a trustee, is employed by the charity as the Finance Manager. L Duvall's employment continues in open competition and neither A Carter-Mepsted or P C Mepsted are involved in decisions relating to performance review and terms of employment. L Duvall is paid within the normal pay scale for her role and receives no special treatment as a result of her relationship to a trustee.

P Mepsted, a trustee of the charity, invoiced the charity £35,002 (2023: £32,650), for the provision of property, health and safety and other consultancy services.

P Barnett, a trustee of the charity, invoiced the charity £1,400 (2023: £1,330) for the provision of school improvement services.

All of the above transactions were approved by the Board of Trustees and are documented in the Trustees minutes.

THE QUEST SCHOOL

England & Wales - Charity number 1106112

Accounts

Registered number: 04669567
Charity number: 1106112

The Quest School
(A company limited by guarantee)

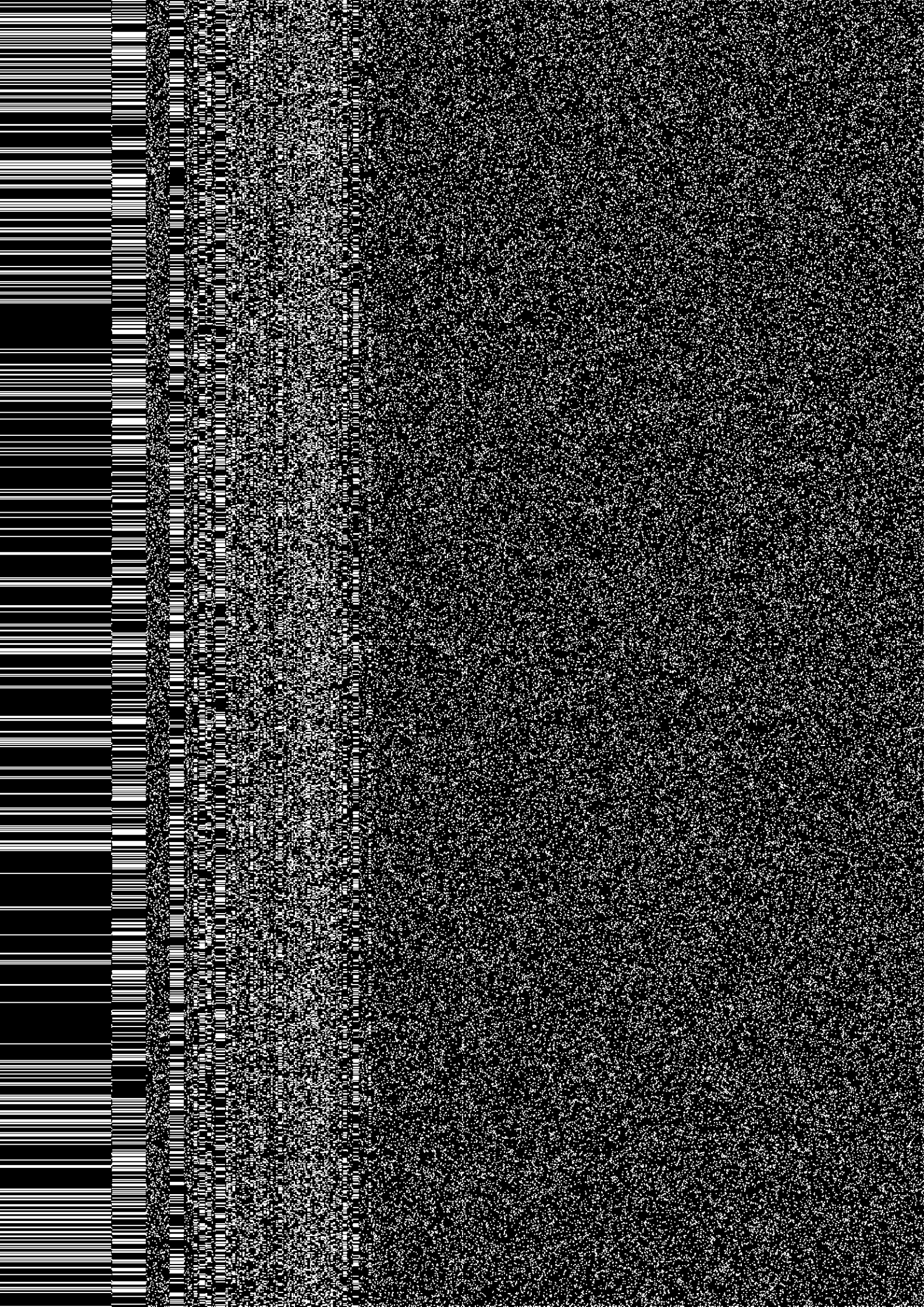
Trustees' report and financial statements

For the year ended 31 July 2023

The Quest School
(A company limited by guarantee)

Reference and administrative details of the Charity, its Trustees and advisers
For the year ended 31 July 2023

Trustees	I S J Martin, Chair L M Edmans, CBE D J Bruce P Whiteley P C Mepsted P Barnett C M Wratten (resigned 1 July 2023) K E Wratten (resigned 1 March 2023) M K Plange
Company registered number	04669567
Charity registered number	1106112
Registered office	The Hop Farm Maidstone Road Paddock Wood Kent TN12 6PY
Company secretary	A Carter-Mepsted
Independent auditors	Kreston Reeves LLP Statutory Auditor Montague Place Quayside Chatham Maritime Chatham Kent ME4 4QU
Bankers	HSBC Bank plc 1-5 Week Street Maidstone Kent ME14 1QW



The Quest School
(A company limited by guarantee)

Trustees' report (continued)
For the year ended 31 July 2023

Achievements and performance

a. Main achievements of the Charity

The Quest School started in 2003 with 3 pupils and has grown steadily since then. At the end of July 2023, the school had a total of 23 pupils.

The school provides a specialist learning environment, designed around the specific needs of pupils with autism, and uses a structured teaching approach built on the principles of behaviour science.

The school has a proven track record of achieving excellent outcomes for its pupils, most of whom face very significant challenges due to the severity of their autism and learning disabilities.

The school has robust processes for measuring pupil progress, including referencing against national standards for academic progress for pupils with Special Educational needs. The data shows that pupils at Quest consistently make excellent progress, when compared with pupils of similar learning profiles.

The school places great importance on developing functional skills for pupils, in order to promote independence and improve their quality of life. Pupils' individual learning programmes include development of skills in the following areas:

- Academic learning;
- Language & Communication;
- Social and Community Functional skills;
- Independence skills

b. Key performance indicators

Ofsted Inspection November 2022

The most recent full Ofsted inspection in November 2022 judged the school to be Outstanding in every category, validating the accuracy and robustness of whole school self-evaluation processes, and whole school philosophy and endeavour of excellence and continuous improvement.

We were extremely proud of achieving this Outstanding rating from Ofsted; this was the third consecutive inspection in which we achieved the highest rating and means we have been graded as Outstanding since 2012.

History of Ofsted inspection ratings:

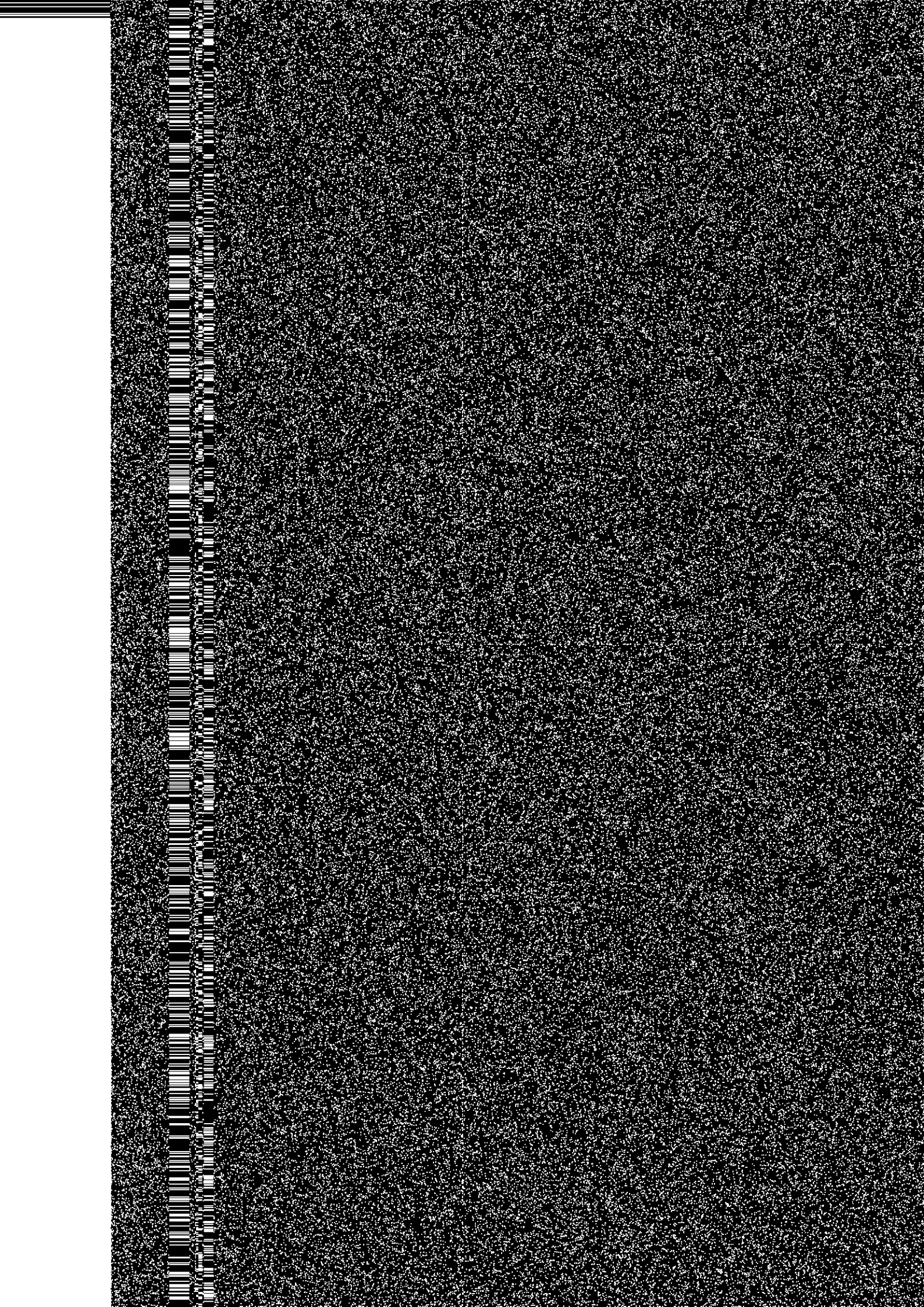
- November 2022: Outstanding in all categories
- March 2018: Outstanding in all categories
- June 2012 Outstanding in all categories

Quotes from the Ofsted inspection report:

"The Quest School is a very special school, and pupils are rightly very proud of it. The education that pupils receive is exceptional. The school motto, 'achievements never thought possible,' sums up life here."

"Staff place the safety and care of pupils at the heart of everything they do."

"Pupils are very well prepared for adulthood, and all move on to suitable education, training or specialist settings."



The Quest School
(A company limited by guarantee)

Trustees' report (continued)
For the year ended 31 July 2023

Achievements and performance (continued)

Staffing

The school continues to employ high calibre staff as well as working with external consultants, Speech & Language Therapists and Occupational Therapists, in order to enhance the learning of all pupils. Staff receive training in ABA, as well as relevant statutory training including Safeguarding, First Aid and Fire Safety Awareness. The school has continued with its planned leadership succession planning, with a Deputy Head teacher and Asst Head teacher appointed at the end of the 2022-23 year.

During 2022-23, in line with many others in the Special Needs Education sector (and many other sectors in the economy), the school experienced a continued challenge in the recruitment and retention of staff. There were periods of time during the year in which there were staffing shortages on a day to day basis.

The Board of Management implemented a number of measures to help address the staffing issues, including:

- Revised staffing model and review of salaries,
- Staff appreciation and retention scheme
- Loyalty bonus schemes for new staff (see 'section e Staff Pay Matters' below)
- Introduction of an overall staff Well being strategy, including a Well being taskforce.

c. Review of activities

Pupil Progress:

Pupil progress data for 2022-23 shows that pupils continued to make excellent progress. Below are some examples of individual progress.

Examples of pupil progress:

Pupil A: At the start of 2022-23, Pupil A had no functional means of communication (ie was effectively non-verbal). Pupil A also showed behaviour such as absconding from the classroom, refusing to sit at a table, or pay attention to any teacher requests. Pupil A would also frequently cry when asked to do anything.

By the end of the year, Pupil A was able to use some signs to communicate, with vocal approximations. Pupil A was also consistently responding to teacher's instructions and engaging in work and play activities. Pupil A is now generally happy, and engaged throughout the school day.

Pupil B: Towards the beginning of the school year, 2022-23 Pupil B demonstrated high levels of challenging behaviour, which included biting, headbanging and grabbing. Pupil B was also refuse to follow staff instructions.

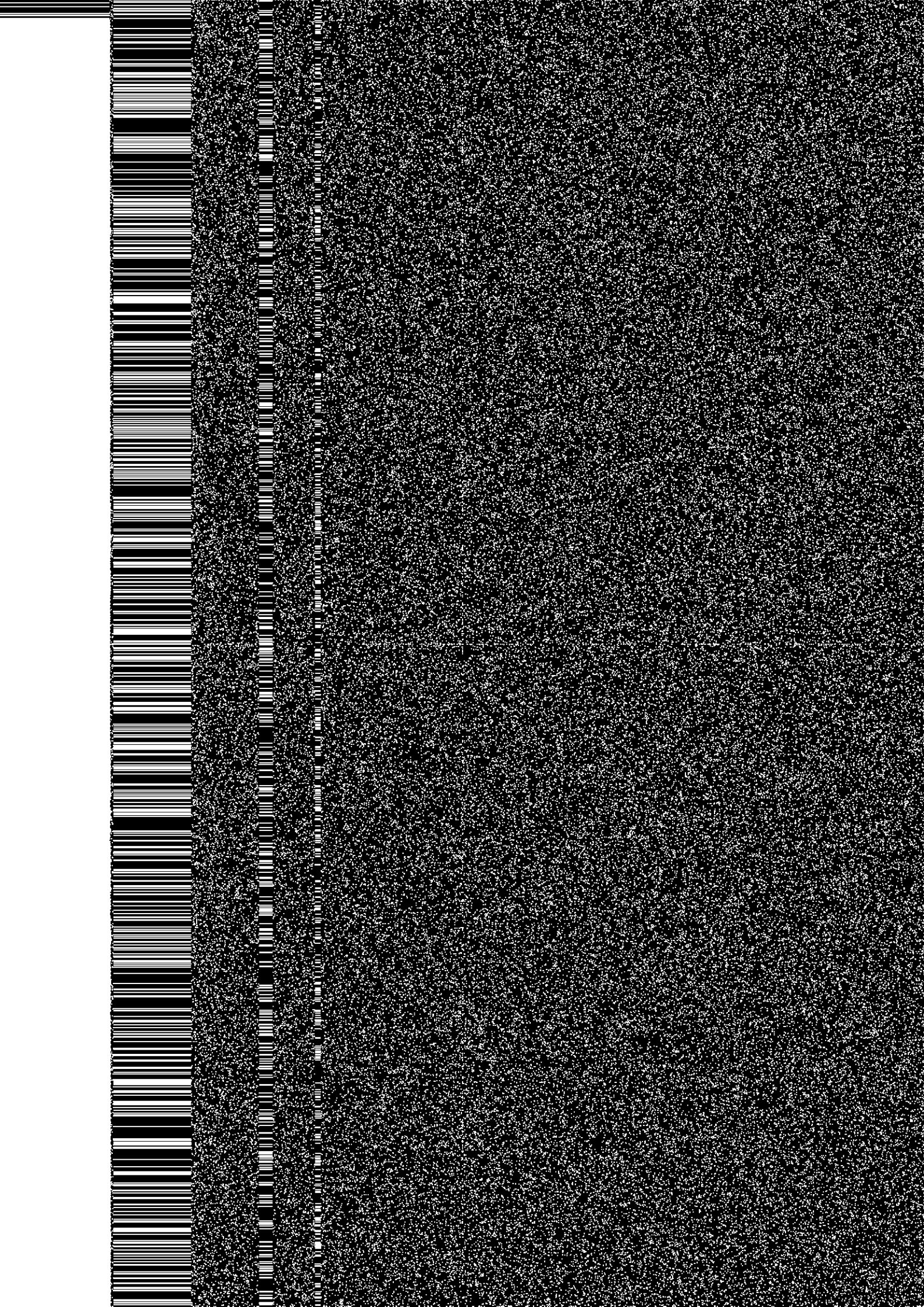
An individualised behaviour support programme was implemented for Pupil B over a number of months and overseen by the school's behaviour analysts. This intervention proved successful. By the end of the year, Pupil B Presented as happy and calm when at school and was progressing well throughout a range of learning programmes

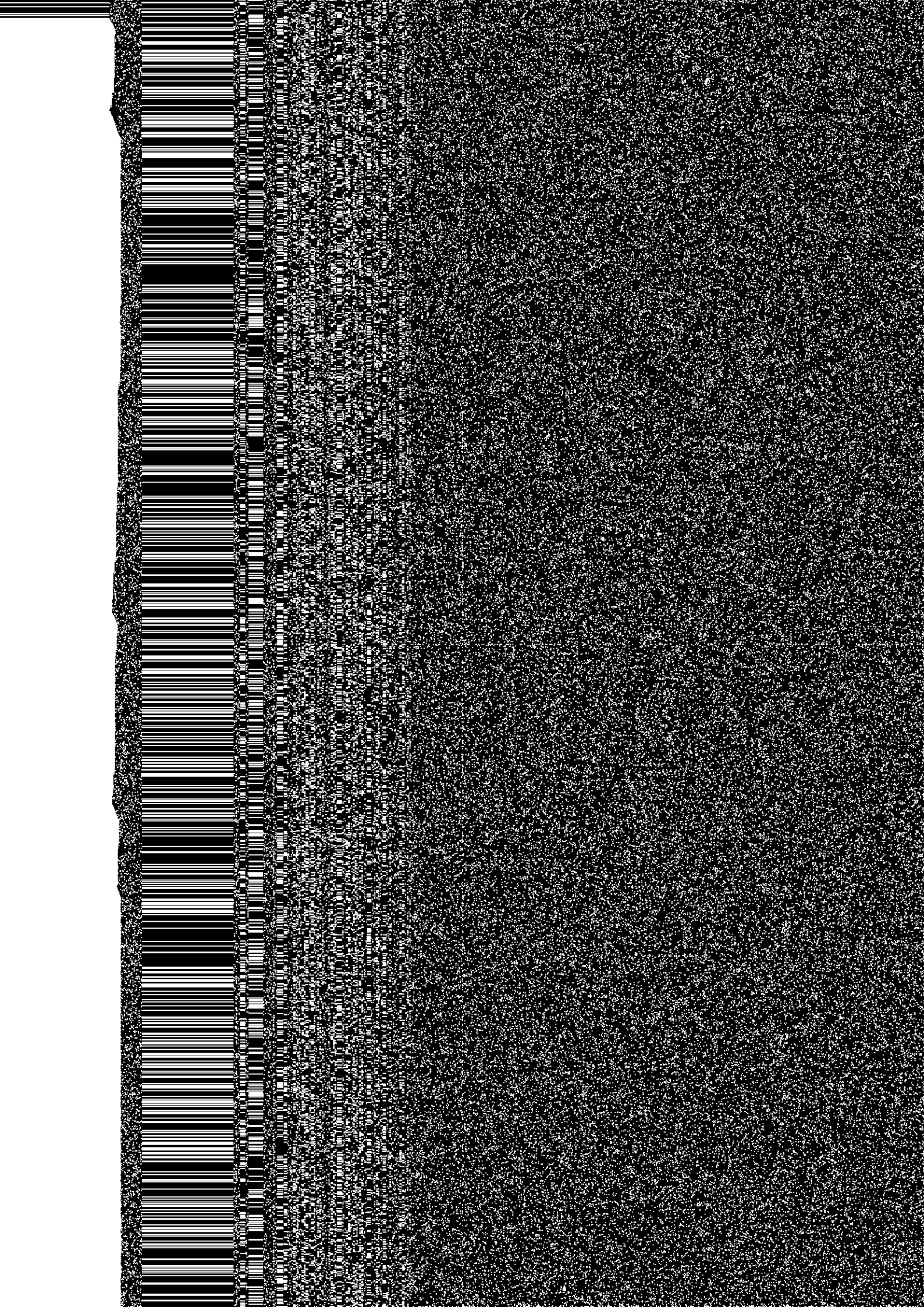
Curriculum development: the school works hard to continually improve and develop the provision for its pupils; hence there is an ongoing programme of curriculum development.

During 2022-23, we reviewed our curriculum for Mathematics; this led to the introduction of an enhanced school-wide curriculum, and also included additional training for staff in teaching Maths skills. Additional training for staff was also provided to enhance skills in understanding and supporting pupils' mental health.

We also extended our Speech and Language provision with the introduction of more Communication skills; in addition to the following: Sulp (Social Use of Language Programme) and Lego therapy, we also now run small groups in Attention Autism.

During 2022-23, Quest school became an accredited ACE (Authorised Continuing Education) provider. This accreditation enables us to provide training events which are accredited by the Behaviour Analysts Certification Board.





The Quest School
(A company limited by guarantee)

Trustees' report (continued)
For the year ended 31 July 2023

Structure, governance and management (continued)

c. Organisational structure and decision-making policies

Policy adherence and review:

The school maintains a regular cycle, monitored by the Board of Management, of reviewing all policies to ensure they remain current. Staff regularly sign a policy adherence confirmation to acknowledge that they comply with all school policies. Where any staff member had not complied with a particular aspect of policy, a log is made and appropriate action, such as additional coaching for staff, is implemented.

d. Policies adopted for the induction and training of Trustees

Induction of the new Trustee followed our usual induction process.

e. Staff pay matters

During 2019-20, the School became a recognised 'Living Wage' employer, and has continued this policy, ensuring increases to salary for the lowest paid staff increase in line with the Living Wage.

During 2019-20, the Board also agreed to the introduction of two staff appreciation and retention initiatives: an enhanced pension contribution matching scheme and a non-contractual five year 'retention incentive' payment scheme. During 2020-21 these schemes have continued to evolve, with new staff added. These schemes remain discretionary and are non-contractual.

In September 2021 a further scheme was introduced to reward new staff for their loyalty and dedication to Quest. New starters will receive a payment of £1000 after 2 years' service, to be paid the term following completion of 2 full years' service. An additional £1000 is paid following 2 more additional years' service.

Starters who joined Quest after October 2020 and were not included in the Staff Appreciation and Retention Scheme are eligible for the New Staff Loyalty Bonus, and therefore will receive a £1000 payment after 2 years' service.

The Board believe these schemes have played a significant role in retaining the services of our talented and committed long- serving staff upon whom Quest is dependent for the achievement of high quality pupil outcomes, and enabling such committed and loyal staff to adequately prepare for retirement.

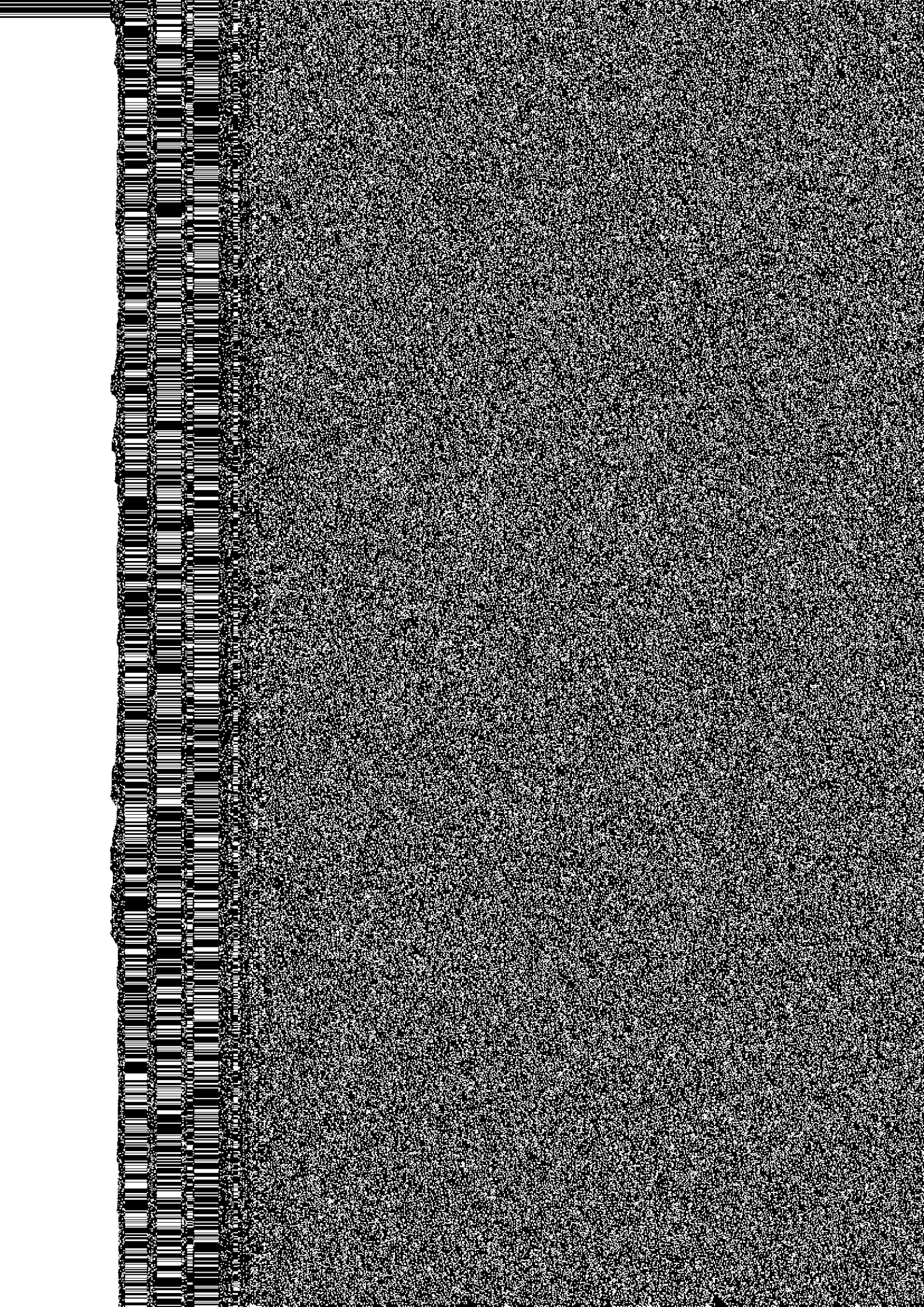
From time to time The Boards benchmark salary rates against available relevant comparators such as the broader educational sector and similar specialist schools.

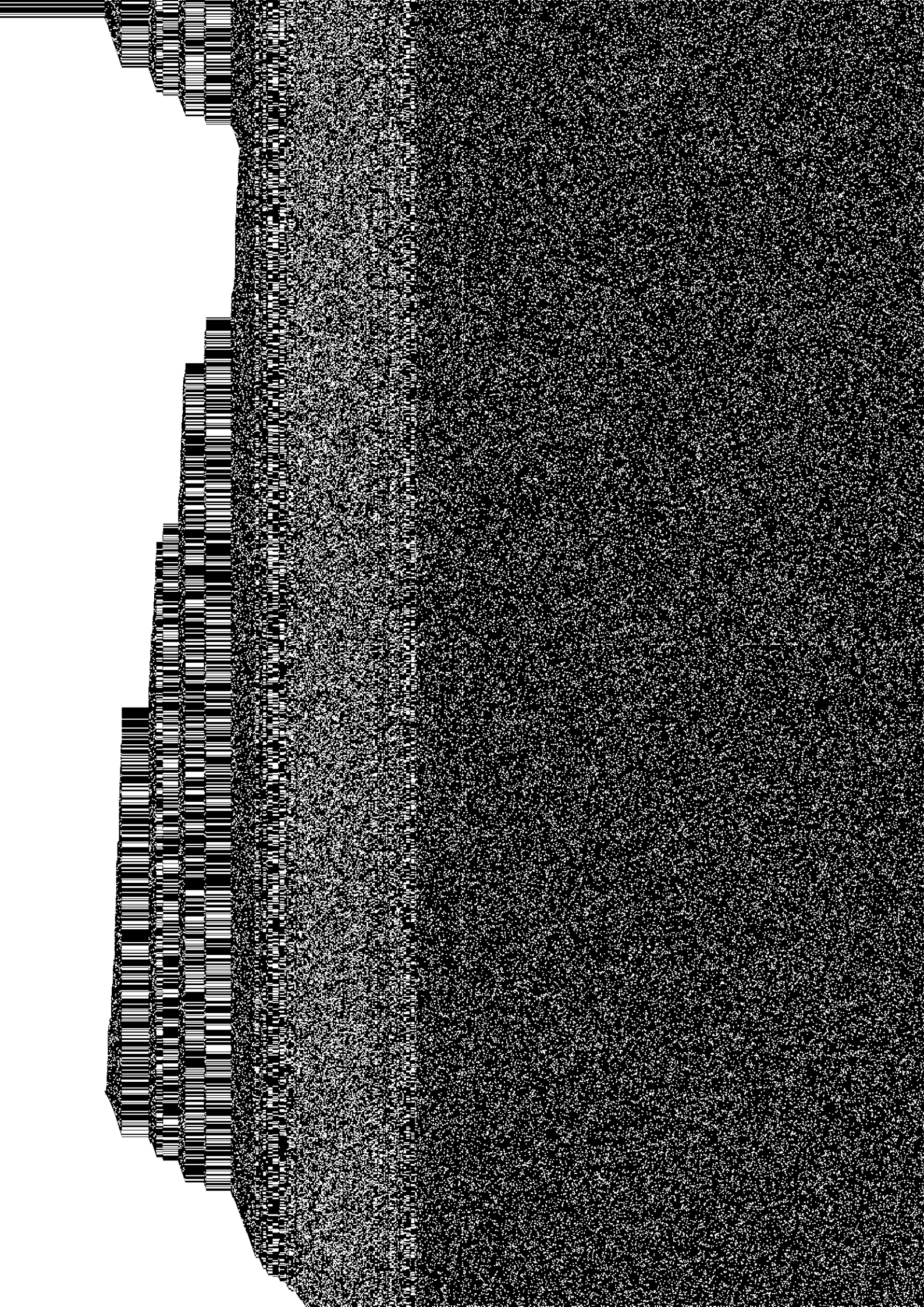
Our bi-annual stakeholder survey was completed in May 2023. The results from all stakeholders are exceptionally positive. They were very good last time (in 2021), and have retained or further improved in most cases.

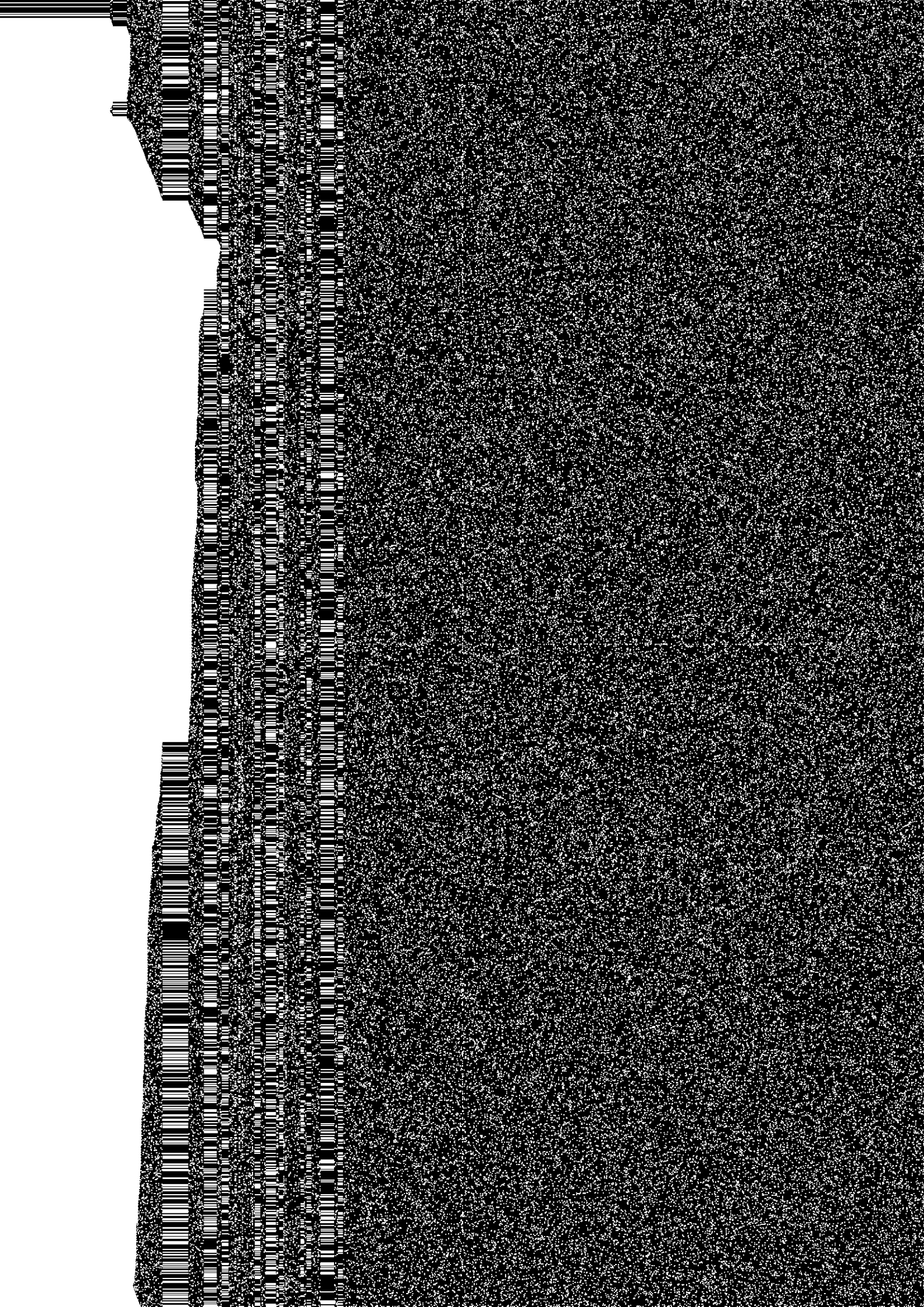
During the past year in particular we have worked very hard on staff well-being and engagement, and these efforts are evident in the feedback from staff. There is also significantly improved annual staff turnover:

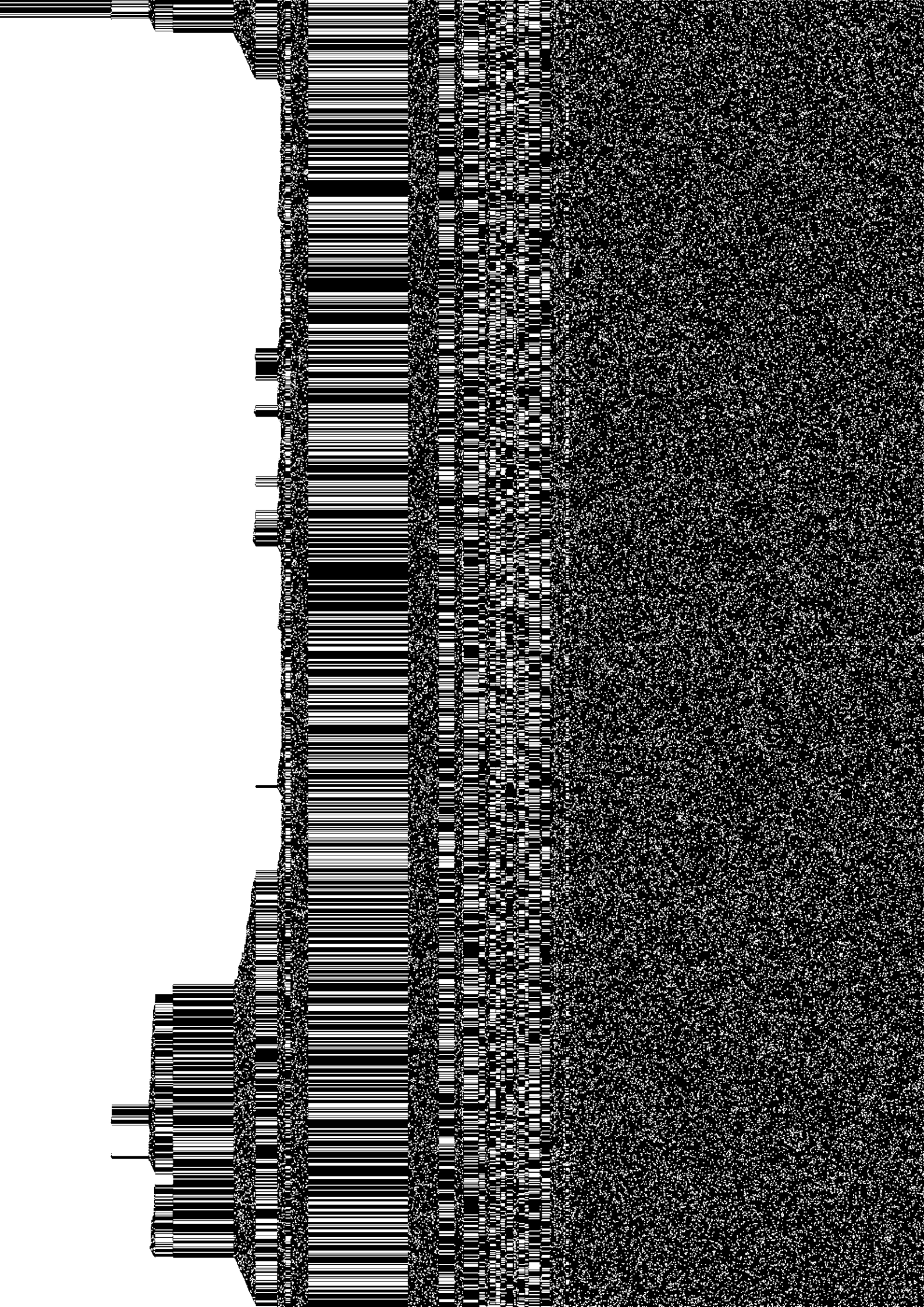
f. Related party relationships

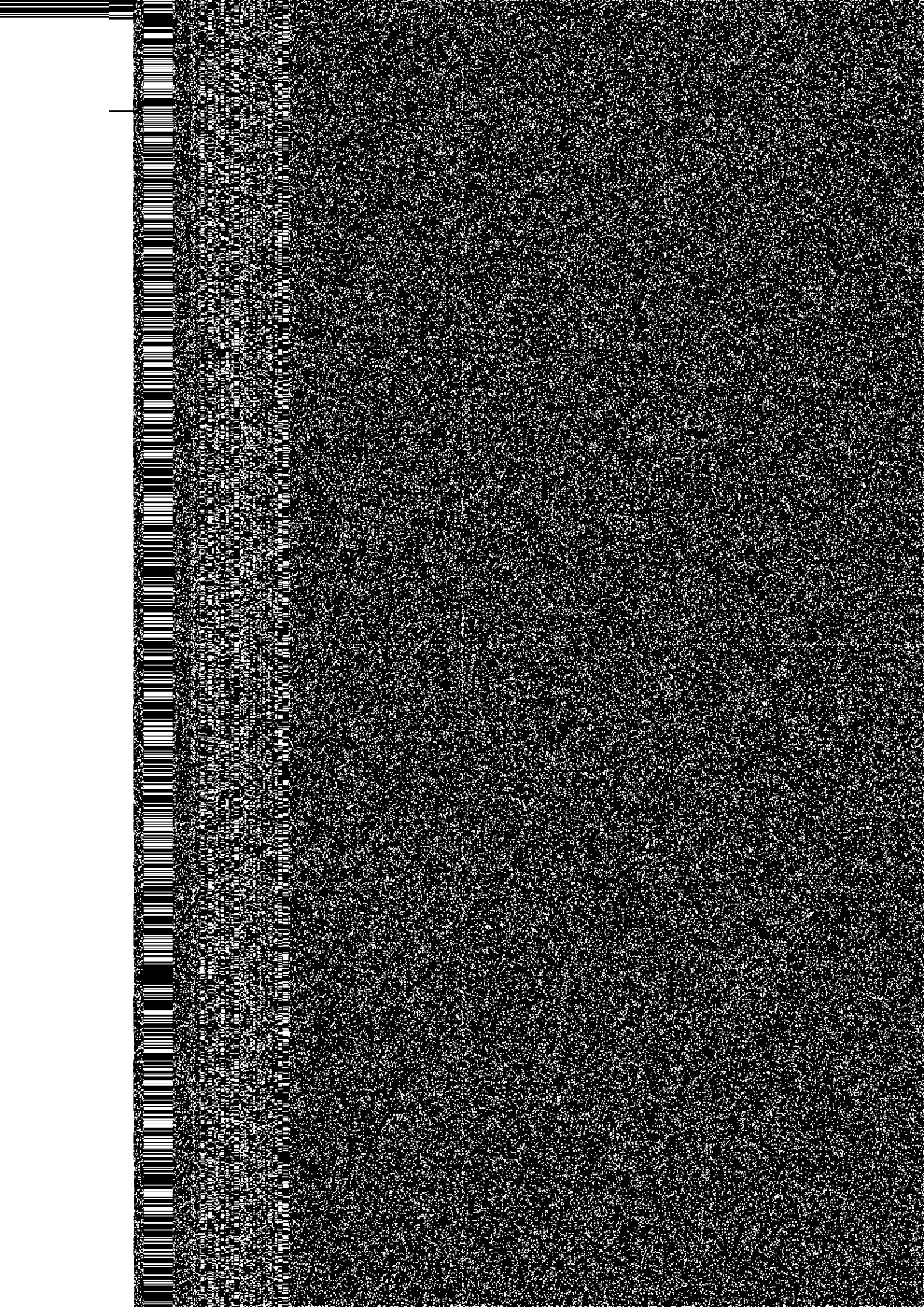
The charity was founded by a number of families who had children with autism, having established that the needs of their children were not being met by any facility in the area. Two of these families are still active in the charity. Ian Martin is the Chair and his wife, Anne Martin, NPQH (National Professional Qualification in Headship) is the Head Teacher. Peter Mepsted is Director/Trustee and his wife, Ashley Carter Mepsted is the Head of Development & Projects. Peter also provides services to the School in relation to his occupation as a Health and Safety Consultant. All decisions relating to remuneration and employment of connected members of staff and consultants are taken by the Board of Trustees in their absence and in the absence of their spouses. Appropriate day to day operational controls and disclosures to Trustees are in place.











The Quest School
(A company limited by guarantee)
Registered number: 04669567

Balance sheet
As at 31 July 2023

	Note	2023 £	2022 £
Fixed assets			
Intangible assets	10	3,208	-
Tangible assets	11	16,396	15,867
		<u>19,604</u>	<u>15,867</u>
Current assets			
Debtors	12	12,750	9,453
Investments	13	1,000,000	700,000
Cash at bank and in hand		263,670	471,989
		<u>1,276,420</u>	<u>1,181,442</u>
Creditors: amounts falling due within one year	14	(63,000)	(77,210)
Net current assets		<u>1,213,420</u>	<u>1,104,232</u>
Total net assets		<u>1,233,024</u>	<u>1,120,099</u>
Charity funds			
Restricted funds	15	-	-
Unrestricted funds	15	1,233,024	1,120,099
Total funds		<u>1,233,024</u>	<u>1,120,099</u>

The entity was entitled to exemption from audit under section 477 of the Companies Act 2006.

The members have not required the entity to obtain an audit for the year in question in accordance with section 476 of the Companies Act 2006.

However, an audit is required in accordance with section 144 of the Charities Act 2011.

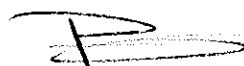
The Trustees acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and preparation of financial statements.

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

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

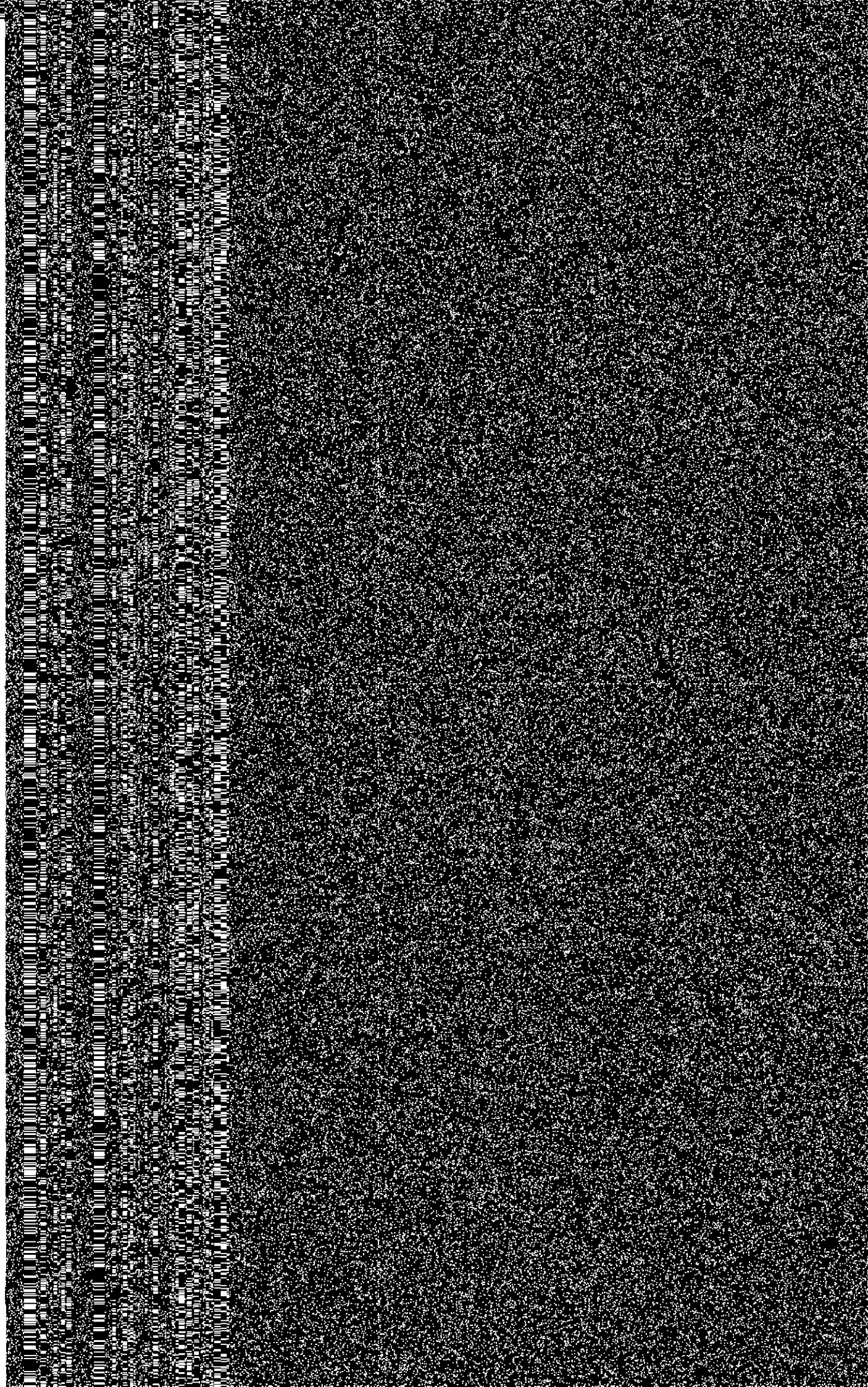


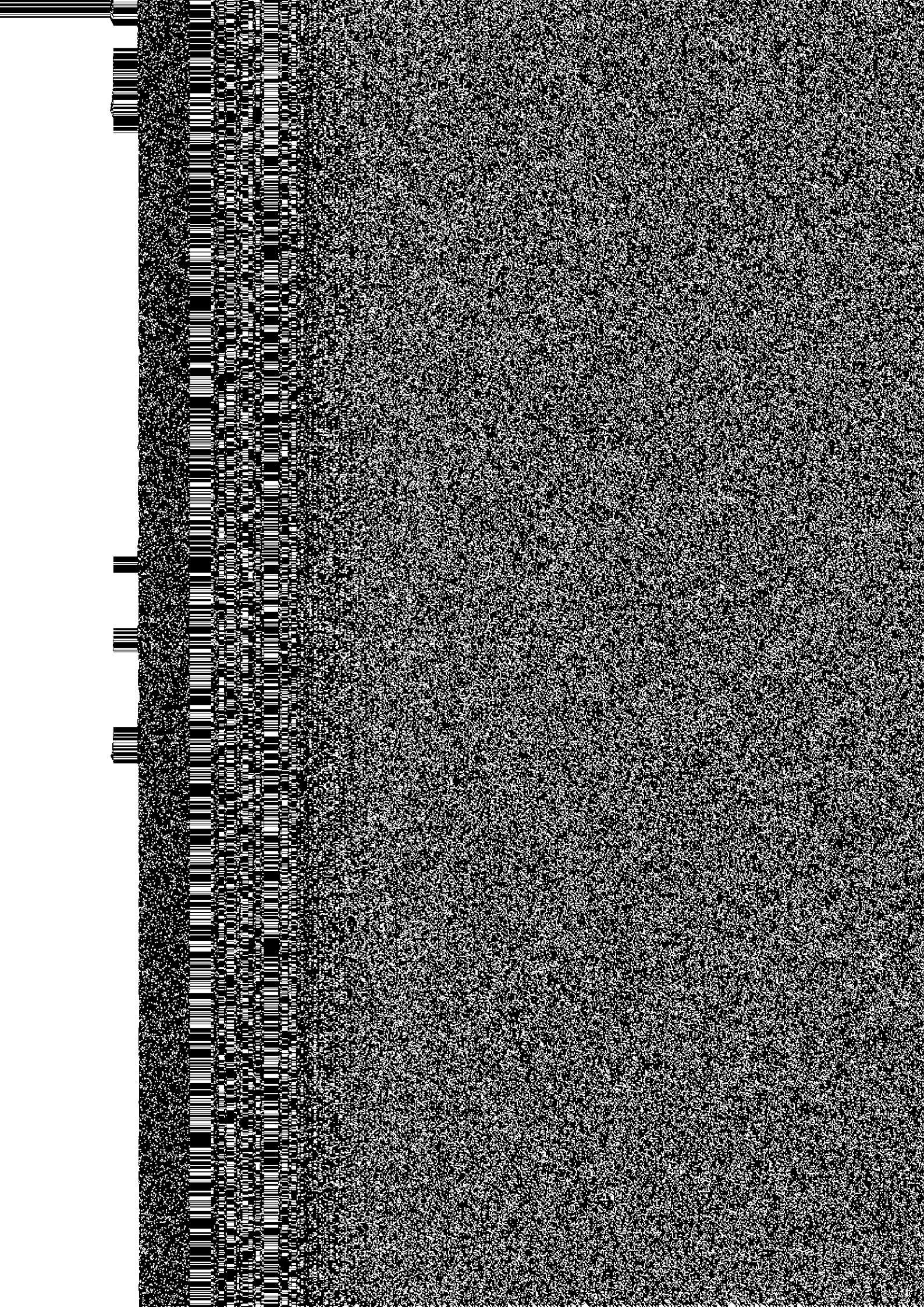
I S J Martin
(Chair of Trustees)

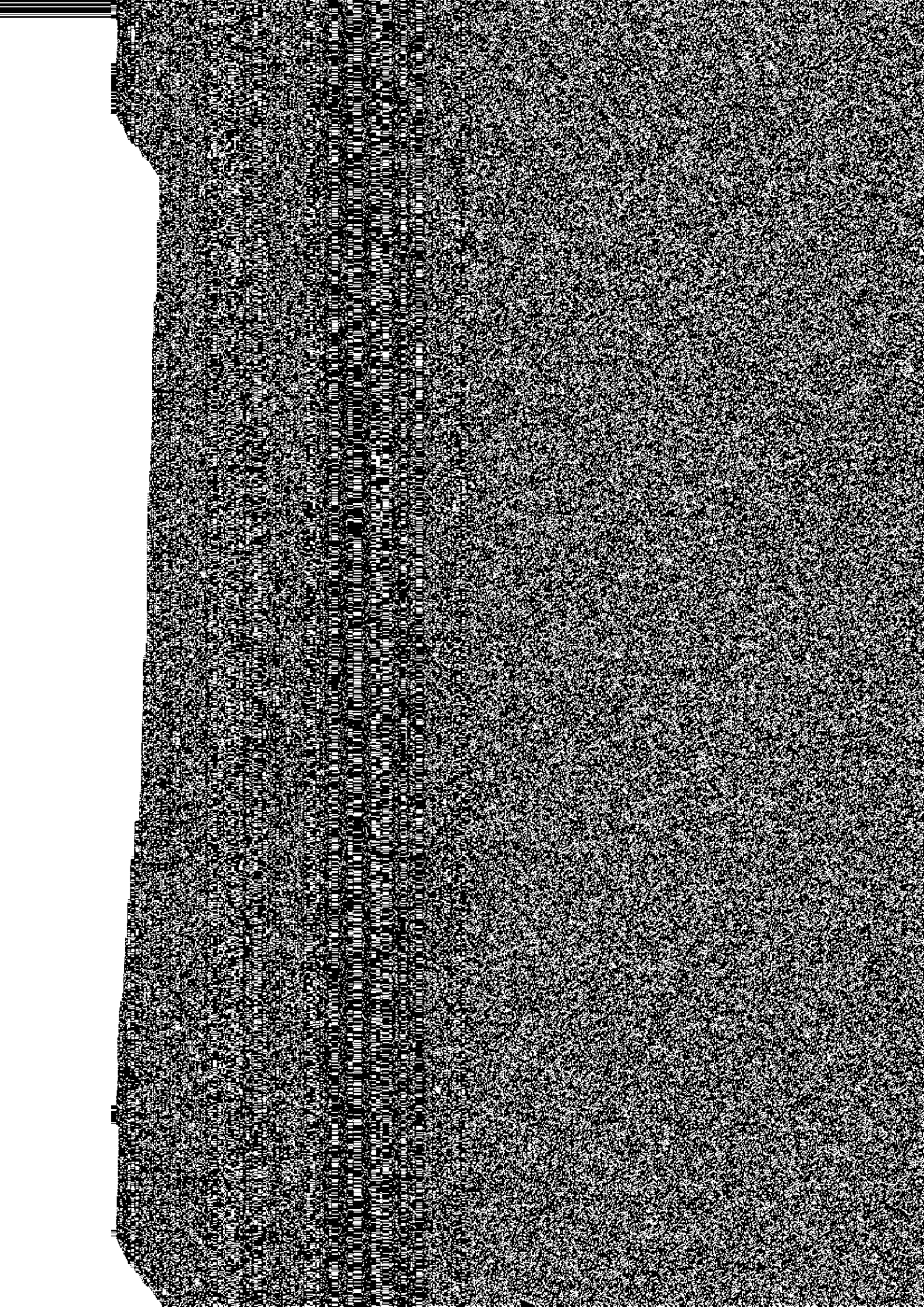


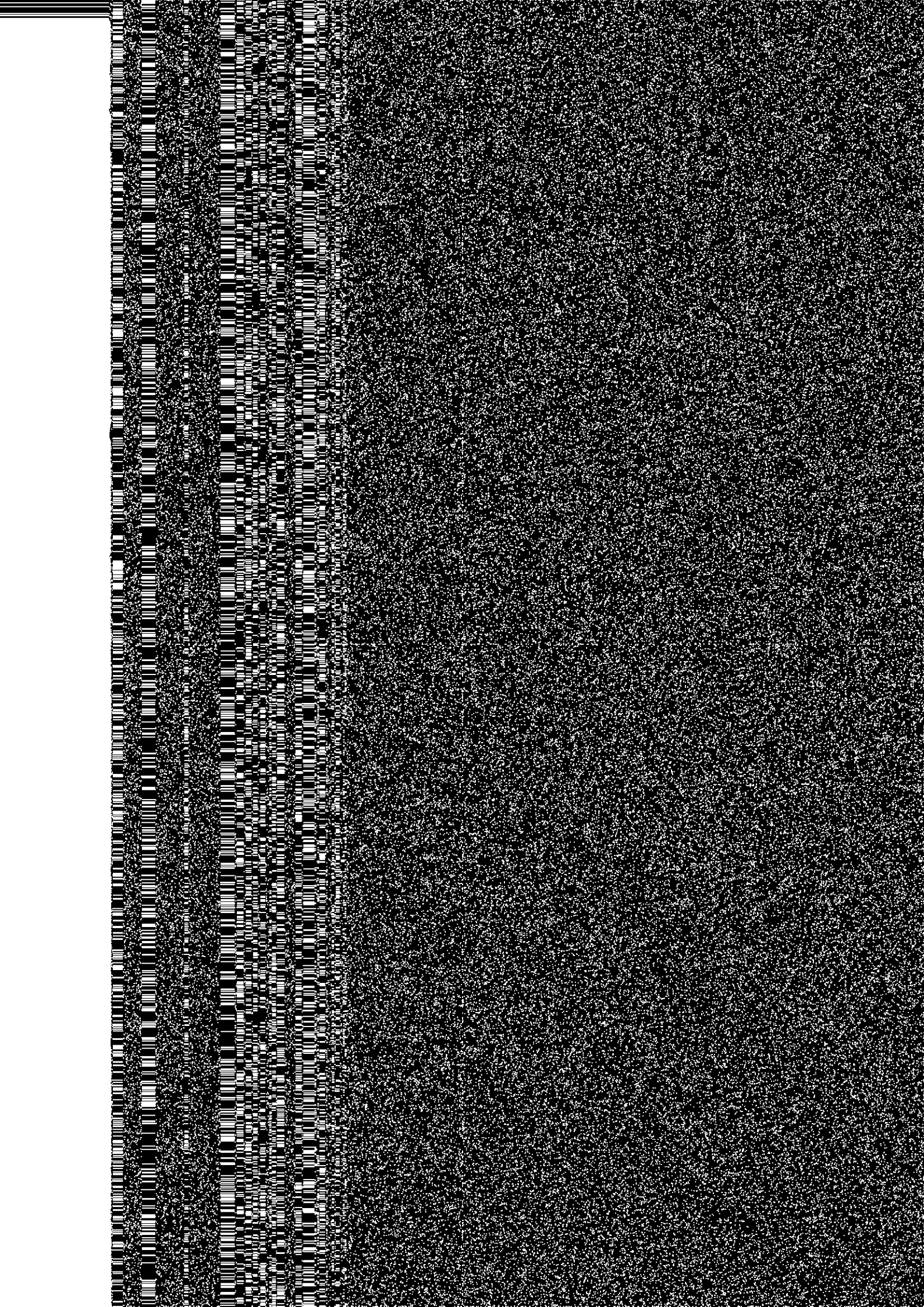
P C Mepsted
(Trustee)

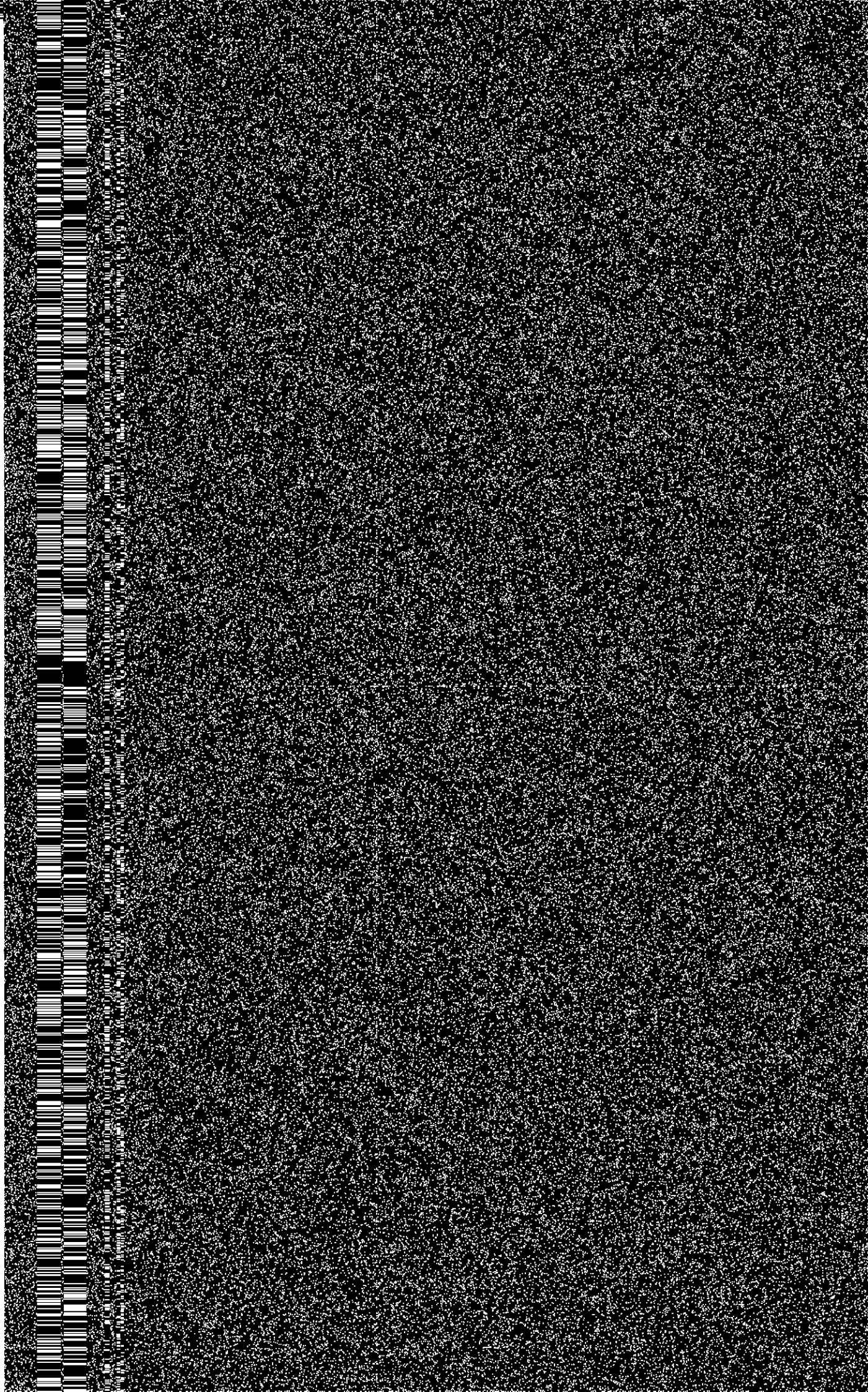
The notes on pages 19 to 33 form part of these financial statements.

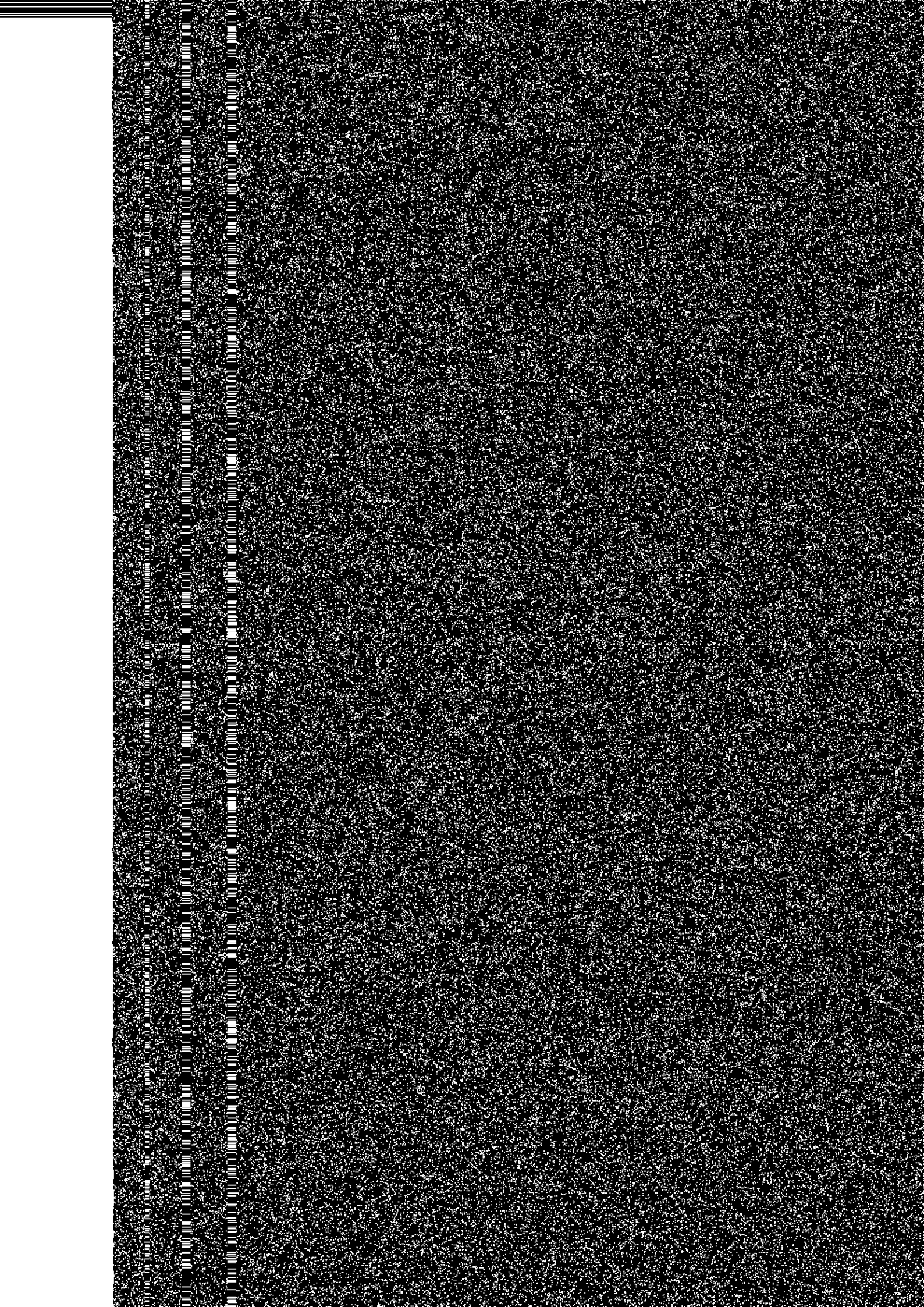


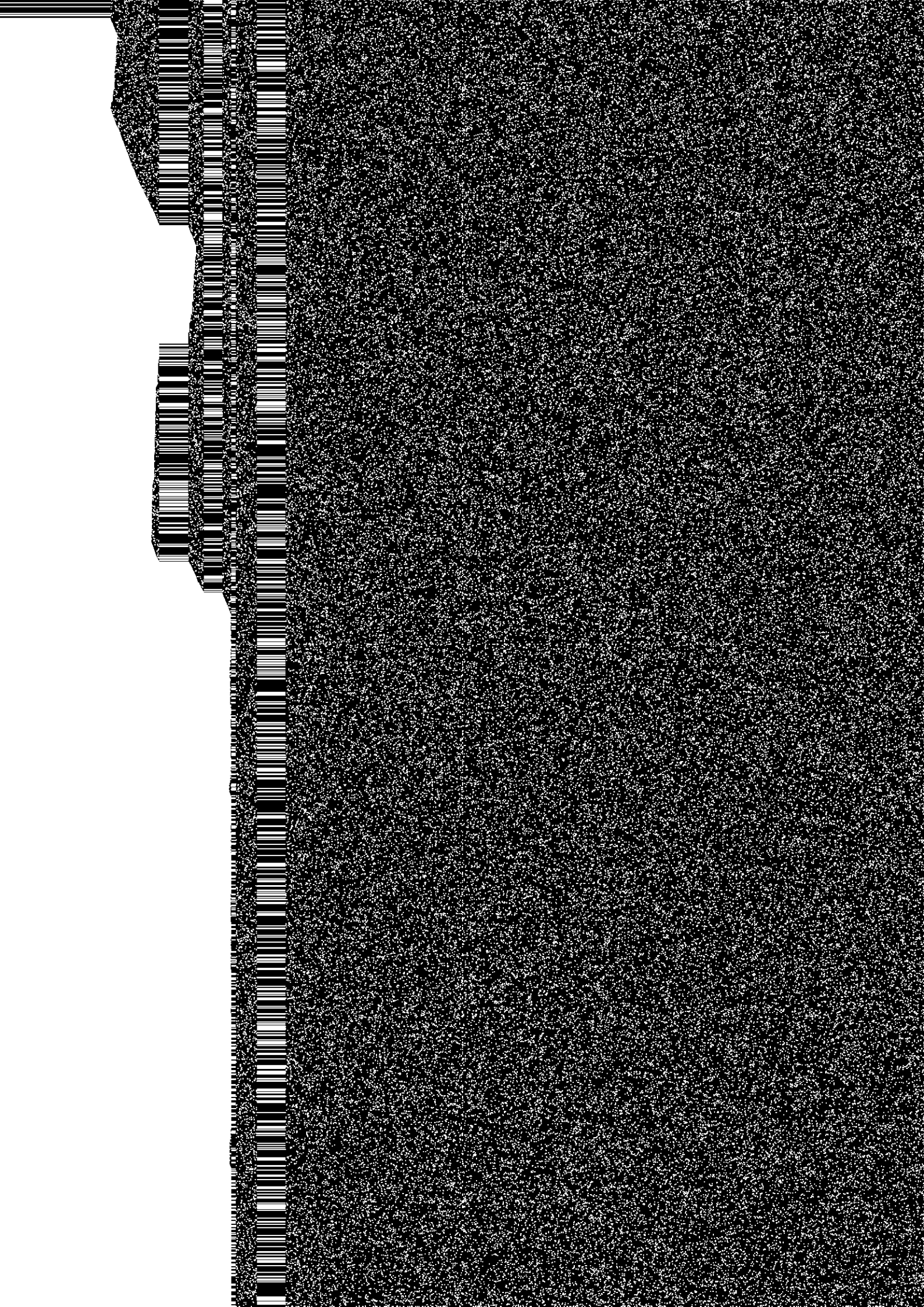


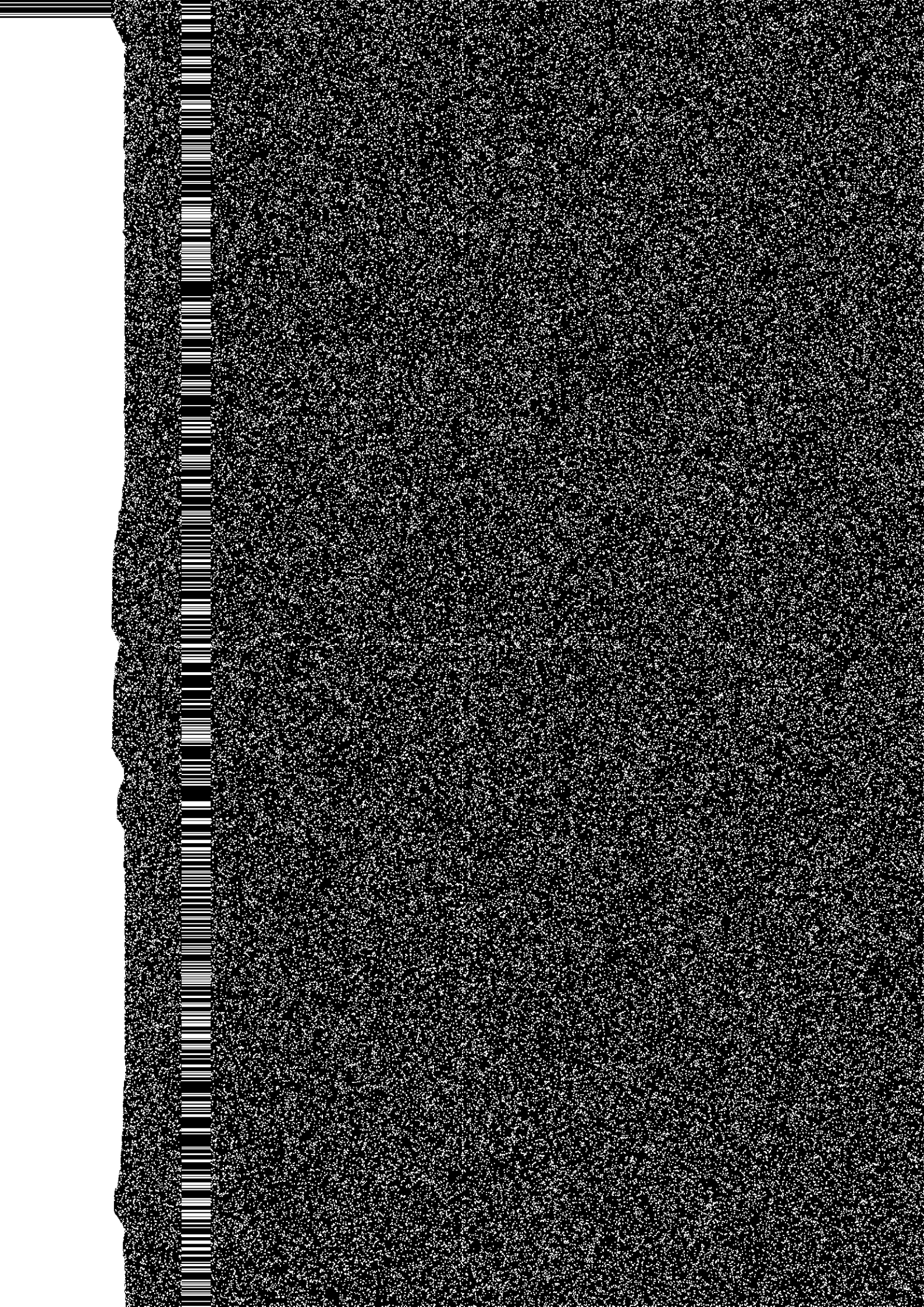


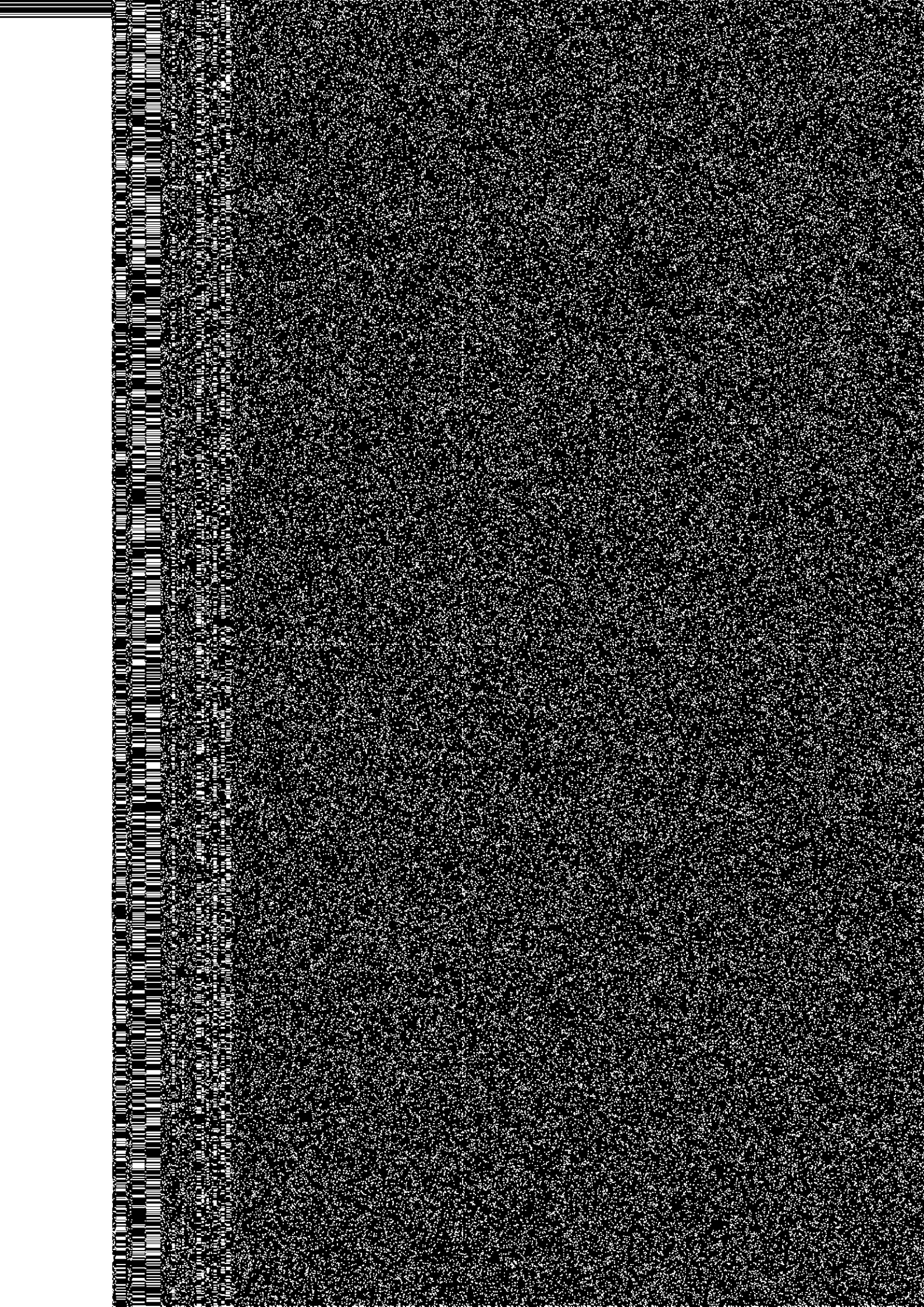


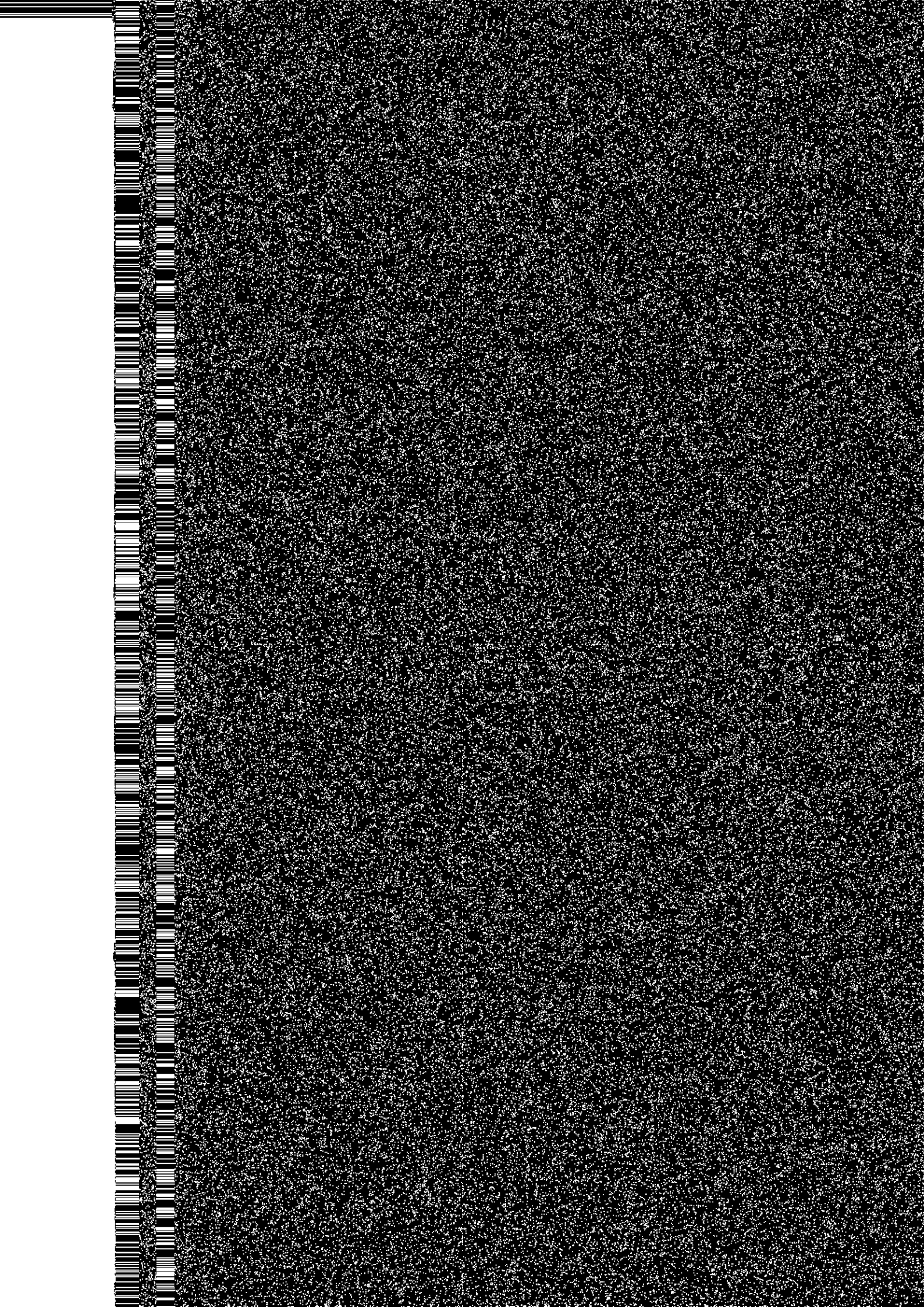


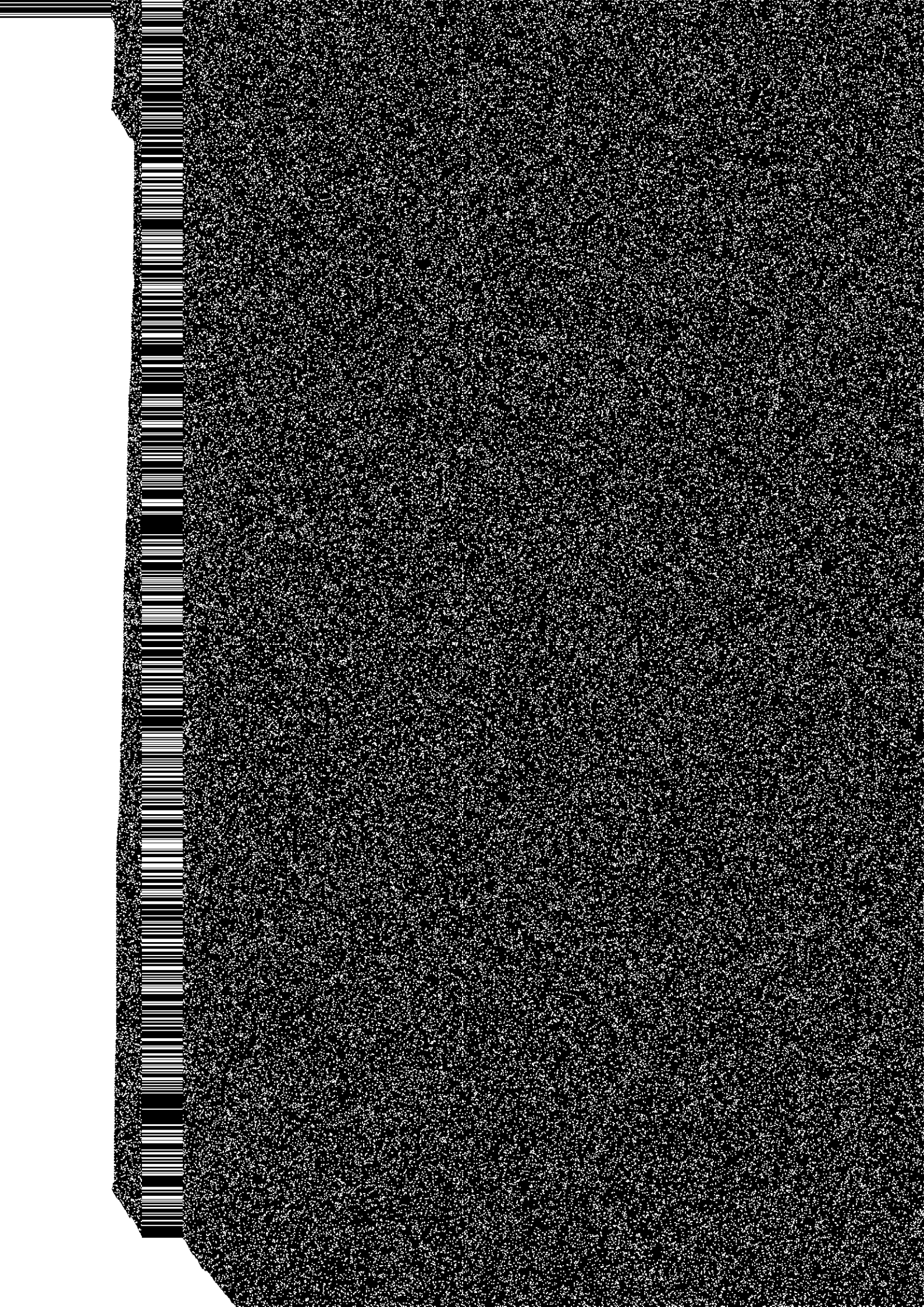


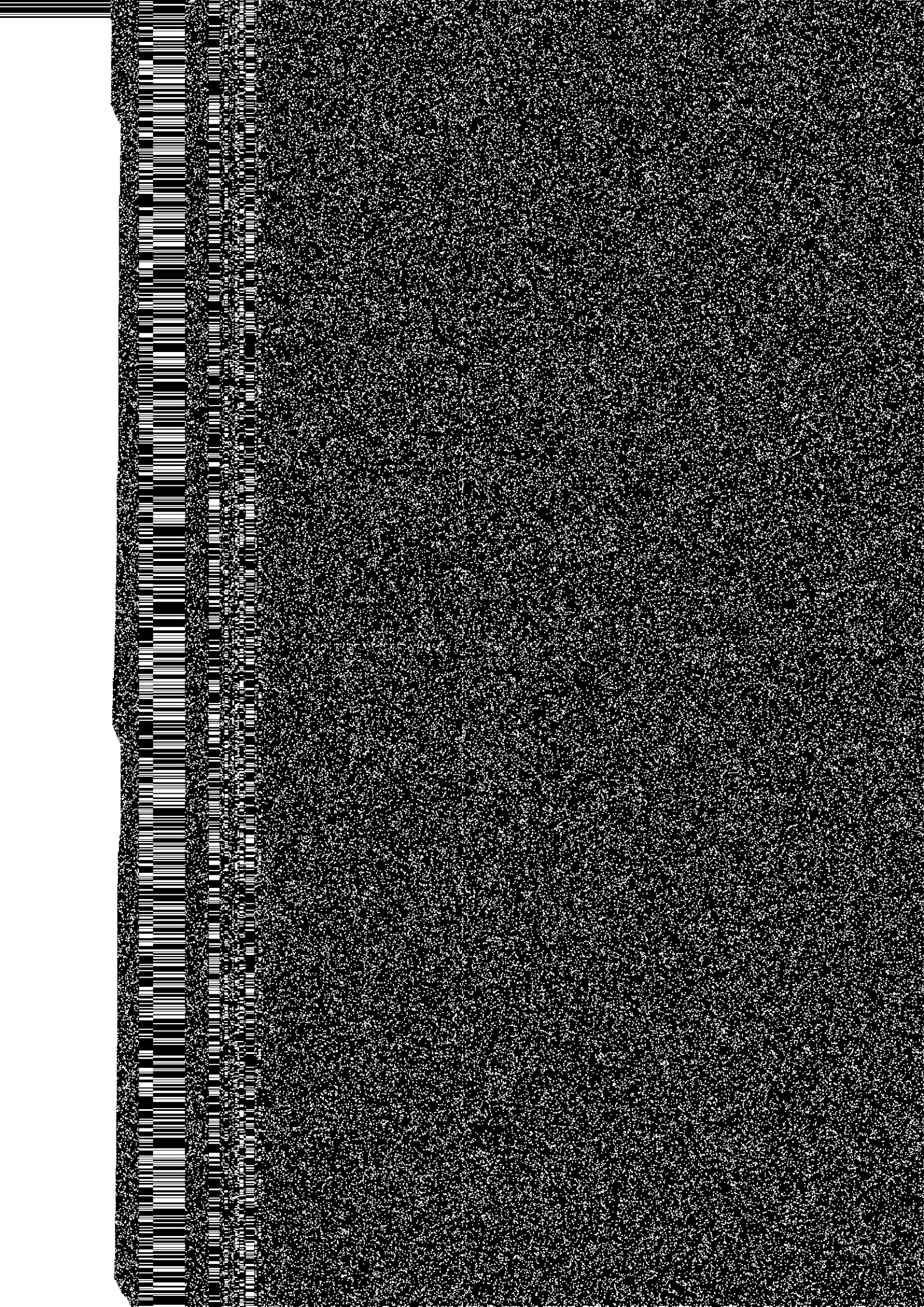


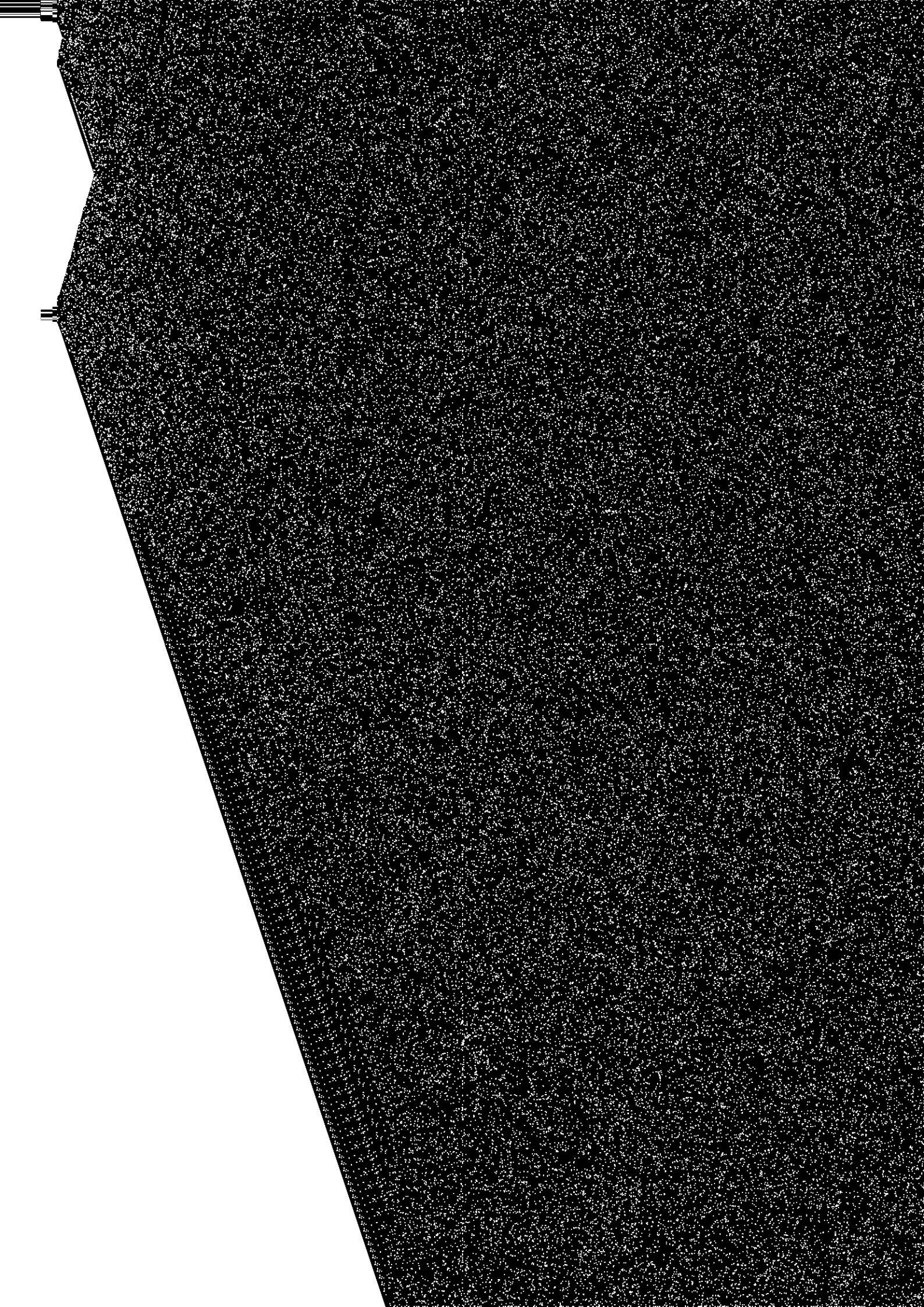












THE QUEST SCHOOL

England & Wales - Charity number 1106112

Accounts

Registered number: 04669567
Charity number: 1106112

The Quest School
(A company limited by guarantee)

Trustees' report and financial statements

For the year ended 31 July 2022

The Quest School
(A company limited by guarantee)

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Balance sheet	16
Statement of cash flows	17
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The Quest School
(A company limited by guarantee)

Reference and administrative details of the Charity, its Trustees and advisers
For the year ended 31 July 2022

Trustees	I S J Martin, Chair L M Edmans, CBE D J Bruce P Whiteley A J Wheeler (resigned 19 October 2021) P C Mepsted P Barnett C M Wratten K E Wratten M K Plange S Conway (appointed 19 October 2021)
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Company registered number	04669567
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Charity registered number	1106112
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Registered office	The Hop Farm Maidstone Road Paddock Wood Kent TN12 6PY
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Company secretary	A Carter-Mepsted
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Independent auditors	Kreston Reeves LLP Statutory Auditor Montague Place Quayside Chatham Maritime Chatham Kent ME4 4QU
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Bankers	HSBC Bank plc 1-5 Week Street Maidstone Kent ME14 1QW
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The Quest School
(A company limited by guarantee)

Trustees' report
For the year ended 31 July 2022

The Trustees present their annual report together with the audited financial statements of the The Quest School for the year 1 August 2021 to 31 July 2022. The Annual report serves the purposes of both a Trustees' report and a directors' report under company law. The Trustees confirm that the Annual report and financial statements of the charitable company comply with the current statutory requirements, the requirements of the charitable company's governing document and the provisions of the Statement of Recommended Practice (SORP) applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS102) (effective 1 January 2019).

Since the Charity qualifies as small under section 382 of the Companies Act 2006, the Strategic report required of medium and large companies under the Companies Act 2006 (Strategic Report and Directors' Report) Regulations 2013 has been omitted.

Objectives and activities

a. Policies and objectives

The objectives are to advance the education of children with autism in particular by developing, maintaining, carrying on and managing a school. The Quest School is a registered charity, started by parents in 2003, to offer specialist education for children with autism, ranging in age from 5-19. Pupils at Quest are placed and funded by local authorities. The majority of pupils at the school are severely impacted by their autism. As a result, local authorities often experience difficulty in finding appropriate placements, and therefore require, for these pupils, the degree of autism specialism that is provided at Quest.

In setting objectives and planning for activities, the Trustees have given due consideration to general guidance published by the Charity Commission relating to public benefit, including the guidance 'Public benefit: running a charity (PB2)'

b. Main activities undertaken to further the Charity's purposes for the public benefit

In keeping with the aims of the charity, The Quest School successfully meets the needs of pupils who are severely impacted by autism, and for whom, as a result, local authorities experience difficulty in finding appropriate school placements.

There is significant public benefit arising from ensuring such pupils remain in a beneficial educational placement. The degree of autism specialism that is provided by Quest, and the outstanding progress made by its pupils, ensures that pupils, on leaving Quest, have a greater level of independence and appropriate functional skills for their adult lives.

Furthermore, by providing appropriate local education, it avoids the need for local authorities to place pupils with complex needs in expensive residential placements, which may be located geographically distant from families. Hence a placement at Quest often means that families are kept together.

The Quest School
(A company limited by guarantee)

Trustees' report (continued)
For the year ended 31 July 2022

Achievements and performance

a. Main achievements of the Charity

The Quest School started in 2003 with 3 pupils and has grown steadily since then. At the end of July 2022, the school had a total of 24 pupils.

The school uses an ABA (Applied Behaviour Analysis) approach, which is a specialist and research-based teaching methodology for pupils with autism. The school has a proven track record of achieving excellent outcomes for its pupils, most of whom face very significant challenges due to the severity of their autism and learning disabilities.

The school has robust processes for measuring pupil progress, including referencing against national standards for academic progress for pupils with Special Educational needs. The data shows that pupils at Quest consistently make excellent progress, when compared with pupils of similar learning profiles.

The school places great importance on developing functional skills for pupils, in order to promote independence and improve their quality of life. Pupils' individual learning programmes include development of skills in the following areas:

- Academic learning;
- Language & Communication;
- Social and Community Functional skills;
- Independence skills

b. Key performance indicators

Ofsted Inspection March 2018

The most recent full Ofsted inspection in March 2018 judged the school to be Outstanding in every category, validating the accuracy and robustness of whole school self-evaluation processes, and whole school philosophy and endeavour of excellence and continuous improvement.

Key Performance Indicators (KPI's)

The school monitors Key Performance Indicators at Senior Leadership Team meetings, and at Boards of Management and Trustees. The whole school KPI's per month, reported to regular Board of Management and Trustee meetings include:

- Pupil: Numbers on roll, Attendance, Exclusions, Pupils 'causing concern', new pupil pipeline, overall number of challenging behaviour incidents, online safety incidents, Safeguarding concerns raised/referrals made;
- Staff: Numbers, Attendance, No. of probationers, No. of staff appraisals and 1:1 meetings; no of Low Level Concerns
- Finances: Cash balances, expenditure/income against budget, Grants & fundraising;
- Regulatory: Policy review and breaches, Issues/complaints, H&S incidents, Data Protection;
- Pupil Progress Summaries: tracks progress across all learning programmes (number of targets achieved) and behaviour interventions (number of behavioural incidents) for each individual pupil. This is monitored fortnightly at Senior Leadership meetings, and reported on at regular Board of Management & Trustee meetings.

The Quest School
(A company limited by guarantee)

Trustees' report (continued)
For the year ended 31 July 2022

Achievements and performance (continued)

Safeguarding

The school has 4 fully trained Safeguarding Leads (one Lead & 3 deputies), and 4 staff trained in Safer Recruitment practices. All school staff (including office based team) undertake (at least) annual training in Safeguarding, including online safety.

One of the school's Trustees (until recently, a National Leader of school governance) is the designated Safeguarding Trustee, and undertakes a comprehensive annual audit of Safeguarding policy and practices, alongside the school Safeguarding team.

Staff are encouraged to report any safeguarding concerns, even if seemingly minor. These Record of Concerns are kept securely and confidentially, and monitored by the Safeguarding Leads. The number of concerns per month are reported to the Boards. If any subsequent action is required, such as a referral to Child Protection services, these decisions are taken by the Safeguarding Lead and Deputy. The number of referrals is also reported to the Boards.

During 2021-22, we introduced a new process for staff to report Low Level Concerns about other staff members; all concerns are monitored by the Safeguarding team and appropriate follow-up action is taken.

Pupil roll

The number of pupils on roll has been maintained, with a small number of leavers and joiners. The age profile remains positive, with greater numbers of younger pupils, likely to remain at the school for the entirety of their school life, hence providing a stable basis for continued school growth and provision.

Staffing

The school continues to employ high calibre staff as well as working with external ABA consultants, Speech & Language Therapists and Occupational Therapists on a consultancy basis, in order to enhance the learning of all pupils. Staff receive training in ABA, as well as relevant statutory training including Safeguarding, First Aid and Fire Safety Awareness. The school has continued with its planned leadership succession planning, with an Asst Head teacher and Lead teacher both now in roll.

During 2021-22, in line with many others in the Special Needs Education sector (and many other sectors in the economy), the school experienced a continued challenge in the recruitment and retention of staff. There were periods of time during the year in which there were staffing shortages on a day to day basis.

The Board of Management implemented a number of measures to help address the staffing issues, including:

- Revised staffing model and review of salaries,
- Staff appreciation and retention scheme
- Loyalty bonus schemes for new staff (see 'section e Staff Pay Matters' below)
- Introduction of an overall staff Well-being strategy, including a Well-being taskforce.

During 2021-22, the school also undertook work to review its vision, mission and values statements. This work was done with the collaboration of staff members and Trustees, who were all fully engaged with the process. The outcome was freshly defined vision, mission and value statements which reflect the ethos and ambition of our school.

The Quest School
(A company limited by guarantee)

Trustees' report (continued)
For the year ended 31 July 2022

Achievements and performance (continued)

c. Review of activities

Pupil Progress:

Despite all the operational challenges in recent years related to Covid-19 disruption, pupil progress data for 2021-22 shows that pupils continued to make excellent progress. Below are some examples of individual progress.

Examples of pupil progress:

Pupil A: At the start of 2021-22, Pupil A was non-verbal, with no functional means of communication (ie use of signs, or symbols). Pupil A showed behaviour such as absconding from the classroom, climbing on furniture, hitting staff. Pupil A did not have any 'ready to learn' skills: would not sit at a table, and pay attention to any teacher requests. Pupil A was not toilet trained, and wore pads.

During 2021-22, Pupil A has learned to communicate using a Proloquo2go (symbols-based, voice output device) to make requests and statements at a one-word key level and can at times use two-key words. Pupil A is no longer wearing pads and will now use the toilet appropriately, including making requests for the toilet independently. Pupil A will more willingly co-operate with teachers' instructions, and sit at the table to work for longer periods. Pupil A will also join group activities, lessons and assemblies.

Pupil B: Over recent years, there have been a number of objectives for Pupil B:

To increase cooperation with staff instructions, and to reduce behaviours that challenge. To increase tolerance of making mistakes and getting things wrong. To tolerate wearing a wider range of clothing for longer periods of time.

Following an ABA programme of intervention:

Pupil B can now work for longer periods of time, before accessing reward time. Improvements in behaviour have enabled Pupil B to participate in 1:1, group lessons and offsite trips. Pupil B is able to work together with other pupils in a paired session. Pupil B has been able to form friendships with 2 other pupils. The frequency and intensity of challenging behaviour displayed by Pupil B has significantly reduced.

d. Fundraising activities and income generation

During 2021-22 Quest received donations from a number of individuals, either as one-off gifts or by regular standing order payments; these donations were unrestricted. All donations have been used to enhance the educational provision and experience for Quest pupils.

Funds from some of these donations, contributed to the re-configuration of the upstairs space, to provide extra office space upstairs and hence create additional classroom areas on the ground floor.

The Quest School
(A company limited by guarantee)

Trustees' report (continued)
For the year ended 31 July 2022

Financial review

a. Going concern

For the year 2021-22 there was a total income of £1,316,188 and expenditure of £1,152,133, with total funds increasing to £1,120,099. The income included £6,699 from fundraising and donations.

After making appropriate enquiries, the Trustees have a reasonable expectation that the Company has adequate resources to continue in operational existence for the foreseeable future. For this reason, they continue to adopt the going concern basis in preparing the financial statements. Further details regarding the adoption of the going concern basis can be found in the accounting policies.

The directors are pleased that numbers of pupils have remained healthy, with a small number of leavers and joiners during the year 2021-22, overall pupil roll remained stable at 24 pupils.

b. Reserves policy

The directors have established a policy whereby the unrestricted funds not committed or invested in tangible fixed assets ('the free reserves') held by the charity should be sufficient to cover a range of potentially adverse scenarios, including winding up the charity should this be required in extremis. This latter amount, together with an amount held for future cost increases against fixed fee levels, is currently estimated as being £435,000 this equates to approximately 4-5 months' operating expenses.

At this level, the directors feel that they would be able, in the event of a significant drop in pupil number and associated funding, to adjust as necessary the current activities of the charity. These reserves should also be sufficient to perform a managed wind up. The Directors have identified that, in the event of a very significant drop in pupil numbers, a slow 'wind up' of the charity would be required, given the significant needs of the pupils, and the potential difficulty in securing alternative educational provision.

The Trustees have therefore ring fenced these reserves as a 'Contingency Fund', leaving a designated fixed asset and future premises fund of £592,217. The future premises funds have been accumulated in anticipation of the planned expansion of premises, given that the current premises are at full capacity and approaching the end of their current lease. As the property project progresses the trustees have made the decision to ring fence any spare unrestricted reserves from general funds at a pre-set limit of £40k and above. This will allow the charity to achieve a competitive advantage and act immediately if and when a suitable plot is identified.

The charity aims to manage any under or over provision of reserves over a rolling three year period. Any excess amounts will be deployed in benefiting the aims of the charity, namely through effective, good value educational provision for those impacted by autism

c. Material investments policy

The directors invest surplus cash in deposit funds. The policy is to utilise risk free investments which therefore do not generate significant returns but which are secure and available at notice to provide funds as and when required.

The Quest School
(A company limited by guarantee)

Trustees' report (continued)
For the year ended 31 July 2022

d. Principal risks and uncertainties

The school's funding comes from local authorities, on a pupil by pupil basis. Fees are set at the time of entry for each pupil and amended at each Transition stage. Additional fees are charged if pupils have extra provision specified within their EHCP, such as for provision of direct therapies. There is currently a strong pipeline of pupil referrals, and all indicators from local authority strategy plans, is that the demand for educational places for pupils with ASD is continuing to increase.

The school's main expenditure is on the teaching and support staff and these costs are determined by the number of pupils placed with the school.

As previously stated, there is a current challenge in terms of recruitment and retention of high calibre staff. This is in line with issues experienced nationally, as unemployment falls to very low levels.

e. Financial risk management objectives and policies

The school has a risk management strategy which comprises:

- The Management Board termly review of the risks that the charity might face: action plans are followed to ensure all risks are mitigated;
- The Board regularly discusses the risks the charity may face;
- The establishment of policies, systems and procedures to mitigate those risks identified;
- The implementation of procedures designed to minimise any potential impact on the charity should those risks materialise.

The school monitors its cash flows very carefully and has prepared projections, which show that the school will have sufficient resources to meet its liabilities as they fall due over the next twelve months.

f. Principal funding

The principal funding is income from the local authorities for the education of children with autism.

Structure, governance and management

a. Constitution

The Quest School is registered as a charitable company limited by guarantee. The governing document is the company memorandum and articles of association as amended by special resolution dated 2nd September 2004. The day to day management of the charity vests in the Board of Management (BoM), comprising 2 Trustees, the School Principal and the Company Secretary. The BoM report to the Board of Trustees, which is responsible for ensuring that the charity is operated in accordance with the Charity Commission requirements.

The Trustees meet at least three times a year to receive reports from the BoM and also engage directly with the School through an annual cycle of purposeful targeted visits linked to different areas of the school development plan, or to formal self-evaluation monitoring meetings. The Trustees are recruited to provide a cross section of backgrounds to give a broad basis of experiences to the charity. Where required the Trustees and Board of Management take input from a range of specialist individuals and organisations including for ABA, Speech & Language, Occupational Therapy, School Improvement Partner, IT, Legal, Accountancy, Health & Safety, HR & Employment matters.

The Quest School
(A company limited by guarantee)

Trustees' report (continued)
For the year ended 31 July 2022

Structure, governance and management (continued)

b. Methods of appointment or election of Trustees

The management of the Charity is the responsibility of the Trustees who are elected and co-opted under the terms of the Trust deed.

A Board Effectiveness review was undertaken during 2019-20. The outcome from which concluded that there are many positive areas of Board effectiveness, however all agreed that diversity and Trustees succession were areas that needed further improvement.

A succession plan for the current Board of Trustees was also agreed, with a timeline for refreshing the Board members. The Board agreed that it would be ideal to add new Trustees before any of our current members step down; it was also agreed to pursue parental representation on the Board of Trustees; this was achieved with the appointment of Parent Trustee, Monica Plange in May 2021 and Susan Conway in October 2021.

The Board also agreed that Ian Martin and Pete Mepsted should continue in their respective roles of Chair and Deputy Chair.

c. Organisational structure and decision-making policies

Policy adherence and review:

The school maintains a regular cycle, monitored by the Board of Management, of reviewing all policies to ensure they remain current. Staff regularly sign a policy adherence confirmation to acknowledge that they comply with all school policies. Where any staff member had not complied with a particular aspect of policy, a log is made and appropriate action, such as additional coaching for staff, is implemented.

d. Policies adopted for the induction and training of Trustees

Induction of the new Trustee followed our usual induction process.

e. Staff pay matters

Salaries for Senior staff are set with reference to the state education pay scales for specialist schools. During 2019-20, the School became a recognised 'Living Wage' employer, and has continued this policy, ensuring increases to salary for the lowest paid staff increase in line with the Living Wage.

During 2019-20, the Board also agreed to the introduction of two staff appreciation and retention initiatives: an enhanced pension contribution matching scheme and a non-contractual five year 'retention incentive' payment scheme. During 2020-21 these schemes have continued to evolve, with new staff added. These schemes remain discretionary and are non-contractual.

In September 2021 a further scheme was introduced to reward new staff for their loyalty and dedication to Quest. New starters will receive a payment of £1000 after 2 years' service, to be paid the term following completion of 2 full years' service. An additional £1000 is paid following 2 more additional years' service.

Starters who joined Quest after October 2020 and were not included in the Staff Appreciation and Retention Scheme are eligible for the New Staff Loyalty Bonus, and therefore will receive a £1000 payment after 2 years' service.

The Board believe these schemes will be valuable in retaining the services of our talented and committed long-serving staff upon whom Quest is dependent for the achievement of high quality pupil outcomes, and enabling such committed and loyal staff to adequately prepare for retirement. The retention of key staff is especially important as Quest transitions its leadership team.

The Quest School
(A company limited by guarantee)

Trustees' report (continued)
For the year ended 31 July 2022

Structure, governance and management (continued)

f. Related party relationships

The charity was founded by a number of families who had children with autism, having established that the needs of their children were not being met by any facility in the area. Two of these families are still active in the charity. Ian Martin is the Chair and his wife, Anne Martin, NPQH (National Professional Qualification in Headship) is the Head Teacher. Peter Mepsted is Director/Trustee and his wife, Ashley Carter Mepsted is the Head of Development & Projects. Peter also provides services to the School in relation to his occupation as a Health and Safety Consultant. All decisions relating to remuneration and employment of connected members of staff and consultants are taken by the Board of Trustees in their absence and in the absence of their spouses. Appropriate day to day operational controls and disclosures to Trustees are in place.

Plans for future periods

Future developments

During 2020-21, the Quest Board of Management updated its Strategy review to evaluate the level of demand locally for autistic specific autism provision. The outcome from this review, along with the historic and expected future growth in pupil numbers and continuing demand for places, demonstrates the ongoing need for a provision such as Quest. The projected demand within KCC for ASD provision is continuing to increase year on year.

During 2021-22 the school undertook a review to consider whether there was scope to contribute to provision of services for school leavers, within the Adult Service sector. The conclusion was that there was insufficient demand for the type of service we would have the capacity to provide, ie an outreach advice and support service to parents of young adults with autism. The majority of parents opt for a 'package' of support from an adult service provider, rather than continue with a form of personal budget or Direct Payments.

With the expansion of classroom space (referenced in the paragraph below) the school plans to apply to DfE for increased pupil registration during 2022-23.

Premises developments

The School operates from The Hop Farm at Paddock Wood and during the year we have continued our programme of ongoing redecoration and repairs to enable the continuing enhancement of the facilities for both pupils and staff.

During 2021-22, we re-configured the upstairs space in our current premises, to provide additional work spaces for staff, and to move office space out of a downstairs room. This allowed for extra classroom space to be created on the ground floor of the premises.

The cost for this refurbishment was £9,158, and was partly funded through donations.

The Board of Management agreed with the Trustees, the project plan for securing a longer term property solution, given the limited additional capacity of the current premises. The first phases of the project plan were completed during 2020-21, and during 2021-22, the search commenced for a new, expanded site.

Improvements to IT infrastructure

During 2021-22 the school has worked on the development of a new website, which is now nearing completion.

The Quest School
(A company limited by guarantee)

Trustees' report (continued)
For the year ended 31 July 2022

Statement of Trustees' responsibilities

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

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

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

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

Disclosure of information to auditors

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

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

Auditors

The auditors, Kreston Reeves LLP, have indicated their willingness to continue in office. The designated Trustees will propose a motion reappointing the auditors at a meeting of the Trustees.

Approved by order of the members of the board of Trustees on 10 March 2023 and signed on their behalf by:



I S J Martin
(Chair of Trustees)



P C Mepsted
(Trustee)

The Quest School
(A company limited by guarantee)

Independent auditors' report to the Members of The Quest School

Opinion

We have audited the financial statements of The Quest School (the 'charitable company') for the year ended 31 July 2022 which comprise the Statement of financial activities, the Balance sheet, the Statement of cash flows and the related notes, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 July 2022 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 Charities Act 2011.

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 Auditors' 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 United Kingdom, including the Financial Reporting Council's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

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

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

The Quest School
(A company limited by guarantee)

Independent auditors' report to the Members of The Quest School (continued)

Other information

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

We have nothing to report in this regard.

Matters on which we are required to report by exception

We have nothing to report in respect of the following matters where the Charities (Accounts and Reports) Regulations 2008 requires us to report to you if, in our opinion:

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

Responsibilities of trustees

As explained more fully in the Trustees' responsibilities statement, the Trustees (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.

Independent auditors' report to the Members of The Quest School (continued)

Auditors' responsibilities for the audit of the financial statements

We have been appointed as auditor under section 144 of the Charities Act 2011 and report in accordance with the Act and relevant regulations made or having effect thereunder.

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

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

Capability of the audit in detecting irregularities, including fraud

Based on our understanding of the Charity and the sector as a whole, and through discussion with the Trustees and other management (as required by auditing standards), we identified that the principal risks of non-compliance with laws and regulations related to Ofsted compliance, and Safeguarding. We considered the extent to which non-compliance might have a material effect on the financial statements. We also considered those laws and regulations that have a direct impact on the preparation of the financial statements such as the Charities SORP (FRS 102) Second Edition (released October 2019), the Companies Act 2006 and other relevant charity legislation. We communicated identified laws and regulations throughout our team and remained alert to any indications of non-compliance throughout the audit. We evaluated Trustees' and management's incentives and opportunities for fraudulent manipulation of the financial statements (including the risk of override of controls) and determined that the principal risks related to posting inappropriate journal entries to increase revenue or reduce expenditure. Audit procedures performed by the engagement team included:

- Discussions with management and assessment of known or suspected instances of non-compliance with laws and regulations (including health and safety) and fraud, and review of the reports made by management; and
- Assessment of identified fraud risk factors; and
- Identifying and assessing the design effectiveness of controls that management has in place to prevent and detect fraud; and
- Conducting interviews with appropriate personnel to gain further insight into the control systems implemented, and the risk of irregularity; and
- Challenging assumptions and judgements made by management in its significant accounting estimates; and
- Performing analytical procedures to identify any unusual or unexpected relationships, including related party transactions, that may indicate risks of material misstatement due to fraud; and
- Confirmation of related parties with management, and review of transactions throughout the period to identify any previously undisclosed transactions with related parties outside the normal course of business; and
- Reading minutes of meetings of those charged with governance, reviewing internal audit reports and reviewing correspondence with relevant tax and regulatory authorities; and
- Review of internal controls and physical inspection of tangible assets susceptible to fraud or irregularity; and
- Review of significant and unusual transactions and evaluation of the underlying financial rationale supporting the transactions; and
- Identifying and testing journal entries, in particular any manual entries made at the year end for financial statement preparation.

The Quest School
(A company limited by guarantee)

Independent auditors' report to the Members of The Quest School (continued)

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

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

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

Use of our report

This report is made solely to the charitable company's trustees, as a body, in accordance with Part 4 of the Charities (Accounts and Reports) Regulations 2008. Our audit work has been undertaken so that we might state to the charitable company's trustees those matters we are required to state to them in an Auditors' 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 its members, as a body, for our audit work, for this report, or for the opinions we have formed.



Kreston Reeves LLP
Statutory Auditor
Chartered Accountants
Montague Place
Quayside
Chatham Maritime
Chatham
Kent
ME4 4QU

23 March 2023

Kreston Reeves LLP are eligible to act as auditors in terms of section 1212 of the Companies Act 2006.

The Quest School
(A company limited by guarantee)

Statement of financial activities (incorporating income and expenditure account)
For the year ended 31 July 2022

	Note	Restricted funds 2022 £	Unrestricted funds 2022 £	Total funds 2022 £	Total funds 2021 £
Income from:					
Donations and legacies	4	-	6,699	6,699	6,440
Charitable activities	5	-	1,306,777	1,306,777	1,185,344
Investments	6	-	2,712	2,712	80
Total income		-	1,316,188	1,316,188	1,191,864
Expenditure on:					
Charitable activities	7	2,371	1,149,762	1,152,133	1,086,632
Total expenditure		2,371	1,149,762	1,152,133	1,086,632
Net movement in funds		(2,371)	166,426	164,055	105,232
Reconciliation of funds:					
Total funds brought forward		2,371	953,673	956,044	850,812
Net movement in funds		(2,371)	166,426	164,055	105,232
Total funds carried forward		-	1,120,099	1,120,099	956,044

The Statement of financial activities includes all gains and losses recognised in the year.

The notes on pages 18 to 32 form part of these financial statements.

The Quest School
(A company limited by guarantee)
Registered number: 04669567

Balance sheet
As at 31 July 2022

	Note	2022 £	2021 £
Fixed assets			
Tangible assets	10	15,867	25,113
		15,867	25,113
Current assets			
Debtors	11	9,453	9,102
Investments	12	700,000	473,000
Cash at bank and in hand		471,989	501,879
		1,181,442	983,981
Creditors: amounts falling due within one year	13	(77,210)	(53,050)
Net current assets		1,104,232	930,931
Total net assets		1,120,099	956,044
Charity funds			
Restricted funds	14	-	2,371
Unrestricted funds	14	1,120,099	953,673
Total funds		1,120,099	956,044

The entity was entitled to exemption from audit under section 477 of the Companies Act 2006.

The members have not required the entity to obtain an audit for the year in question in accordance with section 476 of the Companies Act 2006.

However, an audit is required in accordance with section 144 of the Charities Act 2011.

The Trustees acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and preparation of financial statements.

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

The financial statements were approved and authorised for issue by the Trustees on 10 March 2023 and signed on their behalf by:



I S J Martin
 (Chair of Trustees)



P C Mepsted
 (Trustee)

The notes on pages 18 to 32 form part of these financial statements.

The Quest School
(A company limited by guarantee)

Statement of cash flows
For the year ended 31 July 2022

	2022 £	2021 £
Cash flows from operating activities		
Net cash used in operating activities	201,197	147,110
Cash flows from investing activities		
Dividends, interests and rents from investments	2,712	80
Proceeds from the sale of tangible fixed assets	9,201	-
Purchase of tangible fixed assets	(16,000)	-
Net cash (used in)/provided by investing activities	(4,087)	80
Cash flows from financing activities		
Change in cash and cash equivalents in the year	197,110	147,190
Cash and cash equivalents at the beginning of the year	974,879	827,689
Cash and cash equivalents at the end of the year	1,171,989	974,879

The notes on pages 18 to 32 form part of these financial statements

The Quest School
(A company limited by guarantee)

Notes to the financial statements
For the year ended 31 July 2022

1. General information

The Quest School is a charity and a company limited by guarantee incorporated in England. The charity's registered office Montague Place, Quayside, Chatham Maritime, Chatham, Kent, ME4 4QU. The principal activity of the charity is to provide specialist, individualised education services to children with autism.

2. Accounting policies

2.1 Basis of preparation of financial statements

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

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

2.2 Company Status

The charity is a company limited by guarantee. The members of the charity are the Trustees named on page 1. In the event of the charity being wound up, the liability in respect of the guarantee is limited to £1 per member of the charity.

2.3 Going concern

The Trustees assess whether the use of going concern is appropriate i.e. whether there are any material uncertainties related to events or conditions that may cast significant doubt on the ability of the Charity to continue as a going concern. The Trustees make this assessment in respect of a period of at least one year from the date of authorisation for issue of the financial statements and have concluded that the Charity has adequate resources to continue in operational existence for the foreseeable future and there are no material uncertainties about the Charity's ability to continue as a going concern, thus they continue to adopt the going concern basis of accounting in preparing the financial statements.

2.4 Income

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

School fee income is accounted for on a receivable basis and consists of charges billed to local authorities for the school year 31 July 2022. Fees received for education to be provided in future years are carried forward as deferred income. Fees received in advance of education to be provided in future years under an advance fee payment scheme contract are held as interest bearing liabilities until either taken to income in the term when used or refunded.

Donations are recognised on a receivable basis where receipt is probable and the amount can be reliably measured.

Investment income is accounted for in the period in which the school is entitled to receipt.

Notes to the financial statements
For the year ended 31 July 2022

2. Accounting policies (continued)

2.5 Expenditure

Expenditure is recognised once there is a legal or constructive obligation to transfer economic benefit to a third party, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably. Expenditure is classified by activity. The costs of each activity are made up of the total of direct costs and shared costs, including support costs involved in undertaking each activity. Direct costs attributable to a single activity are allocated directly to that activity. Shared costs which contribute to more than one activity and support costs which are not attributable to a single activity are apportioned between those activities on a basis consistent with the use of resources. Central staff costs are allocated on the basis of time spent, and depreciation charges allocated on the portion of the asset's use.

Support costs are those costs incurred directly in support of expenditure on the objects of the company and include project management carried out at Headquarters.

Costs of generating funds are costs incurred in attracting voluntary income, and those incurred in trading activities that raise funds.

Charitable activities and Governance costs are costs incurred on the company's operations, including support costs and costs relating to the governance of the company apportioned to charitable activities.

Expenditure on charitable activities is incurred on directly undertaking the activities which further the Charity's objectives, as well as any associated support costs.

All expenditure is inclusive of irrecoverable VAT.

2.6 Interest receivable

Interest on funds held on deposit is included when receivable and the amount can be measured reliably by the Charity; this is normally upon notification of the interest paid or payable by the institution with whom the funds are deposited.

2.7 Taxation

The Charity is considered to pass the tests set out in Paragraph 1 Schedule 6 of the Finance Act 2010 and therefore it meets the definition of a charitable company for UK corporation tax purposes. Accordingly, the Charity is potentially exempt from taxation in respect of income or capital gains received within categories covered by Chapter 3 Part 11 of the Corporation Tax Act 2010 or Section 256 of the Taxation of Chargeable Gains Act 1992, to the extent that such income or gains are applied exclusively to charitable purposes.

Notes to the financial statements
For the year ended 31 July 2022

2. Accounting policies (continued)

2.8 Tangible fixed assets and depreciation

Tangible fixed assets costing £1,000 or more are capitalised and recognised when future economic benefits are probable and the cost or value of the asset can be measured reliably.

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

At each reporting date the Charity assesses whether there is any indication of impairment. If such indication exists, the recoverable amount of the asset is determined to be the higher of its fair value less costs to sell and its value in use. An impairment loss is recognised where the carrying amount exceeds the recoverable amount.

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

Depreciation is provided on the following bases:

Freehold property	- Over term of lease
Motor vehicles	- 20% reducing balance
Fixtures and fittings	- 25% reducing balance
Computer equipment	- 33% straight line

2.9 Debtors

Trade and other debtors are recognised at the settlement amount after any trade discount offered. Prepayments are valued at the amount prepaid net of any trade discounts due.

2.10 Cash at bank and in hand

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

2.11 Liabilities and provisions

Liabilities are recognised when there is an obligation at the Balance sheet date as a result of a past event, it is probable that a transfer of economic benefit will be required in settlement, and the amount of the settlement can be estimated reliably.

Liabilities are recognised at the amount that the Charity anticipates it will pay to settle the debt or the amount it has received as advanced payments for the goods or services it must provide.

Provisions are measured at the best estimate of the amounts required to settle the obligation. Where the effect of the time value of money is material, the provision is based on the present value of those amounts, discounted at the pre-tax discount rate that reflects the risks specific to the liability. The unwinding of the discount is recognised in the Statement of financial activities as a finance cost.

2.12 Financial instruments

The Charity only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value with the exception of bank loans which are subsequently measured at amortised cost using the effective interest method.

Notes to the financial statements
For the year ended 31 July 2022

2. Accounting policies (continued)

2.13 Operating leases

Rentals paid under operating leases are charged to the Statement of financial activities on a straight-line basis over the lease term.

2.14 Pensions

The Charity operates a defined contribution pension scheme and the pension charge represents the amounts payable by the Charity to the fund in respect of the year.

2.15 Fund accounting

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

Designated funds comprise unrestricted funds that have been set aside by the Trustees for particular purposes. The aim and use of each designated fund is set out in the notes to the financial statements.

Restricted funds are funds which are to be used in accordance with specific restrictions imposed by donors or which have been raised by the Charity for particular purposes. The costs of raising and administering such funds are charged against the specific fund. The aim and use of each restricted fund is set out in the notes to the financial statements.

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

Notes to the financial statements
For the year ended 31 July 2022

3. Critical accounting estimates and areas of judgment

Estimates and judgments are continually evaluated and are based on historical experience and other factors, including expectations of future events that are believed to be reasonable under the circumstances.

Critical accounting estimates and assumptions:

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

Tangible fixed assets

The charity has recognised tangible fixed assets with a carrying value of £15,867 (see note 10). These assets are stated at their cost less provision for depreciation and impairment. The annual depreciation charge for tangible fixed assets is sensitive to changes in the estimated useful lives and residual values of the assets. The useful economic lives and residual values are re-assessed annually. They are amended when necessary to reflect current estimates, based on technological advancement, future investments, economic utilisation and the physical condition of the assets.

Critical areas of judgment:

Lease commitments

The charity has entered into a range of lease commitments in respect of property and equipment. The classification of these leases as either financial or operating leases requires the Trustees to consider whether the terms and conditions of each lease are such that the charity has acquired the risks and rewards associated with the ownership of the underlying assets.

4. Income from donations and legacies

	Unrestricted funds 2022 £	Total funds 2022 £	Total funds 2021 £
Donations	6,699	6,699	5,332
Grants	-	-	1,108
	<u>6,699</u>	<u>6,699</u>	<u>6,440</u>
Total 2021	<u>6,440</u>	<u>6,440</u>	

The Quest School
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Notes to the financial statements
For the year ended 31 July 2022

5. Income from charitable activities

	Unrestricted funds 2022 £	Total funds 2022 £	Total funds 2021 £
Educational operations	1,306,777	1,306,777	1,185,344

6. Investment income

	Unrestricted funds 2022 £	Total funds 2022 £	Total funds 2021 £
Deposit account interest	2,712	2,712	80
Total 2021	80	80	

7. Analysis of expenditure by activities

	Activities undertaken directly 2022 £	Support costs 2022 £	Total funds 2022 £	Total funds 2021 £
Educational operations	996,492	155,641	1,152,133	1,086,632
Total 2021	864,810	221,822	1,086,632	

The Quest School
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Notes to the financial statements
For the year ended 31 July 2022

7. Analysis of expenditure by activities (continued)

Analysis of direct costs

	Educational operations 2022 £	Total funds 2022 £	Total funds 2021 £
Staff costs	905,659	905,659	795,290
Educational supplies and activities	4,503	4,503	90
Staff development and recruitment	27,548	27,548	14,152
Educational consultancy	15,433	15,433	13,126
Curriculum development	1,696	1,696	2,363
Postage and stationery	10,303	10,303	12,109
Other consultancy	31,350	31,350	27,680
Total 2022	<u>996,492</u>	<u>996,492</u>	<u>864,810</u>
Total 2021	<u>864,810</u>	<u>864,810</u>	

Analysis of support costs

	Educational operations 2022 £	Total funds 2022 £	Total funds 2021 £
Depreciation	20,880	20,880	22,703
Insurance	8,733	8,733	7,198
Rent and rates	40,800	40,800	38,300
Light and heat	11,961	11,961	10,695
Repairs and renewals	18,894	18,894	81,428
Cleaning costs	11,396	11,396	12,998
Telephone	3,685	3,685	3,519
Postage and stationery	3,808	3,808	3,019
IT expenditure	19,835	19,835	18,819
Legal and professional	2,576	2,576	2,712
Statutory enquiries	3,966	3,966	4,816
Accountancy	10,551	10,551	9,818
Travel costs	3,196	3,196	2,655
Profit on disposal	(4,834)	(4,834)	-
Other support costs	194	194	3,142
Total 2022	<u>155,641</u>	<u>155,641</u>	<u>221,822</u>
Total 2021	<u>221,822</u>	<u>221,822</u>	

Notes to the financial statements
For the year ended 31 July 2022

7. Analysis of expenditure by activities (continued)

Analysis of support costs (continued)

During the year ended 31 July 2021, the charity incurred the following Governance costs:

£1,500 (2021 - £1,400) included within the table above under Accountancy, in respect of Accountancy fees.

£7,113 (2021 - £6,430) included within the table above under Accountancy, in respect of Audit fees.

8. Staff costs

	2022 £	2021 £
Wages and salaries	802,277	702,417
Social security costs	57,261	53,350
Contribution to defined contribution pension schemes	46,121	39,523
	905,659	795,290

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

	2022 No.	2021 No.
Management	3	3
Administration	1	2
Teaching	35	33
	39	38

No employee received remuneration amounting to more than £60,000 in either year.

The total employee benefits (including employer pension contributions and employer national insurance contributions) received by key management personnel for their services to the charity was £170,038 (2021: £141,038), of which £15,647 (2021: £11,827) was employer national insurance contributions.

9. Trustees' remuneration and expenses

During the year, no Trustees received any remuneration or other benefits (2021 - £NIL).

During the year ended 31 July 2022, no Trustee expenses have been incurred (2021 - £NIL).

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Notes to the financial statements
For the year ended 31 July 2022

10. Tangible fixed assets

	Motor vehicles £	Fixtures and fittings £	Computer equipment £	Other fixed assets £	Total £
Cost or valuation					
At 1 August 2021	36,765	42,767	21,299	231,910	332,741
Additions	16,000	-	-	-	16,000
Disposals	(36,765)	-	-	-	(36,765)
At 31 July 2022	16,000	42,767	21,299	231,910	311,976
Depreciation					
At 1 August 2021	32,289	37,177	21,299	216,863	307,628
Charge for the year	2,507	3,325	-	15,047	20,879
On disposals	(32,398)	-	-	-	(32,398)
At 31 July 2022	2,398	40,502	21,299	231,910	296,109
Net book value					
At 31 July 2022	13,602	2,265	-	-	15,867
At 31 July 2021	4,476	5,590	-	15,047	25,113

11. Debtors

	2022 £	2021 £
Due within one year		
Prepayments and accrued income	9,453	9,102
	9,453	9,102

12. Current asset investments

	2022 £	2021 £
Fixed term deposit	700,000	473,000

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Notes to the financial statements
For the year ended 31 July 2022

13. Creditors: Amounts falling due within one year

	2022	2021
	£	£
Trade creditors	32,047	27,342
Other taxation and social security	13,858	13,010
Other creditors	5,340	4,815
Accruals and deferred income	25,965	7,883
	77,210	53,050

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Notes to the financial statements
For the year ended 31 July 2022

14. Statement of funds

Statement of funds - current year

	Balance at 1 August 2021 £	Income £	Expenditure £	Transfers in/out £	Balance at 31 July 2022 £
Unrestricted funds					
Designated funds					
Designated fixed asset and property fund	416,220	-	(15,159)	199,038	600,099
General funds					
General Fund	24,000	1,311,388	(1,113,350)	(182,038)	40,000
Fundraising Fund	16,453	4,800	(21,253)	-	-
Contingency Fund	418,000	-	-	17,000	435,000
Staff retention fund	79,000	-	-	(34,000)	45,000
	537,453	1,316,188	(1,134,603)	(199,038)	520,000
Total Unrestricted funds	953,673	1,316,188	(1,149,762)	-	1,120,099
Restricted funds					
Awards for All grant	2,371	-	(2,371)	-	-
Total of funds	956,044	1,316,188	(1,152,133)	-	1,120,099

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Notes to the financial statements
For the year ended 31 July 2022

14. Statement of funds (continued)

Statement of funds - prior year

	Balance at 1 August 2020 £	Income £	Expenditure £	Transfers in/out £	Balance at 31 July 2021 £
Unrestricted funds					
Designated funds					
Designated fixed asset and property fund	320,292	-	(19,072)	115,000	416,220
General funds					
General Fund	22,327	1,191,864	(1,061,191)	(129,000)	24,000
Fundraising Fund	16,453	-	-	-	16,453
Contingency Fund	413,000	-	-	5,000	418,000
Staff retention fund	70,000	-	-	9,000	79,000
	521,780	1,191,864	(1,061,191)	(115,000)	537,453
Total Unrestricted funds	842,072	1,191,864	(1,080,263)	-	953,673
Restricted funds					
Awards for All grant	4,740	-	(2,369)	-	2,371
The Bailey Thomas Foundation	4,000	-	(4,000)	-	-
	8,740	-	(6,369)	-	2,371
Total of funds	850,812	1,191,864	(1,086,632)	-	956,044

Notes to the financial statements
For the year ended 31 July 2022

14. Statement of funds (continued)

The specific purposes for which the funds are to be applied are as follows:

Designated fixed asset and property funds represent the funds held to support the current and future development of the school's property.

Fundraising fund are funds raised by the school and its sponsors throughout the year and are applied specifically to enrich the educational experience of its pupils.

Contingency funds are reserved as part of the charity's future planning to ensure that in the event of a significant drop in funding the reserves will be sufficient enough to perform a managed windup, that takes care of the significant needs of the pupils and any potential difficulties in securing an alternative educational provision.

Restricted funds comprises of grants received within the year that are to be specifically applied to the provision of educational equipment for the pupils. For the current period this includes funds held for the purchase of a new music trail for the playground.

15. Analysis of net assets between funds

Analysis of net assets between funds - current year

	Unrestricted funds 2022 £	Total funds 2022 £
Tangible fixed assets	15,867	15,867
Current assets	1,181,442	1,181,442
Creditors due within one year	(77,210)	(77,210)
Total	1,120,099	1,120,099

Analysis of net assets between funds - prior year

	Restricted funds 2021 £	Unrestricted funds 2021 £	Total funds 2021 £
Tangible fixed assets	2,371	22,742	25,113
Current assets	-	983,981	983,981
Creditors due within one year	-	(53,050)	(53,050)
Total	2,371	953,673	956,044

Notes to the financial statements
For the year ended 31 July 2022

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

	2022 £	2021 £
Net income for the year (as per Statement of Financial Activities)	164,055	105,232
Adjustments for:		
Depreciation charges	20,879	22,703
Dividends, interests and rents from investments	(2,712)	(80)
Loss/(profit) on the sale of fixed assets	(4,834)	-
Increase in debtors	(351)	(2,392)
Increase in creditors	32,042	21,647
Net cash provided by operating activities	209,079	147,110

17. Analysis of cash and cash equivalents

	2022 £	2021 £
Cash in hand	471,989	501,879
Liquid investments	700,000	473,000
Total cash and cash equivalents	1,171,989	974,879

18. Analysis of changes in net debt

	At 1 August 2021 £	Cash flows £	At 31 July 2022 £
Cash at bank and in hand	501,879	(29,890)	471,989
Liquid investments	473,000	227,000	700,000
	974,879	197,110	1,171,989

19. Pension commitments

The charity operates a defined contribution pension scheme. The assets of the scheme are held separately from those of the charity in an independently administered fund. The pension cost charge represents contributions payable by the charity to the fund and amounted to £46,121 (2021 - £39,523). Contributions totalling £5,340 (2021 - £4,815) were payable to the fund at the balance sheet date and are included in creditors.

The Quest School
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Notes to the financial statements
For the year ended 31 July 2022

20. Operating lease commitments

At 31 July 2022 the Charity had commitments to make future minimum lease payments under non-cancellable operating leases as follows:

	2022	2021
	£	£
Not later than 1 year	32,300	7,435

21. Related party transactions

A E Martin, spouse of I S J Martin, a trustee, is employed by the charity as Principal. A E Martin's employment continues in open competition and I S J Martin is not involved in decision's relating to performance review and terms of employment. A E Martin is paid within the normal pay scale for her role and receives no special treatment as a result of her relationship to a trustee.

A Carter-Mepsted, spouse of P C Mepsted, a trustee, is employed by the charity as Head of Development and Projects. A Carter-Mepsted's employment continues in open competition and P C Mepsted is not involved in decisions relating to performance review and terms of employment. A Carter-Mepsted is paid within the normal pay scale for her role and receives no special treatment as a result of her relationship to a trustee.

L Duvall, sister of A Carter-Mepsted and P C Mepsted, a trustee, is employed by the charity as the Finance Manager. L Duvall's employment continues in open competition and neither A Carter-Mepsted or P C Mepsted are involved in decisions relating to performance review and terms of employment. L Duvall is paid within the normal pay scale for her role and receives no special treatment as a result of her relationship to a trustee.

P Mepsted, a trustee of the charity, invoiced the charity £31,350 (2021: £30,555), for the provision of property, health and safety and other consultancy services.

P Barnett, a trustee of the charity, invoiced the charity £2,520 (2021: £2,800) for the provision of school improvement services.

All of the above transactions were approved by the Board of Trustees and are documented in the Trustees minutes.

THE QUEST SCHOOL

England & Wales - Charity number 1106112

Accounts

Registered number: 04669567
Charity number: 1106112

The Quest School
(A company limited by guarantee)

Trustees' report and financial statements
for the year ended 31 July 2021

The Quest School
(A company limited by guarantee)

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The Quest School
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**Reference and administrative details of the Company, its Trustees/Directors and advisers
for the year ended 31 July 2021**

Trustees/Directors

I S J Martin, Chair
L M Edmans, CBE
D J Bruce
P Whiteley
A J Wheeler (resigned 19 October 2021)
P C Mepsted
P Barnett
C M Wratten
K E Wratten
M K Plange (appointed 19 May 2021)
S Conway (appointed 19 October 2021)

Company registered number

04669567

Charity registered number

1106112

Registered office

Montague Place
Quayside
Chatham Maritime
Chatham
Kent
ME4 4QU

Principal operating office

The Hop Farm
Maidstone Road
Paddock Wood
Kent
TN12 6RP

Company secretary

A Carter-Mepsted

The Quest School
(A company limited by guarantee)

Reference and administrative details of the Company, its Trustees/Directors and advisers (continued)
for the year ended 31 July 2021

Independent auditor

Kreston Reeves LLP
Statutory Auditor
Montague Place
Quayside
Chatham Maritime
Chatham
Kent
ME4 4QU

Bankers

HSBC Bank plc
1-5 Week Street
Maidstone
Kent
ME14 1QW

The Quest School
(A company limited by guarantee)

Trustees' report
for the year ended 31 July 2021

The Trustees present their annual report together with the audited financial statements of The Quest School for the 1 August 2020 to 31 July 2021. The Annual report serves the purposes of both a Trustees' report and a Directors' report under company law. The Trustees confirm that the Annual report and financial statements of the Charitable Company comply with the current statutory requirements, the requirements of the Charitable Company's governing document and the provisions of the Statement of Recommended Practice (SORP) applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS102) (effective 1 January 2019).

Since the Company qualifies as small under section 382 of the Companies Act 2006, the Strategic report required of medium and large companies under the Companies Act 2006 (Strategic Report and Directors' Report) Regulations 2013 has been omitted.

Objectives and activities

a. Policies and objectives

The objectives are to advance the education of children with autism in particular by developing, maintaining, carrying on and managing a school. The Quest School is a registered charity, started by parents in 2003, to offer specialist education for children with autism, ranging in age from 5-19. Pupils at Quest are placed and funded by local authorities. The majority of pupils at the school are severely impacted by their autism. As a result, local authorities often experience difficulty in finding appropriate placements, and therefore require, for these pupils, the degree of autism specialism that is provided at Quest.

In setting objectives and planning for activities, the Trustees have given due consideration to general guidance published by the Charity Commission relating to public benefit, including the guidance 'Public benefit: running a charity (PB2)'.

b. Main activities undertaken to further the Company's purposes for the public benefit

In keeping with the aims of the charity, The Quest School successfully meets the needs of pupils who are severely impacted by autism, and for whom, as a result, local authorities experience difficulty in finding appropriate school placements.

There is significant public benefit arising from ensuring such pupils remain in a beneficial educational placement. The degree of autism specialism that is provided by Quest, and the outstanding progress made by its pupils, ensures that pupils, on leaving Quest, have a greater level of independence and appropriate functional skills for their adult lives

Furthermore, by providing appropriate local education, it avoids the need for local authorities to place pupils with complex needs in expensive residential placements, which may be located geographically distant from families. Hence a placement at Quest often means that families are kept together.

The Quest School
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Trustees' report (continued)
for the year ended 31 July 2021

Achievements and performance

a. Main achievements of the Company

Quest school started in 2003 with 3 pupils and has grown steadily since then. At the end of July 2021, the school had a total of 24 pupils.

The school uses an ABA (Applied Behaviour Analysis) approach, which is a specialist and research-based teaching methodology for pupils with autism. The school has a proven track record of achieving excellent outcomes for its pupils, most of whom face very significant challenges due to the severity of their autism and learning disabilities.

The school has robust processes for measuring pupil progress. These include referencing previous national standards for academic progress for pupils with Special Educational needs and utilising the school's well-developed and detailed assessment systems. Frequent and thorough analysis of the data shows that pupils at Quest consistently make excellent progress in both academic performance and behaviour.

The school places great importance on developing functional skills for pupils, in order to promote independence and increase quality of life. Pupils' individual learning programmes, will include development of skills in the following areas:

- Academic learning;
- Language & Communication;
- Social and Community Functional skills;
- Independence skills

b. Review of activities

Covid response:

The academic year 2020-21 continued to present challenges to the daily operation of the school. During periods of national school closures (Jan-March 2021), all vulnerable students and those with Education, Health Care plans (EHCPs) which is all pupils at Quest, were expected to be offered onsite school provision. Quest school therefore remained open to all children, whose parents wished them to attend. For pupils whose parents chose for them to remain at home, we implemented remote learning, using a mixture of online teaching, and online learning platforms, as well as sending home paper-based work for some students. We also maintained regular contact (typically twice per week) with parents, to check on welfare and safeguarding.

During 2020-21 the school experienced two main Covid outbreaks: in November 2020 and July 2021; on both these occasions, the school was closed for a total of 5 days. Remote learning provision (as described above) was implemented for all students.

During 2020-21, all staff worked incredibly hard to implement as many measures as possible to keep pupils and staff safe. This included: enhanced cleaning of surfaces; increased hand-washing and use of sanitizer; multiple rules to keep learning resources individual to each pupils and to maintain social distance, as much as possible between pupils and staff. The additional measures in school, the constant changes to rules, the anxiety around Covid, and the impact of staff absence when self-isolating had a cumulative effect on staff such that by the end of the year, many staff were feeling exhausted.

The school already has in place many measures to support staff well-being, including regular staff welfare checks with line managers, an Employee Assistance Programme and regular mental health workshops. There is also a staff appreciation committee, Employee of the Term awards, and an Appreciation and Retention bonus scheme (see point (e) Staff Pay Matters below).

For the year 2021-22, the school is also undertaking work to further improve strategies in alignment with the DfE Staff Well-being Charter.

The Quest School
(A company limited by guarantee)

Trustees' report (continued)
for the year ended 31 July 2021

Achievements and performance (continued)

c. Review of activities

Pupil Progress:

Despite all the operational challenges relating to Covid-19 disruption, pupil progress data for 2020-21 shows that pupils continued to make excellent progress. Below are some examples of individual progress.

Examples of pupil progress:

Pupil A: had previously shown high levels of non-compliant, as well as aggressive (hitting/kicking) or self-injurious (head bangs) behaviour, which could occur at a frequency of up to 14 times per day.

During the past two academic years, the consistent behaviour interventions in place at Quest have resulted in significant decreases in these behaviours. Whilst the frequency of aggressive or self-injurious behaviour decreased, so also did the severity, such that behaviour became largely non-aggressive. During this time period, it should also be noted that as behaviour improved, so the level of demand and expectation increased; thus Pupil A was successfully able to join more group lessons as well as offsite activities. During 2020-21, Pupil A exceeded all annual academic targets.

Pupil B: prior to joining Quest, pupil B had never successfully attended any school for a period of longer than a few months. The school worked hard to establish a positive relationship with parents, in order to promote good attendance. In terms 1&2 (of 2020-21) pupil B's attendance was well below 50% this increased in Terms 5&6 to 70%. As a result of improved attendance, pupil B exceeded all annual academic targets, and became fully integrated into all activities at school, including group lessons and offsite activities.

Pupil C: in addition to autism, pupil C has a diagnosis of mental health difficulties, which manifests as high anxiety. During 2020-21, pupil C developed anxieties relating to illness and death, and became highly anxious about anyone close to him becoming ill. Quest staff worked closely with pupil C's parents so that a consistent response to his anxieties could be implemented. Staff also used specific resources, designed for pupils with autism to help pupil C talk about and understand more about his concerns. This approach helped pupil C cope, when later in the year, he experienced a bereavement. School and parents together were able to support him and help him talk about and process his emotions.

Curriculum development: the school works hard to continually improve and develop the provision for its pupils; hence there is an ongoing programme of curriculum development. During 2020-21. The specific focus was on further development of the Relationships and Sex Education curriculum in line with national initiatives.

The Quest School
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Trustees' report (continued)
for the year ended 31 July 2021

Achievements and performance (continued)

d. Key Performance Indicators (KPI)

Ofsted Inspection March 2018

The most recent full Ofsted inspection in March 2018 judged the school to be Outstanding in every category, validating the accuracy and robustness of whole school self evaluation processes, and whole school philosophy and endeavour of excellence and continuous improvement.

The school continues with a regular cycle of self-evaluation meetings, the purpose of which is to evaluate the school's performance in each of the Ofsted categories, judging against Ofsted criteria. These meetings occur three times per year and are attended by our experienced School Improvement Partner, as well as members of the Senior Leadership Team, BoM (Board of Management) and BoT (Board of Trustees). Our self-evaluation processes find that we are still consistently reaching the criteria for Outstanding performance against Ofsted criteria in all judgement areas.

Key Performance Indicators (KPI)

The school monitors Key Performance Indicators at Senior Leadership Team meetings, and at Boards of Management and Trustees. The whole school KPI's per month, reported to regular Board of Management and Trustee meetings include:

- Pupil: Numbers on roll, Attendance, Exclusions, Pupils 'causing concern', new pupil pipeline, overall number of challenging behaviour incidents, online safety incidents, Safeguarding concerns raised/referrals made;
- Staff: Numbers, Attendance, No. of probationers, No. of staff appraisals and PDP meetings;
- Finances: Cash balances, expenditure/income against budget, Grants & fundraising;
- Regulatory: Policy review and breaches, Issues/complaints, H&S incidents, Data Protection;
- Pupil Progress Summaries: tracks progress across all learning programmes (number of targets achieved) and behaviour interventions (number of behavioural incidents) for each individual pupil. This is monitored fortnightly at Senior Leadership team meetings, and reported on at regular Board of Management & Trustee meetings.

Stakeholder surveys: At the end of the 2020-21 academic year, we undertook a survey of stakeholders, (as part of our usual 2-yearly cycle). Outcomes from this survey demonstrate consistently high levels of satisfaction from stakeholders across all aspects of our provision. This is particularly pleasing, given the operational challenges for pupils, parents and staff related to Covid during 2020 and 2021.

Safeguarding

The school has 4 fully trained Safeguarding Leads (one Lead & 3 deputies), and 4 staff trained in Safer Recruitment practices. All school staff (including office based team) undertake (at least) annual training in Safeguarding, including online safety.

One of the school's Trustees (who is a National Leader of school governance) is the designated Safeguarding Trustee, and undertakes a comprehensive annual audit of Safeguarding policy and practices. Staff are encouraged to report any safeguarding concerns, even if seemingly minor. These Record of Concerns are kept securely and confidentially, and monitored by the Safeguarding Leads. The number of concerns per month are reported to the Boards. If any subsequent action is required, such as a referral to Child Protection services, these decisions are taken by the Safeguarding Lead and Deputy. The number of referrals is also reported to the Boards. During 2020-21, reporting of Safeguarding concerns was transitioned to a secure online system, to replace the previous paper-based system.

The Quest School
(A company limited by guarantee)

Trustees' report (continued)
for the year ended 31 July 2021

Achievements and performance (continued)

Pupil roll

The number of pupils on roll has been maintained, with a small number of leavers and joiners. The age profile remains positive, with greater numbers of younger pupils, likely to remain at the school for the entirety of their school life, hence providing a stable basis for continued school growth and provision.

Staffing

The school continues to employ high calibre staff as well as working with external ABA consultants, Speech & Language Therapists and Occupational Therapists on a consultancy basis, in order to enhance the learning of all pupils. Staff receive training in ABA, as well as relevant statutory training including Safeguarding, First Aid and Fire Safety Awareness. The school continued with its planned leadership succession planning, with the successful appointment of a new Lead teacher, with effect from September 2021.

The school also undertook a review of recruitment strategy, to attempt to increase staff diversity to bring more in line with that of the pupil cohort; there has been a small increase in diversity of both gender and ethnicity.

During 2020-21, in line with many others in the Special Needs Education sector, the school experienced a growing challenge in the recruitment and retention of staff. This seemed to be due to a number of factors including the record low levels of unemployment nationally. However the school appears to have lower overall turnover than many comparable schools within this sector and also benefits from a very stable and experienced senior team.

The Board of Management implemented a number of measures to help address the staffing issues, including: review of salaries, and development of the staff appreciation and retention scheme for new staff (see 'section e Staff Pay Matters' below) We are also planning to develop an overall staff well-being strategy during 2021-22.

e. Fundraising activities and income generation

During 2020-21 Quest received donations from a number of individuals, either as one-off gifts or by regular standing order payments; these donations were unrestricted. All donations have been used to enhance the educational provision and experience for Quest pupils.

Funds from some of these donations, contributed to the refurbishment of the 2 new roundels, to provide extra classroom and office space.

Financial review

a. Going concern

For the year 2020-21 there was a total income of £1,191,864 and expenditure of £1,086,632, with total funds increasing to £956,044. The income included £6,440 from fundraising and donations.

After making appropriate enquiries, the Trustees have a reasonable expectation that the Company has adequate resources to continue in operational existence for the foreseeable future. For this reason, they continue to adopt the going concern basis in preparing the financial statements. Further details regarding the adoption of the going concern basis can be found in the accounting policies.

The directors are pleased that numbers of pupils have remained healthy, with a small number of leavers and joiners during the year 2020-21, overall pupil roll increased from 21 in July 2020 to 24 pupils in July 2021.

Trustees' report (continued)
for the year ended 31 July 2021

b. Reserves policy

The directors have established a policy whereby the unrestricted funds not committed or invested in tangible fixed assets ('the free reserves') held by the charity should be sufficient to cover a range of potentially adverse scenarios, including winding up the charity should this be required in extremis. This latter amount, together with an amount held for future cost increases against fixed fee levels, is currently estimated as being £418,000 this equates to approximately 4-5 months' operating expenses.

At this level, the directors feel that they would be able, in the event of a significant drop in funding, to adjust as necessary the current activities of the charity. These reserves should also be sufficient to perform a managed wind up. The Directors have identified that a slow 'wind up' of the charity would be required, given the significant needs of the pupils, and the potential difficulty in securing alternative educational provision.

The Trustees have therefore ring fenced these reserves as a 'Contingency Fund', leaving a designated fixed asset and future premises fund of £416,220. The future premises funds have been accumulated in anticipation of the development of premises, given that the current premises are nearing full capacity and approaching the end of their current lease.

The charity aims to manage any under or over provision of reserves over a rolling three year period. Any excess amounts will be deployed in benefiting the aims of the charity, namely through effective, good value educational provision for those impacted by autism

c. Material investments policy

The directors invest surplus cash in deposit funds. The policy is to utilise risk free investments which therefore do not generate significant returns but which are secure and available at notice to provide funds as and when required.

d. Principal risks and uncertainties

The school's funding comes from local authorities, on a pupil by pupil basis. Fees are set at the time of entry for each pupil and amended at each Transition stage. Additional fees are charged if pupils have extra provision specified within their EHCP, such as for provision of direct therapies. There is currently a strong pipeline of pupil referrals, and all indicators from local authority strategy plans, is that the demand for educational places for pupils with ASD is continuing to increase.

The school's main expenditure is on the teaching and support staff and these costs are determined by the number of pupils placed with the school.

As previously stated, there is a current challenge in terms of recruitment and retention of high caliber staff. This is in line with issues experienced nationally, as unemployment falls to very low levels.

The Quest School
(A company limited by guarantee)

Trustees' report (continued)
for the year ended 31 July 2021

e. Financial risk management objectives and policies

The school has a risk management strategy which comprises:

- The Management Board termly review of the risks that the charity might face: action plans are followed to ensure all risks are mitigated;
- The Board regularly discusses the risks the charity may face;
- The establishment of policies, systems and procedures to mitigate those risks identified;
- The implementation of procedures designed to minimise any potential impact on the charity should those risks materialise.

The school monitors its cash flows very carefully and has prepared projections, which show that the school will have sufficient resources to meet its liabilities as they fall due over the next twelve months.

The Quest School
(A company limited by guarantee)

Trustees' report (continued)
for the year ended 31 July 2021

Structure, governance and management

a. Constitution

The Quest School is registered as a charitable company limited by guarantee. The governing document is the company memorandum and articles of association as amended by special resolution dated 2nd September 2004. The day to day management of the charity vests in the Board of Management (BoM), comprising 2 Trustees, the School Principal and the Company Secretary. The BoM report to the Board of Trustees, which is responsible for ensuring that the charity is operated in accordance with the Charity Commission requirements.

The Trustees meet at least three times a year to receive reports from the BoM and also engage directly with the School through an annual cycle of purposeful targeted visits linked to different areas of the school development plan, or to formal self-evaluation monitoring meetings. The Trustees are recruited to provide a cross section of backgrounds to give a broad basis of experiences to the charity. Where required the Trustees and Board of Management take input from a range of specialist individuals and organisations including for ABA, Speech & Language, Occupational Therapy, School Improvement Partner, IT, Legal, Accountancy, Health & Safety, HR & Employment matters.

b. Methods of appointment or election of Trustees

The management of the Company is the responsibility of the Trustees who are elected and co-opted under the terms of the Trust deed.

A Board Effectiveness review was undertaken during 2019-20. The outcome from which concluded that there are many positive areas of Board effectiveness, however all agreed that diversity and Trustees succession were areas that needed further improvement.

A succession plan for the current Board of Trustees was also agreed, with a timeline for refreshing the Board members. The Board agreed that it would be ideal to add new Trustees before any of our current members step down; it was also agreed to pursue parental representation on the Board of Trustees; this was achieved with the appointment of Parent Trustee, Monica Plange in May 2021.

The Board also agreed that Ian Martin and Pete Mepsted should continue in their respective roles of Chair and Deputy Chair.

c. Organisational structure and decision-making policies

Policy adherence and review:

The school maintains a regular cycle, monitored by the Board of Management, of reviewing all policies to ensure they remain current. Staff regularly sign a policy adherence confirmation to acknowledge that they comply with all school policies. Where any staff member had not complied with a particular aspect of policy, a log is made and appropriate action, such as additional coaching for staff, is implemented.

d. Policies adopted for the induction and training of Trustees

Induction of the new Trustee followed our usual induction process.

The Quest School
(A company limited by guarantee)

Trustees' report (continued)
for the year ended 31 July 2021

Structure, governance and management (continued)

e. Staff pay matters

Salaries for Senior staff are set with reference to the state education pay scales for specialist schools. During 2019-20, the School became a recognised 'Living Wage' employer, and has continued this policy, ensuring increases to salary for the lowest paid staff increase in line with the Living Wage.

During 2019-20, the Board also agreed to the introduction of two staff appreciation and retention initiatives: an enhanced pension contribution matching scheme and a non-contractual five year 'retention incentive' payment scheme. During 2020-21 these schemes have continued to evolve, with new staff added. These schemes remain discretionary and are non-contractual.

The Board believe these schemes will be valuable in retaining the services of our talented and committed long-serving staff upon whom Quest is dependent for the achievement of high quality pupil outcomes, and enabling such committed and loyal staff to adequately prepare for retirement. The retention of key staff is especially important as Quest transitions its leadership team.

f. Related party relationships

The charity was founded by a number of families who had children with autism, having established that the needs of their children were not being met by any facility in the area. Two of these families are still active in the charity. Ian Martin is the Chair and his wife, Anne Martin, NPQH (National Professional Qualification in Headship) is the Head Teacher. Peter Mepsted is Director/Trustee and his wife, Ashley Carter Mepsted is the Head of Development & Projects. Peter also provides services to the School in relation to his occupation as a Health and Safety Consultant. All decisions relating to remuneration and employment of connected members of staff and consultants are taken by the Board of Trustees in their absence and in the absence of their spouses. Appropriate day to day operational controls and disclosures to Trustees are in place.

The Quest School
(A company limited by guarantee)

Trustees' report (continued)
for the year ended 31 July 2021

Plans for future periods

Future developments

During 2018-19, the Quest Board of Management undertook a Strategy review to evaluate the level of demand locally for autistic specific autism provision. The outcome from this review, along with the historic and expected future growth in pupil numbers and continuing demand for places, demonstrates the ongoing need for a provision such as Quest. This review was updated during 2020-21; this confirmed that projected demand within KCC for ASD provision was continuing to increase year on year.

During 2020-21, the school began to consider whether there was scope to contribute to provision of services for school leavers, with the Adult service sector. This work is still ongoing.

Premises developments

The School operates from The Hop Farm at Paddock Wood and during the year have continued their programme of ongoing redecoration and repairs to enable the continuing enhancement of the facilities for both pupils and staff.

The school reached agreement with the Hop Farm, to take additional space in the current premises, as well as to extend the lease for a further 3 years.

During 2019-20, we agreed rental terms with the Hop Farm, to take on additional classroom space in two of the extra 'roundels', attached to our current building. There were delays with obtaining planning permission, due to the impact of Covid; planning permission was finally agreed in October 2020, and the refurbishment work was completed in December 2020, ready for the new term in January 2021.

The cost of refurbishment was met from donors and fund-raising during previous years and cost £33,848 (in total for 2 roundels).

Work was also completed to install extra staff toilets and pupils' shower facilities; this cost £21,950.

The School is currently negotiating with the Landlord to extend the existing lease until September 2023 (in line with the Landlord's Head Lease) with a further extension then to 2025.

The Board of Management agreed with the Trustees, the project plan for securing a longer term property solution, given the limited additional capacity of the current premises. The first phases of the project plan were completed during 2020-21.

The Board of Management agreed with the Trustees, the project plan for securing a longer term property solution, given the limited additional capacity of the current premises. The first phases of the project plan were completed during 2020-21.

Improvements to IT infrastructure

During 2019-20, we invested in a significant improvement to the school's IT Filter/Firewall, to provide greater internet security, as well as to facilitate offsite working by providing remote access link to the school server. We continue to enhance our IT systems and security continually and have recently added enhanced anti-virus and email protection.

During 2020-21, the school moved its regular parental communication system from paper-based, to an online educational learning journal, Tapestry. The school also transitioned its safeguarding reporting to an online system.

The Quest School
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Trustees' report (continued)
for the year ended 31 July 2021

Statement of Trustees' responsibilities

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

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

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

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

Disclosure of information to auditor

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

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

Auditor

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

Approved by order of the members of the board of Trustees on 25 March 2022 and signed on their behalf by:



I S J Martin
(Trustee)

The Quest School
(A company limited by guarantee)

Independent auditor's report to the Members of The Quest School

Opinion

We have audited the financial statements of The Quest School (the 'charitable company') for the year ended 31 July 2021 which comprise the Statement of financial activities, the Balance sheet, the Statement of cash flows and the related notes, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 July 2021 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 Charities Act 2011.

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 United Kingdom, including the Financial Reporting Council's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

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

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

The Quest School
(A company limited by guarantee)

Independent auditor's report to the Members of The Quest School (continued)

Other information

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

We have nothing to report in this regard.

Matters on which we are required to report by exception

We have nothing to report in respect of the following matters where the Charities (Accounts and Reports) Regulations 2008 requires us to report to you if, in our opinion:

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

Responsibilities of trustees

As explained more fully in the Trustees' responsibilities statement, the Trustees (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.

Independent auditor's report to the Members of The Quest School (continued)

Auditor's responsibilities for the audit of the financial statements

We have been appointed as auditor under section 145 of the Charities Act 2011 and report in accordance with the Act and relevant regulations made or having effect thereunder.

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

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

Capability of the audit in detecting irregularities, including fraud

Based on our understanding of the Charity and the sector as a whole, and through discussion with the Trustees and other management (as required by auditing standards), we identified that the principal risks of non-compliance with laws and regulations related to Ofsted compliance, and Safeguarding. We considered the extent to which non-compliance might have a material effect on the financial statements. We also considered those laws and regulations that have a direct impact on the preparation of the financial statements such as the Charities SORP (FRS 102) Second Edition (released October 2019), the Companies Act 2006 and other relevant charity legislation. We communicated identified laws and regulations throughout our team and remained alert to any indications of non-compliance throughout the audit. We evaluated Trustees' and management's incentives and opportunities for fraudulent manipulation of the financial statements (including the risk of override of controls) and determined that the principal risks related to posting inappropriate journal entries to increase revenue or reduce expenditure. Audit procedures performed by the engagement team included:

- Discussions with management and assessment of known or suspected instances of non-compliance with laws and regulations (including health and safety) and fraud; and
- Assessment of identified fraud risk factors; and
- Identifying and assessing the design effectiveness of controls that management has in place to prevent and detect fraud; and
- Conducting interviews with appropriate personnel to gain further insight into the control systems implemented, and the risk of irregularity; and
- Challenging assumptions and judgements made by management in its significant accounting estimates; and
- Performing analytical procedures to identify any unusual or unexpected relationships, including related party transactions, that may indicate risks of material misstatement due to fraud; and
- Confirmation of related parties with management, and review of transactions throughout the period to identify any previously undisclosed transactions with related parties outside the normal course of business; and
- Reading minutes of meetings of those charged with governance; and
- Review of significant and unusual transactions; and
- Identifying and testing journal entries, in particular any manual entries made at the year end for financial statement preparation.

Because of the inherent limitations of an audit, there is a risk that we will not detect all irregularities, including those leading to a material misstatement in the financial statements or non-compliance with regulation. This risk increases the more that compliance with a law or regulation is removed from the events and transactions reflected in the financial statements, as we will be less likely to become aware of instances of non-compliance.

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

The Quest School
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Independent auditor's report to the Members of The Quest School (continued)

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

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

Use of our report

This report is made solely to the charitable company's trustees, as a body, in accordance with Part 4 of the Charities (Accounts and Reports) Regulations 2008. Our audit work has been undertaken so that we might state to the charitable company's trustees those matters we are required to state to them in an Auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company and its members, as a body, for our audit work, for this report, or for the opinions we have formed.



Kreston Reeves LLP
Statutory Auditor
Chartered Accountants
Chatham
Kent

25 March 2022

Kreston Reeves LLP are eligible to act as auditors in terms of section 1212 of the Companies Act 2006.

The Quest School
(A company limited by guarantee)

Statement of financial activities (incorporating income and expenditure account)
for the year ended 31 July 2021

	Note	Restricted funds 2021 £	Unrestricted funds 2021 £	Total funds 2021 £	Total funds 2020 £
Income from:					
Donations and legacies	2	-	6,440	6,440	21,569
Charitable activities	3	-	1,185,344	1,185,344	1,026,410
Investments	4	-	80	80	4,050
Total income		-	1,191,864	1,191,864	1,052,029
Expenditure on:					
Charitable activities	5	6,369	1,080,263	1,086,632	976,421
Total expenditure		6,369	1,080,263	1,086,632	976,421
Net movement in funds before other recognised gains		(6,369)	111,601	105,232	75,608
Net movement in funds		(6,369)	111,601	105,232	75,608
Reconciliation of funds:					
Total funds brought forward		8,740	842,072	850,812	775,204
Total funds carried forward		2,371	953,673	956,044	850,812

The Statement of financial activities includes all gains and losses recognised in the year.

All activities relate to continuing operations.

The notes on pages 21 to 35 form part of these financial statements.

The Quest School
(A company limited by guarantee)
Registered number: 04669567

Balance sheet
as at 31 July 2021

	Note	2021 £	2020 £
Fixed assets			
Tangible assets	10	<u>25,113</u>	<u>47,816</u>
		25,113	47,816
Current assets			
Debtors	11	9,102	6,710
Investments	12	473,000	504,358
Cash at bank and in hand		501,879	323,331
		<u>983,981</u>	<u>834,399</u>
Creditors: amounts falling due within one year	13	(53,050)	(31,403)
Net current assets		<u>930,931</u>	<u>802,996</u>
Total net assets		<u>956,044</u>	<u>850,812</u>
Charity funds			
Restricted funds	14	2,371	8,740
Unrestricted funds	14	953,673	842,072
Total funds		<u>956,044</u>	<u>850,812</u>

The entity was entitled to exemption from audit under section 477 of the Companies Act 2006.

The members have not required the entity to obtain an audit for the year in question in accordance with section 476 of the Companies Act 2006.

However, an audit is required in accordance with section 145 of the Charities Act 2011.

The Trustees acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and preparation of financial statements.

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

The financial statements were approved and authorised for issue by the Trustees on 25 March 2022 and signed on their behalf by:



I S J Martin
 (Chair of Trustees)

The notes on pages 21 to 35 form part of these financial statements.

The Quest School
(A company limited by guarantee)

Statement of cash flows
for the year ended 31 July 2021

	2021 £	2020 £
Cash flows from operating activities		
Net cash used in operating activities	147,110	111,130
Cash flows from investing activities		
Dividends, interests and rents from investments	80	4,050
Net cash provided by investing activities	80	4,050
Change in cash and cash equivalents in the year	147,190	115,180
Cash and cash equivalents at the beginning of the year	827,689	712,509
Cash and cash equivalents at the end of the year	974,879	827,689

The notes on pages 21 to 35 form part of these financial statements

The Quest School
(A company limited by guarantee)

Notes to the financial statements
for the year ended 31 July 2021

1. Accounting policies

1.1 General information

The Quest School is a charity and a company limited by guarantee incorporated in England. The charity's registered office is Montague Place, Quayside, Chatham Maritime, Chatham, Kent, ME4 4QU. The principal activity of the charity is to provide specialist, individualised education services to children with autism.

1.2 Basis of preparation of financial statements

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

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

1.3 Company Status

The charity is a company limited by guarantee. The members of the charity are the Trustees named on page 1. In the event of the charity being wound up, the liability in respect of the guarantee is limited to £1 per member of the charity.

1.4 Going concern

The Trustees assess whether the use of going concern is appropriate i.e. whether there are any material uncertainties related to events or conditions that may cast significant doubt on the ability of the Charity to continue as a going concern. The Trustees make this assessment in respect of a period of at least one year from the date of authorisation for issue of the financial statements and have concluded that the Charity has adequate resources to continue in operational existence for the foreseeable future and there are no material uncertainties about the Charity's ability to continue as a going concern, thus they continue to adopt the going concern basis of accounting in preparing the financial statements.

1.5 Income

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

School fee income is accounted for on a receivable basis and consists of charges billed to local authorities for the school year 31 July 2021. Fees received for education to be provided in future years are carried forward as deferred income. Fees received in advance of education to be provided in future years under an advance fee payment scheme contract are held as interest bearing liabilities until either taken to income in the term when used or refunded.

Donations are recognised on a receivable basis where receipt is probable and the amount can be reliably measured.

Investment income is accounted for in the period in which the school is entitled to receipt.

Notes to the financial statements
for the year ended 31 July 2021

1. Accounting policies (continued)

1.6 Expenditure

Expenditure is recognised once there is a legal or constructive obligation to transfer economic benefit to a third party, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably. Expenditure is classified by activity. The costs of each activity are made up of the total of direct costs and shared costs, including support costs involved in undertaking each activity. Direct costs attributable to a single activity are allocated directly to that activity. Shared costs which contribute to more than one activity and support costs which are not attributable to a single activity are apportioned between those activities on a basis consistent with the use of resources. Central staff costs are allocated on the basis of time spent, and depreciation charges allocated on the portion of the asset's use.

Support costs are those costs incurred directly in support of expenditure on the objects of the company and include project management carried out at Headquarters.

Costs of generating funds are costs incurred in attracting voluntary income, and those incurred in trading activities that raise funds.

Charitable activities and Governance costs are costs incurred on the company's operations, including support costs and costs relating to the governance of the company apportioned to charitable activities.

1.7 Tangible fixed assets and depreciation

Tangible fixed assets costing £NIL or more are capitalised and recognised when future economic benefits are probable and the cost or value of the asset can be measured reliably.

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

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

Depreciation is provided on the following bases:

Freehold property	- Over term of lease
Motor vehicles	- 20% reducing balance
Fixtures and fittings	- 25% reducing balance
Computer equipment	- 33% straight line

1.8 Interest receivable

Interest on funds held on deposit is included when receivable and the amount can be measured reliably by the charity; this is normally upon notification of the interest paid or payable by the Bank.

1.9 Debtors

Trade and other debtors are recognised at the settlement amount after any trade discount offered. Prepayments are valued at the amount prepaid net of any trade discounts due.

Notes to the financial statements
for the year ended 31 July 2021

1. Accounting policies (continued)

1.10 Cash at bank and in hand

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

1.11 Liabilities and provisions

Liabilities are recognised when there is an obligation at the Balance sheet date as a result of a past event, it is probable that a transfer of economic benefit will be required in settlement, and the amount of the settlement can be estimated reliably.

Liabilities are recognised at the amount that the Company anticipates it will pay to settle the debt or the amount it has received as advanced payments for the goods or services it must provide.

Provisions are measured at the best estimate of the amounts required to settle the obligation. Where the effect of the time value of money is material, the provision is based on the present value of those amounts, discounted at the pre-tax discount rate that reflects the risks specific to the liability. The unwinding of the discount is recognised within interest payable and similar charges..

1.12 Financial instruments

The Company only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value with the exception of bank loans which are subsequently measured at amortised cost using the effective interest method.

1.13 Pensions

The Company operates a defined contribution pension scheme and the pension charge represents the amounts payable by the Company to the fund in respect of the year.

1.14 Fund accounting

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

Designated funds comprise unrestricted funds that have been set aside by the Trustees for particular purposes. The aim and use of each designated fund is set out in the notes to the financial statements.

Restricted funds are funds which are to be used in accordance with specific restrictions imposed by donors or which have been raised by the Company for particular purposes. The costs of raising and administering such funds are charged against the specific fund. The aim and use of each restricted fund is set out in the notes to the financial statements.

Notes to the financial statements
for the year ended 31 July 2021

1. Accounting policies (continued)

1.15 Critical accounting estimates and areas of judgement

Estimates and judgments are continually evaluated and are based on historical experience and other factors, including expectations of future events that are believed to be reasonable under the circumstances.

Critical accounting estimates and assumptions:

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

Tangible fixed assets

The charity has recognised tangible fixed assets with a carrying value of £25,113 (see note 10). These assets are stated at their cost less provision for depreciation and impairment.

The annual depreciation charge for tangible fixed assets is sensitive to changes in the estimated useful lives and residual values of the assets. The useful economic lives and residual values are re-assessed annually. They are amended when necessary to reflect current estimates, based on technological advancement, future investments, economic utilisation and the physical condition of the assets.

Critical areas of judgement:

Lease commitments

The charity has entered into a range of lease commitments in respect of property and equipment. The classification of these leases as either financial or operating leases requires the Trustees to consider whether the terms and conditions of each lease are such that the charity has acquired the risks and rewards associated with the ownership of the underlying assets.

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Notes to the financial statements
for the year ended 31 July 2021

2. Income from donations and legacies

	Restricted funds 2021 £	Unrestricted funds 2021 £	Total funds 2021 £	Total funds 2020 £
Donations	-	5,332	5,332	7,248
Legacies	-	-	-	2,312
Grants	-	1,108	1,108	12,009
	-	6,440	6,440	21,569
Total 2020	4,000	17,569	21,569	

3. Income from charitable activities

	Unrestricted funds 2021 £	Total funds 2021 £	Total funds 2020 £
Educational operations	1,185,344	1,185,344	1,026,410

4. Investment income

	Unrestricted funds 2021 £	Total funds 2021 £	Total funds 2020 £
Deposit account interest	80	80	4,050

5. Analysis of expenditure by activities

	Activities undertaken directly 2021 £	Support costs 2021 £	Total funds 2021 £	Total funds 2020 £
Educational operations	864,810	221,822	1,086,632	976,421
Total 2020	809,662	166,759	976,421	

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Notes to the financial statements
for the year ended 31 July 2021

6. Direct costs

	Unrestricted funds 2021 £	Total funds 2021 £	Total funds 2020 £
Educational supplies and activities	90	90	3,181
Staff development and recruitment	14,152	14,152	13,740
Educational consultancy	13,126	13,126	14,444
Curriculum development	2,363	2,363	3,911
Postage and stationery	12,109	12,109	16,908
Other consultancy	27,680	27,680	23,335
Wages and salaries	702,417	702,417	650,507
National Insurance	53,350	53,350	52,576
Pension cost	39,523	39,523	31,060
	864,810	864,810	809,662
Total 2020	809,662	809,662	

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Notes to the financial statements
for the year ended 31 July 2021

7. Support costs

	Restricted funds 2021 £	Unrestricted funds 2021 £	Total funds 2021 £	Total funds 2020 £
Insurance	-	7,198	7,198	7,254
Rent and rates	-	38,300	38,300	36,820
Light and heat	-	10,695	10,695	7,699
Repairs and renewals	4,000	77,428	81,428	15,757
Cleaning costs	-	12,998	12,998	9,859
Telephone	-	3,519	3,519	4,468
Postage and stationery	-	3,019	3,019	2,399
IT expenditure	-	18,819	18,819	28,359
Legal and professional	-	2,712	2,712	2,361
Statutory enquiries	-	4,816	4,816	4,922
Accountancy	-	9,818	9,818	9,708
Travel costs	-	2,655	2,655	3,017
Other support costs	-	3,142	3,142	393
Depreciation	2,369	20,334	22,703	33,743
	<u>6,369</u>	<u>215,453</u>	<u>221,822</u>	<u>166,759</u>
Total 2020	<u>2,369</u>	<u>164,390</u>	<u>166,759</u>	

During the year ended 31 July 2021, the charity incurred the following Governance costs:

£1,400 (2020 - £1,400) included within the table above under Accountancy, in respect of Accountancy fees.

£6,430 (2020 - £6,404) included within the table above under Accountancy, in respect of Audit fees.

8. Staff costs

	2021 £	2020 £
Wages and salaries	702,417	650,507
Social security costs	53,350	52,576
Contribution to defined contribution pension schemes	39,523	31,060
	<u>795,290</u>	<u>734,143</u>

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Notes to the financial statements
for the year ended 31 July 2021

8. Staff costs (continued)

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

	2021 No.	2020 No.
Management	3	2
Administration	2	2
Teaching	33	32
	38	36

No employee received remuneration amounting to more than £60,000 in either year.

The total employee benefits (including employer pension contributions and employer national insurance contributions) received by key management personnel for their services to the charity was £141,038 (2020: £104,410), of which £11,827 (2020: £9,565) was employer national insurance contributions.

9. Trustees' remuneration and expenses

During the year, no Trustees received any remuneration or other benefits (2020 - £NIL).

During the year ended 31 July 2021, no Trustee expenses have been incurred (2020 - £NIL).

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Notes to the financial statements
for the year ended 31 July 2021

10. Tangible fixed assets

	Motor vehicles £	Fixtures and fittings £	Computer equipment £	Other fixed assets £	Total £
Cost or valuation					
At 1 August 2020	36,765	42,767	21,299	231,910	332,741
At 31 July 2021	36,765	42,767	21,299	231,910	332,741
Depreciation					
At 1 August 2020	31,170	33,599	21,299	198,857	284,925
Charge for the year	1,119	3,578	-	18,006	22,703
At 31 July 2021	32,289	37,177	21,299	216,863	307,628
Net book value					
At 31 July 2021	4,476	5,590	-	15,047	25,113
At 31 July 2020	5,595	9,168	-	33,053	47,816

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Notes to the financial statements
for the year ended 31 July 2021

11. Debtors

	2021 £	2020 £
Due within one year		
Prepayments and accrued income	9,102	6,710
	9,102	6,710

12. Current asset investments

	2021 £	2020 £
Fixed term deposit	473,000	504,358

13. Creditors: Amounts falling due within one year

	2021 £	2020 £
Trade creditors	27,342	-
Other taxation and social security	13,010	17,122
Other creditors	4,815	5,779
Accruals and deferred income	7,883	8,502
	53,050	31,403

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Notes to the financial statements
for the year ended 31 July 2021

14. Statement of funds

Statement of funds - current year

	Balance at 1 August 2020 £	Income £	Expenditure £	Transfers in/out £	Balance at 31 July 2021 £
Unrestricted funds					
Designated funds					
Designated fixed asset and property fund	320,292	-	(19,072)	115,000	416,220
General funds					
General Fund	22,327	1,191,864	(1,061,191)	(129,000)	24,000
Fundraising Fund	16,453	-	-	-	16,453
Contingency Fund	413,000	-	-	5,000	418,000
Staff retention scheme	70,000	-	-	9,000	79,000
	521,780	1,191,864	(1,061,191)	(115,000)	537,453
Total Unrestricted funds	842,072	1,191,864	(1,080,263)	-	953,673
Restricted funds					
Awards for All grant	4,740	-	(2,369)	-	2,371
The Bailey Thomas Foundation	4,000	-	(4,000)	-	-
	8,740	-	(6,369)	-	2,371
Total of funds	850,812	1,191,864	(1,086,632)	-	956,044

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Notes to the financial statements
for the year ended 31 July 2021

14. Statement of funds (continued)

Statement of funds - prior year

	Balance at 1 August 2019 £	Income £	Expenditure £	Transfers in/out £	Balance at 31 July 2020 £
Unrestricted funds					
Designated funds					
Designated fixed asset and property fund	310,000	-	(29,708)	40,000	320,292
General funds					
General Fund	59,142	1,036,529	(944,344)	(129,000)	22,327
Fundraising Fund	4,953	11,500	-	-	16,453
Contingency Fund	394,000	-	-	19,000	413,000
Staff retention scheme	-	-	-	70,000	70,000
	458,095	1,048,029	(944,344)	(40,000)	521,780
Total Unrestricted funds	768,095	-	(974,052)	-	842,072
Restricted funds					
Awards for All grant	7,109	-	(2,369)	-	4,740
The Bailey Thomas Foundation	-	4,000	-	-	4,000
	7,109	4,000	(2,369)	-	8,740
Total of funds	775,204	4,000	(976,421)	-	850,812

Notes to the financial statements
for the year ended 31 July 2021

14. Statement of funds (continued)

The specific purposes for which the funds are to be applied are as follows:

Designated fixed asset and property funds represent the funds held to support the current and future development of the school's property.

Fundraising fund are funds raised by the school and its sponsors throughout the year and are applied specifically to enrich the educational experience of its pupils.

Contingency funds are reserved as part of the charity's future planning to ensure that in the event of a significant drop in funding the reserves will be sufficient enough to perform a managed wind-up, that takes care of the significant needs of the pupils and any potential difficulties in securing an alternative educational provision.

Restricted funds comprises of grants received within the year that are to be specifically applied to the provision of educational equipment for the pupils. For the current period this includes funds held for the purchase of a new music trail for the playground.

15. Analysis of net assets between funds

Analysis of net assets between funds - current year

	Restricted funds 2021 £	Unrestricted funds 2021 £	Total funds 2021 £
Tangible fixed assets	2,371	22,742	25,113
Current assets	-	983,981	983,981
Creditors due within one year	-	(53,050)	(53,050)
Total	2,371	953,673	956,044

Analysis of net assets between funds - prior year

	Restricted funds 2020 £	Unrestricted funds 2020 £	Total funds 2020 £
Tangible fixed assets	4,740	43,076	47,816
Current assets	4,000	830,399	834,399
Creditors due within one year	-	(31,403)	(31,403)
Total	8,740	842,072	850,812

Notes to the financial statements
for the year ended 31 July 2021

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

	2021 £	2020 £
Net income for the year (as per Statement of Financial Activities)	105,232	75,608
Adjustments for:		
Depreciation charges	22,703	33,743
Dividends, interests and rents from investments	(80)	(4,050)
Decrease/(increase) in debtors	(2,392)	1,021
Increase in creditors	21,647	4,808
Net cash provided by operating activities	147,110	111,130

17. Analysis of cash and cash equivalents

	2021 £	2020 £
Cash in hand	501,879	323,331
Notice deposits (less than 3 months)	473,000	504,358
Total cash and cash equivalents	974,879	827,689

18. Analysis of changes in net debt

	At 1 August 2020 £	Cash flows £	At 31 July 2021 £
Cash at bank and in hand	323,331	178,548	501,879
Liquid investments	504,358	(31,358)	473,000
	827,689	147,190	974,879

19. Pension commitments

The charity operates a defined contributions pension scheme. The assets of the scheme are held separately from those of the charity in an independently administered fund. The pension cost charge represents contributions payable by the charity to the fund and amounted to £39,523 (2020 - £31,060). Contributions totalling £4,815 (2020 - £5,779) were payable to the fund at the balance sheet date and are included in creditors.

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Notes to the financial statements
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20. Operating lease commitments

At 31 July 2021 the Company had commitments to make future minimum lease payments under non-cancellable operating leases as follows:

	2021 £	2020 £
Not later than 1 year	7,435	35,641
Later than 1 year and not later than 5 years	-	6,543
	7,435	42,184

21. Related party transactions

A E Martin spouse of I S J Martin, a trustee of the charity, received a gross salary of £35,000 - £40,000 (2020: £45,000 - £50,000), with pension benefits of £1,000 - £5,000 (2020: £1,000 - £5,000), for her role as School Principal.

A Carter-Mepsted spouse of P C Mepsted, a trustee of the charity, received a gross salary of £35,000 - £40,000 (2020: £40,000 - £45,000), with pension benefits of £1,000 - £5,000 (2020: £1,000 - £5,000), for her role as Head of Development and Projects.

L Duvall a close family member of P C Mepsted and A Carter-Mepsted, received as gross salary of £25,000 - £30,000 (2020: £25,000 - £30,000), with pension benefits of £1,000 - £5,000 (2020: £1,000 - £5,000), for her role as Finance Manager.

P Mepsted, a trustee of the charity, invoiced the charity £30,555 (2020: £25,690), for the provision of property, health and safety and other consultancy services.

P Barnett, a trustee of the charity, invoiced the charity £2,800 (2020: £1,260) for the provision of school improvement services.

All of the above transactions were approved by the Board of Trustees and are documented in the Trustees minutes.