

COLFE'S SCHOOL

England & Wales · Charity number 1109650

Details

Other names	COLFE'S EDUCATIONAL FOUNDATION
Status	Registered
Legal form	Charitable company
Company number	05352523
Registered	2005-05-24
Register	View on the Charity Commission register

Contact

Address	Colfes School Horn Park Lane London SE12 8AW
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Website	www.colfes.com

Activities

Objects: THE OBJECTS OF THE SCHOOL ARE THE ADVANCEMENT OF EDUCATION FOR THE BENEFIT OF THE PUBLIC BY THE PROVISION AND CONDUCT OF A DAY SCHOOL FOR BOYS AND GIRLS IN OR NEAR THE LONDON BOROUGH OF LEWISHAM, WHICH SCHOOL SHALL BE CALLED COLFE'S SCHOOL (BEING THE SCHOOL FOUNDED BY THE REVEREND JOHN GLYNN IN 1568 AND AUGMENTED AND REGULATED BY THE WILL OF ABRAHAM COLFE WHO DIED IN 1657) AND, IN SO FAR AS IT IS INCIDENTAL OR ANCILLARY TO THE ADVANCEMENT OF EDUCATION, SUCH OTHER PURPOSES FOR THE BENEFIT OF THE LOCAL COMMUNITY AS SHALL BE EXCLUSIVELY CHARITABLE

Activities: THE ADVANCEMENT OF EDUCATION FOR THE BENEFIT OF THE PUBLIC BY THE PROVISION AND CONDUCT OF A DAY SCHOOL FOR BOYS AND GIRLS IN OR NEAR THE LONDON BOROUGH OF LEWISHAM AND, IN SO FAR AS IT IS INCIDENTAL OR ANCILLARY TO THE ADVANCEMENT OF EDUCATION, SUCH OTHER PURPOSES FOR THE BENEFIT OF THE LOCAL COMMUNITY AS SHALL BE EXCLUSIVELY CHARITABLE.

Classification

- **How:** Makes Grants To Individuals, Provides Buildings/facilities/open Space, Provides Services, Other Charitable Activities
- **What:** Education/training
- **Who:** Children/young People, The General Public/mankind

Geography

- **Area of benefit:** LONDON BOROUGH OF LEWISHAM
- Kent
- Throughout London

Finances

Period end	Income	Expenditure	Assets	Employees
2025-08-31	£27,745,000	£26,074,000	£24,775,000	376
2024-08-31	£26,912,000	£25,634,000	£22,987,000	378
2023-08-31	£24,882,000	£24,013,000	£21,438,000	306
2022-08-31	£21,968,000	£21,005,000	£20,671,000	356
2021-08-31	£19,389,000	£18,640,000	£19,756,000	342
2020-08-31	£18,536,000	£18,457,000	£18,341,000	353

Trustees

Name	Role	Appointed
MATTHEW PELLEREAU	Chair	2014-10-13
Damian Adam Paul King		2025-09-01
Daniel George Coulson		2016-10-11
Dr Nicola Jones		2020-12-01
Edward Alexander Dove		2022-09-02
James Russell		2017-10-17
Joseph Mafe		2021-05-18
Julie Anne Bradley		2016-10-11
Mark Edwin Russell		2022-09-02
Martin David John Dove		2025-07-23
Nicholas Hedley		2023-10-01
Nicholas Oliver Preston		2025-09-01
Professor Heidi de Wet		2025-10-07
Serena Cooke		2019-11-05
Timothy Norman Bramham Lister		2016-10-11

Linked charities

- COLFE'S EDUCATIONAL FOUNDATION (1109650-1)

Accounts

COLFE'S SCHOOL

ANNUAL REPORT AND FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 AUGUST 2025

Company Number: 05352523
Registered in England

Charity Registration Number: 1109650

COLFE'S SCHOOL
ANNUAL REPORT AND FINANCIAL STATEMENTS
YEAR ENDED 31 AUGUST 2025

Contents	Page
Governors, Officers and Advisers	I
Annual Report of the Governors	3
Strategic Report	11
Statement of Accounting and Reporting Responsibilities	18
Independent Auditor's Report	19
Consolidated Statement of Financial Activities	23
Consolidated and Colfe's School Balance Sheets	24
Consolidated Statement of Cash Flows	25
Notes to the Financial Statements	26-44

COLFE'S SCHOOL

ANNUAL REPORT AND FINANCIAL STATEMENTS

YEAR ENDED 31 AUGUST 2025

GOVERNORS, DIRECTORS AND CHARITY TRUSTEES

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

		1 F&GP	2 Estates	3 Education	4 Risk	5 H,S&S	6 Development
Mr M P E Pellereau	(Chairman)	•	•	•	•	•	•
Mr D G Coulson	(Deputy Chairman)	•	•		•		
Mr M D J Dove	(Master of the Leathersellers' Company (appointed director 23rd July 2024)						
Mr N Tusting	(Master of the Leathersellers' Company (resignation as director 23rd July 2025)						
Mrs J A Bradley		•	•		•		
Mrs B W Canham	Resignation as director 1st July 2025			•	•		
Miss S H Cooke			•			•	
Mr E Dove				•			
Mr N Hedley	(from 10 October 2023)	•					•
Dr N K Jones				•			•
Mr T N Lister		•			•		
Mr J O Mafe		•					
Mr C D Ramsey	Resignation as director 3rd December 2024			•			•
Mr M Russell		•	•				
Mr J P K Russell		•			•		
Prof L Tunbridge	Resignation as director 1st July 2025			•			

1 - Member of the Finance and General Purposes Committee

2 - Member of the Estates Committee

3 - Member of the Education Committee

4 - Member of the Risk Management Committee

5 - Member of the Health, Safety and Security Committee

6 - Member of the Development Committee

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

Except in the case of the Governors who are appointed on an ex-officio basis, service on the Board is for a term of three years. Retiring Governors can be re-elected provided that no Governor serves for a period in excess of twelve years unless a resolution is passed by the Board of Governors granting a final three-year term.

**COLFE'S SCHOOL
ANNUAL REPORT AND FINANCIAL STATEMENTS
YEAR ENDED 31 AUGUST 2025**

OFFICERS (key management personnel currently and throughout the year)

Mr R F Russell	Headmaster
Mr Max Adamson	Bursar, Company Secretary and Clerk to the Governors
Mrs D F Graham	Deputy Head
Mrs M-C Gildfedder-Bonnar	Head of Junior School

PRINCIPAL ADDRESS AND REGISTERED OFFICE

Horn Park Lane, London, SE12 8AW

AUDITOR

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

BANKERS

HSBC Bank plc, 100 Old Broad Street, London, EC2N 1BG

INSURANCE BROKERS

Marsh Brokers Limited, Education Practice, Capital House, 1-5 Perrymount Road, Haywards Heath, West Sussex, RH16 3SY

SOLICITORS

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

Lewis Silkin, 5 Chancery Lane, London, EC4A 1BL

Veale Wasbrough Vizards, Orchard Court, Orchard Lane, Bristol, BS1 5WS

WEBSITE

www.colfes.com

COLFE'S SCHOOL ANNUAL REPORT OF THE GOVERNORS YEAR ENDED 31 AUGUST 2025

The members of Colfe's School Governing Body present their Annual Report for the year ended 31 August 2025 under the Charities Act 2011, including the Directors' and Strategic Reports, under the Companies Act 2006, together with the audited financial statements for the year. The financial statements consolidate the accounts of Colfe's School ("the School"), Colfe's Educational Foundation ("the Foundation") and Colfe's Leisure Services Ltd ("CLS"), a wholly owned subsidiary of the School. The School is the corporate trustee of Colfe's Educational Foundation.

REFERENCE AND ADMINISTRATIVE INFORMATION

Originally established by John Glyn in 1574, Colfe's School was re-founded in 1652 by Reverend Abraham Colfe, Vicar of Lewisham. When Reverend Colfe died in 1657 he took the enlightened step of entrusting the School to the Worshipful Company of Leathersellers' in the City of London. Today the School principally provides coeducational day education for children from a wide range of backgrounds in its Junior (ages 3-11) and Senior (ages 11-18) Schools. Colfe's Leisure Services Limited, the trading subsidiary, offers sports and leisure facilities for the benefit of the local community as well as the School.

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

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing Documents

The School is governed by its Articles of Association last amended on 5 May 2015. The Articles of Association forbid the distribution of any income, which is to be applied solely towards the objects of the company.

Governing Body

Under the Articles of Association, the members of the Board of Governors are the Directors and Charity Trustees of Colfe's School. When complete, this body comprises fifteen persons, being the Master of the Leathersellers' Company (ex-officio), eight others nominated by the Leathersellers' Company and six co-optative governors.

Each Governor is elected to hold office for three years after which they may be considered for re-election. Normally the maximum period of service is twelve consecutive years although in a special circumstance a governor may serve a final three-year term if approved by a resolution of the Governors.

Recruitment and Training of Governors

When determining the appointment of Governors, the Board and the Leathersellers' Company look to ensure a mix of skills and select new Governors taking into account the knowledge, qualifications and experience of each candidate. The Head, Bursar and wider staff provide new Governors with induction training which introduces them to the workings of the School and the Company as a registered charity. They are encouraged to attend training workshops run by a number of organisations, including AGBIS (the Association of Governing Bodies of Independent Schools). Continuing Governors are also encouraged to attend relevant training courses to keep them up to date on key issues.

COLFE'S SCHOOL
ANNUAL REPORT OF THE GOVERNORS (CONTINUED)
YEAR ENDED 31 AUGUST 2025

Organisational Management

The members of the Governing Body, as the charity trustees, are legally responsible for the overall management and control of the School. They usually meet four times a year as a full Board to determine the general policy of the School and review its overall management and control. The work of implementing most of their policies is carried out by the following sub-committees:

- The Education Committee, which is chaired by Mrs B W Canham, met three times in the year. The Education Committee, reporting directly to the Governing Body, actively considers educational and pastoral policy and performance.
- The Finance and General Purposes Committee (F&GP), which is chaired by Mrs J A Bradley, met five times during the year. The Committee, which reports directly to the Governing Body, scrutinises financial performance against budgets and capital expenditure, and considers any other non-educational aspect of the School, in addition to receiving reports from the Estates committee, the Development Committee, and Colfe's Leisure Services. The Committee also finalises the audited financial statements and annual report for approval by the Governing Body.
- The Joint Consultative Committee, which is a sub-committee under the delegation of the F&GP and is chaired by Mrs J A Bradley, met with representatives of the Common room in the Spring term on the employment matters set out in the voluntary recognition agreement with the NEU and NASUWT.
- The Estates Committee, which is chaired by Mr D G Coulson, met as four scheduled meetings and one extraordinary meeting this year. Reporting to the Finance and General Purposes Committee, the Estates Committee supervises and monitors capital building projects and the maintenance of the School and Foundation estate
- The Risk Management Committee, which is chaired by Mr J Russell, met twice in the year. The Committee monitors all strategic risks facing the School and reports directly to the Governing Body.
- The Health, Safety and Security Committee, which is chaired by Mr M Pellereau, met twice in the year. The committee, which reports directly to the Governing Body, is tasked with scrutinising the health, safety and security procedures and mechanisms within the School.
- The Development Committee, which is chaired by Dr N K Jones, met twice in the year. The Committee Reports to the F&GP provides oversight for the School's Development strategy and fundraising efforts.

The day-to-day management of the School is delegated to the Headmaster and key management personnel. They are also supported by their Senior Management teams and wider senior staff. The Headmaster and the Bursar attended all committees. All Governing Body meetings are also attended by the Deputy Head and Junior School Head. Various members of the Senior Management Team attended governor and subcommittee meetings during the year.

The remuneration of the Headmaster and Bursar is set by the Board, with other key management remuneration being determined by the Headmaster. The overarching policy objective is to provide appropriate incentives to encourage enhanced performance and reward key management fairly and responsibly for their individual contributions to the School's success.

The appropriateness and relevance of the remuneration policy is reviewed annually, including reference to comparisons with other independent schools through anonymous benchmarking

**COLFE'S SCHOOL
ANNUAL REPORT OF THE GOVERNORS (CONTINUED)
YEAR ENDED 31 AUGUST 2025**

surveys, to ensure that the School remains sensitive to the broader issue of pay and employment conditions elsewhere. The School aims to offer competitive salaries, subject to experience, ensuring that there is scope for rewarding excellence. Delivery of the School's charitable vision and purpose is primarily dependent on key management personnel, and staff costs overall are the largest single element of charitable expenditure.

Group Structure and relationships

On 1 September 2005, all the activities and net assets of Colfe's Educational Foundation were transferred to Colfe's School, with the exception of permanent endowment funds, restricted funds and freehold land and buildings. On the same date, Colfe's School was appointed the sole trustee of Colfe's Educational Foundation and ownership of Colfe's Leisure Services Limited (Company Registration No. 02586190 registered in England) was transferred to Colfe's School from Colfe's Educational Foundation.

On 24 August 2006, Colfe's School and Colfe's Educational Foundation were granted a Uniting Direction by the Charity Commission, directing that Colfe's Educational Foundation be treated as forming a part of Colfe's School for the purposes of registration and accounting. The sole member of Colfe's School is the Worshipful Company of Leathersellers.

Colfe's Leisure Services Limited is a wholly owned non-charitable trading subsidiary. The trading activities of Colfe's Leisure Services primarily comprise membership and hire revenue from letting the school campus and sports facilities when not in use by the School.

Through its sole member, the Leathersellers' Company, the School is associated indirectly with many charitable bodies including the Leathersellers' Foundation from which it received grants totalling £187,000 for the year ended 31 August 2025 (year ended 31 August 2024: £239,000). Colfe's Charitable Trust, registered charity number 275447, is run independently of the school and by its own Board of Trustees, donated £80,000 during the year (year ended 31 August 2024: £60,000).

Other Relationships

The Headmaster is a member of the Headmasters' and Headmistresses' Conference whilst the School is a member of the Independent Schools' Bursars' Association. Both memberships permit the sharing of expertise and experience across the independent sector which ensures the School remains abreast of current developments and ideas in the independent sector. The School is also a member of the Association of Governing Bodies of Independent Schools and the Independent Association of Prep Schools.

Employment Policy

The School is an equal opportunities employer and is committed to creating a diverse and inclusive workplace. Full and fair consideration is given to job applications from disabled persons and due consideration is given to their training and employment needs.

Investment policy and objectives

The School's investment objectives are to maximise total return at an acceptable level of risk and balancing the current and future needs by:

- maintaining (at least) the value of the investments in real terms;
- producing a consistent and sustainable amount to support expenditure; and
- delivering these objectives within acceptable levels of risk.

To meet these objectives the School's investments are managed to maintain diversification across a range of asset classes. The investment strategy and policy are monitored by the Finance and

COLFE'S SCHOOL
ANNUAL REPORT OF THE GOVERNORS (CONTINUED)
YEAR ENDED 31 AUGUST 2025

General Purposes Committee, as is investment performance, which is reported below, within the Strategic Report.

Charity Governance Code

The Governing body aim to have a governance framework that is fit for purpose, compliant and efficient. The Board reviews its structure and practices against the Charity Code of Governance and confirms it complies with its principles and there have been no material departures from the Code.

Fundraising Practice

The Governing Body is aware of the Fundraising Regulator's Code of Practice and the advice and recommendations contained therein. The School undertakes fundraising activities to raise funds in support of its means-tested scholarship programme in the form of donations or legacy giving to the Colfe's Charitable Trust. Fundraising activities follow the Gift Acceptance Policy as approved by Governors and adhere to the Code of Practice, with no complaints or exceptions in the year requiring disclosure under s162A of the Charities Act 2011.

OBJECTS, AIMS, OBJECTIVES AND ACTIVITIES

Charitable Objects

The School's Objects, as set out in the Articles of Association are the advancement of education for the benefit of the public by the provision and conduct of a day school for boys and girls in or near the London Borough of Lewisham and, in so far as it is incidental or ancillary to the advancement of education, such other purposes for the benefit of the local community as shall be exclusively charitable.

In furtherance of these Objects for the benefit of the public, the School provides bursaries and administers grants given in pursuance of these Objects. The facilities made available through the activities of Colfe's Leisure Services Ltd also constitute a substantial benefit to the public. The Board is mindful of the long-standing need to provide public benefit and of the requirements of the Charities Act 2011.

Intended impact

Within its charitable Objects, the School aims to achieve its objectives in ways that are consistent with the principles of its founder Abraham Colfe, ensuring the safeguarding of all pupils, maintaining the financial stability of the School providing public benefit.

Aims

The School's aims for the public benefit are:

- To promote excellence in all areas of school life and to develop each pupil's abilities and character to the full, whilst ensuring that each child is happy and developing their unique potential;
- to provide innovative academic teaching which adds value and fosters learning and scholarship of the highest quality together with a wide range of cultural, sporting and co-curricular activities;
- to nurture an awareness of spiritual and moral values amongst its pupils in accordance with the principles of the Founder, Abraham Colfe;
- to maintain a balanced and diverse community of children from varied backgrounds within the context of an academically selective school;

COLFE'S SCHOOL
ANNUAL REPORT OF THE GOVERNORS (CONTINUED)
YEAR ENDED 31 AUGUST 2025

- to promote a purposeful, disciplined, supportive and respectful atmosphere in which all pupils are encouraged to achieve their full potential, staff can find vocational fulfilment in their careers and all can use their talents for the greater good of the community and society as a whole.

Primary objectives

The key objectives of the School to fulfil these aims are:

- to provide an educational experience which is consistent with its stated aims and philosophy and which is recognised for its excellence within a learning culture in which pupils are encouraged to aim high and work systematically towards the achievement of their goals;
- to maintain and improve the performance of its pupils in public examinations relative to their potential so as to enhance the academic reputation of Colfe's, whilst maintaining the strength of the School's cultural, sporting and co-curricular activities;
- to ensure that all pupils who leave the Senior School are prepared and equipped to meet the challenges and opportunities which they will face on entering the wider world;
- to ensure that the aspirational culture of the school is reflected in all parts of the school. In achieving this objective, the Junior School also aims to become an important source of academically able and well-rounded pupils for Colfe's Senior School;
- to develop a distinctive learning culture within the whole school to promote mental strength and resilience;
- to attract and retain key members of staff;
- to continue our improvement of the fabric of the school estate in the context of providing enhanced facilities in which to deliver and achieve our educational objectives;
- to provide a clear, simple and effective governance and management structure capable of taking timely decisions and allocating necessary resources appropriately;
- to provide the necessary administrative and logistical framework to meet the needs of pupils and staff alike; and
- to be the coeducational independent day school of choice in South East London.

The aims and objectives set for Colfe's Leisure Services are to facilitate the achievement of the School's aims and objectives as above.

Strategies to achieve the primary objectives

To achieve these objectives the School continues to pursue its strategy of investing in its broad educational proposition, its staffing and its infrastructure.

In terms of the educational proposition, our objective is to improve the academic performance of the school without sacrificing its inclusiveness, social mix, or its broad educational experience or our commitment to pastoral care.

This strategy is supported by the School's partnership programme with state schools across Greenwich and Lewisham including the Leathersellers' Federation of schools. The Leathersellers' Scholarship Programme is allowing up to 12 students in each of the sixth form years to benefit from free places and contributes to the learning environment and academically standards of the sixth-form.

COLFE'S SCHOOL
ANNUAL REPORT OF THE GOVERNORS (CONTINUED)
YEAR ENDED 31 AUGUST 2025

To support educational objectives our staffing strategy is to recruit and retain teachers of high calibre. In the Senior School we will continue to recruit bright and capable graduates and train them through our successful in-house teacher training programme. We will invest in the continuing professional development of our existing staff to maintain and improve high standards of teaching. We intend to remain competitive in the market for attracting new teachers and are mindful of the cost-of-living challenges teachers face early in their careers.

Investment in our infrastructure is also a necessary part of our strategy. The Estates Committee is responsible for providing oversight of facilities development at Colfe's.

In addition, we will continue to utilise our facilities commercially through Colfe's Leisure Services.

Principal activity

The School's principal activity, as specified in the Articles of Association, is the advancement of education. The School continues to fulfil its principal activity with much success. The school roll for 2024/25 averaged 1,310 (2023/24: 1,315) pupils with 874 in the senior school (2023/24: 878) and 436 in the junior school (2023/24: 437).

Public Benefit

Colfe's School remains committed to the aim of providing public benefit in accordance with its founding principles. The governors have complied with the duty prescribed in the Charities Act 2011 to have due regard to guidance published by the Charity Commission, including public benefit guidance.

As a former state grammar school, Colfe's attaches great importance to widening participation and playing a full part in the life of its local community. Abraham Colfe, our Founder, was Vicar of St Mary's Church in Lewisham during the period of the English Civil War. The School maintains an active link with St Mary's Church in Lewisham and its vicar is the school Chaplain. We still attach great value to our historic links with the Borough of Lewisham, as well as with Greenwich.

Colfe's School is a charitable company and seeks to benefit the public through the pursuit of its stated aims. As a charity, the parents of the school have the reassurance that all of the income of the School must be applied for educational purposes.

The Promotion of Education

During the year, Colfe's School educated an average of 1,310 children between the ages of 3 to 18. The School has a broad curriculum and seeks to ensure that all children reach their academic potential. We believe that access to our educational services is vital to our success and that our successful outcomes must be shared by the local communities that use our facilities.

Ukrainian refugees

The School continues to educate 10 of the original 14 children of Ukrainian refugees it welcomed in the Spring term 2022. The School's community is supporting this initiative by donating to Colfe's Charitable Trust in response to the Headmaster's appeal.

Bursaries and Scholarships

The awarding of means-tested bursaries is a measurable means of providing public benefit. The Governing Body takes the view that bursaries awarded to those who would not otherwise be able to afford the fees are beneficial to those families as well as the wider School community in a variety of ways.

COLFE'S SCHOOL
ANNUAL REPORT OF THE GOVERNORS (CONTINUED)
YEAR ENDED 31 AUGUST 2025

As a matter of policy, Colfe's School provides access to children from less affluent backgrounds. Bursaries are available to candidates who would otherwise be unable to attend the school due to financial circumstance, provided that such candidates pass the entrance examination and demonstrate a high level of academic potential. The awards range from 10% to 100% remission of fees. Our scholarships are awarded on the basis of the individual's educational and extra-curricular potential and are usually awarded as a fixed remission amount (approximately 10% to 50%) and can be supplemented further by a bursary.

During the year, Colfe's School has provided means tested bursaries to 72 children, to the value of £1,338,000 (2023/24 83 children to the value of £1,249,000). 68 pupils received a bursary or combined bursary and scholarship of 50% or more including 45 children who benefited from a fully funded place.

The School is grateful to the Leathersellers' Foundation (previously Leathersellers' Company Charitable Fund) which has granted the School a total of £2,523,500 to be spent on fully funded bursaries in the Leathersellers' Scholarship Programme. The first of these bursaries were awarded to pupils joining the sixth form in September 2014.

The School is equally grateful to those donors who made donations to Colfe's Charitable Trust to fund means-tested scholarships or who have contributed to the endowed funds managed by trustees for this purpose.

Relationship with Local Schools

Non-selective comprehensive Schools with which we have regular contact include Deptford Green School, Addey and Stanhope, Bonus Pastor, St Paul's Academy, St Thomas More, St Ursula's, Trinity School, Prendergast Ladywell School, and Prendergast Vale School. These schools tend to have a higher percentage of children eligible for free school meals than is average for the boroughs they are located in. Our work with these schools continues to evolve and includes:

- A member of staff is responsible for schools' partnerships and has a significant proportion of their timetable dedicated to this work. They are aided by other members of the staff body.
- Colfe's teachers run A-level taster sessions and regular GCSE enrichment activities in Latin, Modern Foreign Languages, Science, Computing, Mathematics and debating which are attended by pupils and staff from local schools.
- Pupils from our partner school join our own year 10 students for joint trips to Oxford and Cambridge Universities. Pupils in Year 8, 10 and 12 join in with The Catalyst - a joint program with seven state schools, Colfe's and St Catherine's College, Oxford. We also invite state schools to join our university information evening.
- The Leathersellers' Scholarship Programme has been running since 2014 offering approximately 12 full scholarships per year in the Sixth form funded by grants, donations to the Colfe's Charitable Trust or through other means.

The School also participates in the governance of these local state schools:

- The Head of Sixth form is a Trustee and Vice Chair of Shooter's Hill Sixth form college from June 2023.
- The Director of Studies is a Governor at Addey and Stanhope School.

Other Areas of Public Benefit

COLFE'S SCHOOL
ANNUAL REPORT OF THE GOVERNORS (CONTINUED)
YEAR ENDED 31 AUGUST 2025

The School actively seeks opportunities to assist its wider community. Charitable events enjoy a high profile throughout the school year and all pupils have numerous opportunities to contribute to a wide range of projects.

Colfe's School continued its longstanding partnership of nearly twenty years with Kotu School in The Gambia with pupils and staff visiting in October 2024. The objectives of the partnership are to further the development of Kotu Secondary School and to provide a safe and responsible opportunity for Colfe's pupils to gain first-hand experience of life in a developing country.

Where possible Colfe's School makes facilities available to adults and children in the community. This is facilitated through both Colfe's Leisure Services and in conjunction with Colfeian Grounds Ltd, the latter using the School's Horn Park sports ground to provide a community sports club that is available to young people and other members of the local community.

Volunteers

The Parents and Friends Association (PAFA) and Old Colfeians help with fundraising and social and cultural activities. The Board continues to be extremely grateful for PAFA's continuing and valuable support to the School.

STRATEGIC REPORT

ACHIEVEMENTS AND PERFORMANCE FOR THE YEAR

Academic achievements

Colfe's pupils had an exceptional year in public examinations. At a level 95.3% of A level exams graded A* to B (2023/24: 86.8%) and 65.7% at A* or A (2023/24: 59.9%), a result which placed Colfe's 14th in the Times Parent Power league of independent schools for A levels and 17th out of all schools (independent and maintained).

At GCSE, 93.5% were graded at 9-6 (2023/24: 93.0%) and 80.4% at 9-7 (2023/24: 79.3%). 29.7% of awards were graded 9 (2023/24: 27.4%).

Nearly all students secured places at their chosen universities, with a high proportion of 86% placed at Russell Group or other highly competitive destinations. Three pupils gained Oxbridge places and four pupils places to study medicine or dentistry. Engineering and Economics were popular degree choices, with 28 pupils gaining a place in these subjects.

School life

Colfe's celebrated a glowing report from the first Good Schools Guide Review in four years, which praised the richness of the curriculum, the happiness and ambition of pupils, and excellent extra-curricular offerings.

25 years of co-education was celebrated with special assemblies and the production of a short film featuring interviews with pupils from Reception to Year 13. The film was premiered at the launch of the school's successful new Instagram account.

Microsoft Showcase School status was awarded to the Senior School, reflecting innovative and effective use of technology to enhance and enrich learning.

The Senior School's newest House, Glyn, won House Music in its first term and held its first charity week.

Performing Arts highlights included the winter production of The Curious Incident of the Dog in the Night-Time, while the summer term provided an open-air experience with a promenade

COLFE'S SCHOOL
ANNUAL REPORT OF THE GOVERNORS (CONTINUED)
YEAR ENDED 31 AUGUST 2025

production of A Midsummer Night's Dream. In Music, the Spring Concert was held for the first time in the splendour of St Margaret's Church, Blackheath. The U14 string quartet reached the final of the prestigious Pro Corda National Chamber Music Competition. Musical events also included a choral masterclass with choral director and conductor Ralph Allwood and a National Youth Choir Vocal workshop. The Art and Photography End of Year Art Show was the biggest yet, and Media Studies held its third End of Year Show.

There were Language trips to Berlin, Brussels and Valencia, an Art & Photography trip to New York and a science trip to Orlando Space Camp. A trip to Gambia marked the 20th anniversary of Colfe's partnership with Kotu Secondary School. Partnerships with schools closer to home included maths and science events, while the Y12 Community Volunteering Day was held for the third time. Senior students took part in European Youth Parliament and English Speaking Union Schools' Mace Debating competitions, while Junior School pupils in Y6 completed their first English Speaking Board oracy award.

Individual achievements included six Y10 pupils taking Gold awards in the National Biology Challenge, finishing in the top 5% of 42,000 entrants, a Y9 student taking first prize in a national STEM Challenge, and a Y12 student winning a Young Reporter of the Year award. A Y10 student scooped a second consecutive award in the Young Geographer of the Year competition.

Notable sporting achievements included the U18 girls football team reaching the finals of the Independent Schools Football Association, while the U18 girls Water Polo team won the ESSA National Plate championship, reaching sixth best in the UK. Meanwhile pupils across the Senior School saw individual success at national and international level in athletics, rugby, fencing, hockey, football, and cycling.

FINANCIAL REVIEW

Results for the year - Colfe's School

The income of the School and its subsidiary, Colfe's Leisure Services Ltd, derives from school fees and other income streams in the form of fees paid for the public use of the sports centre and other facilities, grants for the provision of bursaries, and from investments. The funds generated are for the unrestricted use by the Governors in the furtherance of the School's objectives, except for those funds generated from certain Prizes and Bequests Fund investments whose application is restricted to the uses specified by the original bequests, and donations and grants received for specific purposes.

Overall, the consolidated group's funds increased by £1,788,000 in the year (2023/24 £1,537,000). The surplus increased £251,000 over the prior year's due to:

- Revenue fee growth of £814,000 representing the net annual fees increase offset by repricing for VAT recovery effective for the Spring term 2025 because of the imposition of VAT on School fees.
- Operating expenditure increased by £527k due to an increase in salaries.
- Realised and Unrealised investment gains of £126,000 (2023/24 gain of £264,000).
- Trading gains from the operations of Colfe's Leisure Services of £705,000 (2023/24 £581,000).
- Adjustment for the Capital Goods Scheme in relation to VAT of £88,000

Total capital expenditure of £4.7m comprises £0.9m on the existing estate and IT, £3.0m on the Russell building classrooms and SEN centre that was commissioned for September 2025, and a further £0.78m on the Girls changing room development. The facilities development is part funded by borrowing, with £2.5m of an agreed facility of £4.85m drawn as at the 31st August 2025.

COLFE'S SCHOOL
ANNUAL REPORT OF THE GOVERNORS (CONTINUED)
YEAR ENDED 31 AUGUST 2025

Cash at bank declined £1.7m to £6.7m as at 31 August 2025 as Fees Paid in Advance were expended on operating costs and used to fund capital expenditure on buildings prior to drawdown of the full loan facility.

The total consolidated funds of the School thus increased from £22,987,000 as at 31 August 2024 to £24,775,000 as at 31 August 2025. More details are provided in the Consolidated Statement of Financial Activities on page 23 and the Consolidated Balance Sheet on page 24.

Investment Performance

At the year-end, the School's long-term investments totalled £2.8 million. The School's investment in the Hermes Property Trust was realised when the Fund's Trustees agreed a merger with the Legal & General Property fund resulting in a divestment of £255,000. The total value of disposals in 2024/25 is £271,000 resulting in a realised gain of £9,000 (2023/24 nil) and the unrealised gain in the market value of investments held at 31 August 2025 is £117,000 (2023/24 gain of £264,000).

The Governor's powers of investment are widely defined and, in accordance with the Trustee Act 2000, investments may be in stocks, shares and other investments as they consider appropriate. The investment assets of the school are invested in managed charitable funds. The primary objectives of the management of investments is to preserve the capital value of the fund in real terms and to provide a balance of income and capital growth. Surplus liquidity is invested in money market deposits. The performance of the managed funds and the investment strategy are reviewed regularly by the Finance and General Purposes Committee.

Fees in Advance

The school operates a scheme for advance payment of school fees. Under this arrangement, parents pay a lump sum in advance to purchase credits against future school fees and receive a discount on the value of credits purchased. The scheme is offered for reasons of financial planning and security. The School may benefit by securing an alternative source of funding for capital projects at a favourable rate of interest. The school has unfettered use of the advance funds. The value of Advance Payments of fees at the year ending 31 August 2025 is £3.8m (31 August 2024 £5.6m).

Going concern

The challenges mounted in the Independent schools' sector with the Government's imposition of VAT on School fees coming into effect on 1 January 2025, and schools incurring substantial increases in operating expenditure from 1 April 2025 due to an increase in employer's National Insurance contributions and the loss of 80% charitable relief for Business Rates.

The School has complied with these obligations and is managing the situation through pupil recruitment and retention activities and review of its strategic and financial plans. Recruitment for September 2025 was successful with targets achieved for the 11+ and 16+ admissions points. Recruitment for the Junior School is satisfactory, however, there are signs that affordability and a changing demographic profile are leading to a softening of the EYFS market. Overall the pupil roll is increased slightly for September 2025 and continued progress in the academic standing of Colfe's gives Governors confidence that the School remains attractive to ambitious families.

The School continues to invest in new facilities for the future in the Russell Building and additional Girls' changing rooms. These developments significantly enhance the Senior School facilities and competitiveness of the School's offering. These are funded in part by accumulated surpluses and partly by new borrowing of £4.85m, which was entered into after due consideration to loan affordability and meeting banking covenants.

COLFE'S SCHOOL
ANNUAL REPORT OF THE GOVERNORS (CONTINUED)
YEAR ENDED 31 AUGUST 2025

CLS' Swim Academy and Members' leisure club make an important financial contribution to the School, helping it to price fees competitively. CLS's directors are confident that the current level of contribution can be sustained.

Governors continue to monitor risks through the Finance & General Purposes and Risk Committees and scrutinise key metrics to track the health of the School and identify emerging trends. After review cashflow forecasts, including sensitivity analysis around key assumptions surrounding pupil numbers, fee increases and cost inflation, the governors are satisfied there are no material uncertainties surrounding the ability to continue as a going concern and therefore consent to prepare these financial statements on a going concern basis.

Results for the year - Colfe's Leisure Services Limited

Colfe's Leisure Services Limited (CLS) is a wholly owned trading subsidiary of Colfe's School. It provides sports and leisure facilities to the Colfe's community and the general public through operation of the CLS membership club and letting of the School's facilities.

The Colfe's Swim Academy is popular with local families and its sessions are nearly fully subscribed. The number of memberships to Colfe's Leisure Services increased by 82 to 1,246 at the year-end due to successful marketing activities and an improvement in customer service levels.

Income and bank interest for the year was £1,521,000 (2023/24: £1,372,000), resulting in a net profit of £705,000 before tax, interest and gift aid payments (2023/24: £581,000). Net assets at 31 August 2025 amounted to £242,000 (31 August 2024: £242,000).

Reserves Level and Policy and Financial Viability

The School's reserves policy is to maintain sufficient unrestricted income reserves to enable it to meet its short-term financial obligations in the event of an unexpected revenue shortfall. It is the policy of the Governing Body to retain sufficient reserves to allow:

- the continuing operations of the School, equating to three months' running costs;
- the replacement of its tangible fixed assets as they end their useful working lives;
- continuous assistance to pupils of the School by awarding bursaries and scholarships; and
- the enhancement and expansion of the School's facilities from time to time.

The Policy is to hold sufficient general reserves to cover three month's essential running costs. This reserve is defined as, readily realisable investments (unrestricted stocks and shares), less Net Current Assets (excluding entrance deposits held).

The Board is always mindful of the level of general reserves when considering financial and strategic decisions affecting the school. Current general reserves at £7.2m are within the policy target of £6.2. These include funds received under the Fees in Advance scheme of £1.7m which the School has unfettered use of. The obligation to meet future operating costs over the term of advance fee agreements is therefore an additional consideration in setting the reserve level.

PRINCIPAL RISKS AND UNCERTAINTIES

The Board recognises Safeguarding as a principal risk and ensures robust policies, staff training and reporting procedures are in place to protect pupils and uphold a safe environment. Health, Safety and Security (HSS) remains a key area of risk management, and the School is committed to maintaining a safe and secure environment for pupils, staff and visitors. The range of risks is broad,

COLFE'S SCHOOL
ANNUAL REPORT OF THE GOVERNORS (CONTINUED)
YEAR ENDED 31 AUGUST 2025

extending from educational visits and outdoor pursuits to infrastructure, compliance and fire safety, and is managed through rigorous planning and comprehensive risk assessments across all activities. Operational oversight is maintained by the HSS Sub-committee, with strategic scrutiny and assurance provided by the Governors' HSS Committee.

The Governing Body considers the affordability of fees by parents across the independent sector to be the major strategic risk faced by the school, and one that is significantly heightened by the addition of VAT on fees and cost pressures arising from changes to employer NICs and the loss of charitable relief from business rates. The effect of these changes is being closely monitored and the School is focused on managing their impact whilst maintaining the quality of the educational offering and delivering the best possible value-for-money.

The principal financial risks arising from these factors are that fee income cannot be sustained at levels needed to support necessary operational and capital expenditure as a result of pupil withdrawals or failing to achieve pupil recruitment targets. The market for independent schooling is going through a period of adaptation that will take many years and the School is responding by undertaking a comprehensive review of its strategy and continuing to scenario plan for a range of outcomes.

Governors recognise that the success of the School is dependent on its ability to attract and retain high quality teachers and support staff. Governors keep the competitiveness of remuneration packages under review in the context of a national shortage of teachers entering the profession and a generally tight labour market.

The operational, financial and reputational risks from Cyber-attacks are recognised as a very significant risks for schools. Colfe's contracted IT provider audits the security of the network and undertakes annual penetration-testing. The School is Cyber-Essentials accredited.

The Governing Body of Colfe's School is responsible for the management of the risks faced by the School. Detailed consideration of the risks faced by Colfe's School is delegated to the Risk Management Committee, who met twice during the year. Risks are identified, assessed and controls established. The key controls used by Colfe's School include:

- a. Formal agendas for all meetings of the Governing Body and Committees;
- b. Detailed terms of reference for all Committees;
- c. Comprehensive strategic planning, budgeting and management accounting;
- d. Established and identifiable organisational structure and reporting lines;
- e. Comprehensive formal written policies and the monitoring of these policies;
- f. Clear authorisation and approval levels;
- g. Vetting procedures as required by law for the protection of the vulnerable.

Through the risk management processes established for the School, the Governing Body is satisfied that the major risks identified have been adequately mitigated where necessary and to the extent reasonably possible. It is recognised that systems can only provide reasonable but not absolute assurance that the major risks have been adequately managed.

COLFE'S SCHOOL
ANNUAL REPORT OF THE GOVERNORS (CONTINUED)
YEAR ENDED 31 AUGUST 2025

STREAMLINED ENERGY AND CARBON REPORTING (SECR)

SECR is a mandatory reporting requirement for large companies which is designed to increase internal awareness of energy usage and cost and drive adoption of energy efficiency measures. The School has developed an Environmental Sustainability Policy and is receiving expert advice on adaptations to operate the School's estates more sustainably.

Annual energy use and carbon emissions:

	Year to 31 Aug 2025	Year to 31 Aug 2024
UK energy use kwh¹		
- electricity	983,487	949,669
- gas	1,940,203	2,060,565
- total	2,923,690	3,010,234
Associated Greenhouse gas emissions tonnes CO₂ equivalent²		
- electricity	192	214
- gas	355	377
- total	546	590
Intensity ratio emissions - tonnes per m³ floor area		
- electricity	0.01	0.01
- gas	0.02	0.03
- total	0.04	0.04
Intensity ratio emissions tonnes per headcount (student & staff FTE)		
- electricity	0.12	0.14
- gas	0.23	0.24
- total	0.35	0.38

Notes

1. UK energy use covers educational and related activities of Colfe's School and its subsidiary Colfe's Leisure Services Ltd.

2. Associated Greenhouse gases are calculated on metered energy consumption. Energy use in accommodated property and fuel for school vehicles is excluded as de-minimus.

3. Intensity ratio emissions per headcount restated for 31 August 2024 due to FTE restatement for outsourcing of cleaning services.

FUTURE PLANS

Richard Russell's successor as Head teacher, Dan Gabriele, took post for September 2025 and is leading a review of the strategic plans with the Senior Management Team and Governors. This aims to ensure Colfe's place as a relevant and desirable independent school of choice in its local market. Strategic objectives underpin development plans which are in place for each of the areas of the School so that the School continues to enhance its ability to provide a first-class education and pastoral care to its pupils.

The School is committed to becoming more sustainable and has adopted an Environmental Sustainability Policy. Sustainability measures are incorporated into any new construction and

COLFE'S SCHOOL
ANNUAL REPORT OF THE GOVERNORS (CONTINUED)
YEAR ENDED 31 AUGUST 2025

major refurbishment of the existing estate buildings; for example new Russell Building is designed to be BREAM excellent and is heated by air source heat pumps.

SECTION 172(1) STATEMENT

Under the revised UK Corporate Governance Code, Governors are required to explain how they have considered the interests of key stakeholders and the broader matters set out in section 172(1) (A) to (F) of the Companies Act 2006 ('S172') when performing their duty to promote the success of the Company.

Promotion of the success of the organisation to benefit its members

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

S 172(1) A. The likely consequences of any decision in the long term

The long-term sustainability of the operating model is considered by the Governors as set out in the Future Plans and Going Concern sections of the Annual Report of the Governors. Specifically, Governors consider both short- and longer-term financial projections and the key risks that could negatively impact the sustainability of the School. Governors monitor progress against financial plans by review of management information and financial sensitivities. The principal financial risks are explored through the preparation of risk scenario forecasts and management action plans for scrutiny by the Finance and General Purposes Committee.

Risk management is embedded at all levels across the School. The most significant risks are considered at the Risk Committee. See information within the Principal Risks and Uncertainties for further details.

Governors are involved in key decisions in relation to capital expenditure and investment decisions, for example approval of Estate masterplan and the individual phases of development.

S 172(1) B. The interests of the company's employees

Governors are kept apprised of staff morale and engagement at Governors' meetings, through the Chairman's attendance at Senior Leadership meetings, and regular correspondence with the Headmaster and Bursar. Governors have the opportunity to meet staff on visits to the School and at events such as prizegiving and Founder's day.

The School has a strategic objective to recruit and retain teachers of high calibre. Governors receive annual salary benchmarking reports to inform pay decisions and ensure the School remains competitive in its market. The School has agreed a voluntary recognition agreement with the two main teaching unions which establishes the Joint Consultative Committee as the forum for engaging with staff on matters pertaining to pay, hours and holidays and pensions.

The School complies with the UK's Equality Act 2010 Regulations 2017 that require the publication of information on the gender pay gap for UK employees annually. The report is available on the School's website.

S 172(1) C. The need to foster the company's business relationships with suppliers, customers and others

COLFE'S SCHOOL
ANNUAL REPORT OF THE GOVERNORS (CONTINUED)
YEAR ENDED 31 AUGUST 2025

The Governors and Senior Leadership are mindful that parents are the key customers and arbiters of the School's success. Admission to the school is contingent on signing the School's Terms & Conditions that are the basis of a legal contract for educational services. Most aspects of the School's operations are governed by policies designed to ensure its contractual obligations are fully and consistently met. There is regular communication with the Parent body by the School, and Senior leadership is informed by parental feedback when making key decisions.

Colfe's is an important employer and contractor of services in the context of its local area. The School has a policy of paying suppliers promptly and always seeks to resolve supplier disputes amicably and fairly.

The School is grateful to its Parents and Friends Association and its alumni network for the voluntary and charitable support they provide.

S 172(1) D. The impact of the company's operations on the community and the environment

The School's pupils and staff show concern for the environment and demonstrate a commitment to sustainable living. The School's RHSE programme instils the values of citizenship and community in pupils and is supported by volunteering opportunities, including the Duke of Edinburgh scheme and partnership with the Kotu school, The Gambia.

Sustainability is an objective of the School Development Plan, as documented by the Environmental Sustainability Policy. The Estates Committee has oversight of how the School is delivering its sustainability agenda, including how measures are incorporated into estate development. Pupils are engaged through the Ecology group and the academic and RHSE curriculums.

The School complies with the Energy Savings Opportunity Scheme (ESOS) reporting requirements and has met obligations for disclosures under Streamlined Energy and Carbon Reporting (SECR).

S 172(1) E. The desirability of the company maintaining a reputation for high standards of business conduct

The actions of all staff and governors reflect on the reputation of the School. All officers and staff act with integrity and Colfe's is respected by its community for authenticity and transparency in its communications.

The School works with trusted and reputable suppliers who are vetted and expected to comply with school procedures and risk assessments. The School ensures its procurement processes demonstrate fairness and integrity, comply with relevant laws and regulations, and keep information confidential and secure. The Bursary are aware of Money Laundering risks in Independent Schools undertake appropriate vetting and screening of sources of funds.

S 172(1) F. The need to act fairly as between members of the company.

The School is a member of Association of Governing Bodies of Independent Schools (AGBIS) and seeks to comply with the Charity Code of Governance. All Governors receive training on avoiding and disclosing potential conflicts of interest and these are declared at the start of committee meetings. Related Party Disclosures are completed in preparation of the annual Report and Accounts.

COLFE'S SCHOOL
ANNUAL REPORT OF THE GOVERNORS (CONTINUED)
YEAR ENDED 31 AUGUST 2025

STATEMENT OF ACCOUNTING AND REPORTING RESPONSIBILITIES

The members of the Governing Body (who are also the directors of Colfe's School for the purposes of company law) are responsible for preparing the Annual Report and the financial statements in accordance with applicable law and United Kingdom Generally Accepted Accounting Practice (United Kingdom Accounting Standards)

Company law requires the Governing Body to prepare financial statements for each financial year. Under that law the Governing Body have elected to prepare the financial statements in accordance with United Kingdom Generally Accepted Accounting Practice (United Kingdom Accounting Standards) and applicable law. Under company law the Governing Body must not approve the financial statement unless they are satisfied that they give a true and fair view of the state of affairs of the charitable company and the group and of the income and expenditure, of the charitable group for that period. In preparing these financial statements, the Governing Body are required to:

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

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

Relevant Audit Information

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

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



M P E Pellereau
Chairman of the Governing Body

COLFE'S SCHOOL
INDEPENDENT AUDITOR'S REPORT
YEAR ENDED 31 AUGUST 2025

Independent Auditor's Report to the Members of Colfe's School

Opinion

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

In our opinion the financial statements:

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

Basis for opinion

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

Conclusions relating to going concern

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

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

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

Other information

The trustees are responsible for the other information contained within the annual report. The other information comprises the information included in the annual report, other than the financial statements and our auditor's report thereon. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

Our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

COLFE'S SCHOOL
INDEPENDENT AUDITOR'S REPORT
YEAR ENDED 31 AUGUST 2025

Opinions on other matters prescribed by the Companies Act 2006

In our opinion based on the work undertaken in the course of our audit

- the information given in the trustees' report, which includes the directors' report and the strategic report prepared for the purposes of company law, for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the strategic report and the directors' report included within the trustees' report have been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

In light of the knowledge and understanding of the group and charitable company and their environment obtained in the course of the audit, we have not identified material misstatements in the strategic report or the directors' report included within the trustees' report.

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

- adequate and proper accounting records have not been kept; or
- the financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit

Responsibilities of trustees

As explained more fully in the trustees' responsibilities statement set out on page 19, the trustees (who are also the directors of the charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

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

Auditor's responsibilities for the audit of the financial statements

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

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

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

COLFE'S SCHOOL
INDEPENDENT AUDITOR'S REPORT
YEAR ENDED 31 AUGUST 2025

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

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

We obtained an understanding of the legal and regulatory frameworks within which the charitable company and group operates, focusing on those laws and regulations that have a direct effect on the determination of material amounts and disclosures in the financial statements. The laws and regulations we considered in this context were the Companies Act 2006 and taxation legislation, together with the Charities SORP (FRS 102). We assessed the required compliance with these laws and regulations as part of our audit procedures on the related financial statement items.

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

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

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

Owing to the inherent limitations of an audit, there is an unavoidable risk that we may not have detected some material misstatements in the financial statements, even though we have properly planned and performed our audit in accordance with auditing standards. For example, the further removed non-compliance with laws and regulations (irregularities) is from the events and transactions reflected in the financial statements, the less likely the inherently limited procedures required by auditing standards would identify it. In addition, as with any audit, there remained a higher risk of non-detection of irregularities, as these may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal controls. We are not responsible for preventing non-compliance and cannot be expected to detect non-compliance with all laws and regulations.

COLFE'S SCHOOL
INDEPENDENT AUDITOR'S REPORT
YEAR ENDED 31 AUGUST 2025

Use of our report

This report is made solely to the charitable company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the charitable company's members those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company and the charitable company's members as a body, for our audit work, for this report, or for the opinions we have formed.



Daniel Haines
Senior Statutory Auditor
For and on behalf of
Crowe U.K. LLP
Statutory Auditor
London
Date 29 April 2026

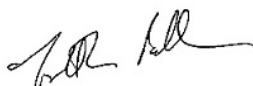
COLFE'S SCHOOL
CONSOLIDATED STATEMENT OF FINANCIAL ACTIVITIES
AS AT 31 AUGUST 2025

		Unrestricted Funds	Restricted Funds	Freehold Property Funds	Endowed Funds	Total Funds	Total Funds
	Notes	£'000	£'000	£'000	£'000	2025 £'000	2024 £'000
INCOME AND EXPENDITURE							
Income from :							
Charitable activities							
School fees	2	22,239	278	-	-	22,517	21,424
Other educational & ancillary activities	4	3,281	-	-	-	3,281	3,446
Other trading activities							
Colfe's Leisure Services Ltd	3	1,521	-	-	-	1,521	1,372
Investments	8d	367	18	-	-	385	331
Grants and Donations		-	41	-	-	41	339
Total Income		27,408	337	-	-	27,745	26,912
Expenditure on :							
Raising funds							
Colfe's Leisure Services Ltd	6a	770	-	-	-	770	751
Charitable activities							
Provision of education	6b	24,603	24	611	66	25,304	24,883
Total expenditure		25,373	24	611	66	26,074	25,634
Net income before investment and actuarial gains / (losses)		2,035	313	(611)	(66)	1,671	1,278
Pension scheme actuarial (losses) / gains	15	(9)	-	-	-	(9)	7
Net Investment gains / (losses)	8	133	-	-	(7)	126	264
Net income / (expenditure)		2,159	313	(611)	(73)	1,788	1,549
Transfers between funds	12	(3,228)	(278)	3,506	-	-	-
Net movement in funds		(1,069)	35	2,895	(73)	1,788	1,549
Fund balances at 1 September 2024		2,978	449	16,888	2,672	22,987	21,438
FUND BALANCES at 31 August 2025		1,909	484	19,783	2,599	24,775	22,987

COLFE'S SCHOOL
CONSOLIDATED BALANCE SHEETS
AS AT 31 AUGUST 2025

		Group		Colfe's School	
	Notes	2025	2024	2025	2024
		£'000	£'000	£'000	£'000
FIXED ASSETS					
Tangible Fixed Assets	7	23,907	21,177	23,901	21,169
Investment assets	8	2,775	2,920	3,017	3,162
		26,682	24,097	26,918	24,331
CURRENT ASSETS					
Debtors	9	9,705	955	10,416	1,527
Cash at bank and in hand		6,651	8,326	5,578	7,435
		16,356	9,281	15,994	8,962
CREDITORS: due within one year	10	(14,115)	(6,706)	(13,989)	(8,737)
NET CURRENT ASSETS		2,241	647	2,005	418
TOTAL ASSETS LESS CURRENT LIABILITIES		28,923	26,672	28,923	24,556
LONG TERM LIABILITIES					
Creditors due after one year	11	(4,148)	(3,685)	(4,148)	(3,685)
TOTAL NET ASSETS		24,775	22,987	24,775	20,871
Represented by :					
ENDOWED FUNDS	12a	2,599	2,672	2,599	2,672
FREEHOLD PROPERTY FUND	12b	19,783	16,888	19,783	16,888
RESTRICTED FUNDS	12c	484	449	484	449
UNRESTRICTED FUNDS					
General funds		1,909	2,978	1,909	2,978
TOTAL FUNDS	12	24,775	22,987	24,775	22,987

The net surplus generated by the Group during the year was £1,788k (2023/24 £1,549)
Approved by the Board of Governors of Colfe's School (company number : 05352523) on 10th March 2026
and signed on its behalf by:



Governor
Matthew P E Pellereau



Governor
Daniel Coulson

The notes on pages 24 to 44 form part of these accounts.

COLFE'S SCHOOL
CONSOLIDATED STATEMENT OF CASH FLOWS
FOR THE YEAR ENDED 31 AUGUST 2025

CONSOLIDATED STATEMENT OF CASH FLOWS

		2025 £'000	2024 £'000
Net cash flow from operating activities			
Net cash provided by operating activities	A	(779)	8,136
Cash flows from investing activities	B	(3,303)	(3,980)
Cash flows from financing activities	C	2,406	(618)
Change in cash and cash equivalents in the year		(1,675)	3,538
Reconciliation of net cash flow to movement in net funds :			
Cash and cash equivalents at 1 September 2024		8,326	4,788
Cash and cash equivalents at the end of the year	D	6,651	8,326
A Reconciliation of net movements in funds to net cash provided by operating activities			
Net movement in funds (as per the statement of financial activities)		1,788	1,549
Depreciation charge		1,230	1,378
(Increase) / Decrease in Debtors		(8,750)	369
Increase in Creditors		5,451	5,421
Loan interest		4	21
Investment income		(385)	(331)
Net investment losses		(126)	(264)
Pension scheme gains		9	(7)
Net cash provided by operating activities		(779)	8,136
B Cash flows from investing activities			
Purchase of tangible fixed assets		(3,959)	(4,311)
Disposal of investment		271	0
Investment income		385	331
Net cash used in investing activities		(3,303)	(3,980)
C Cash flows from financing activities			
Repayments of borrowing		(94)	(618)
Cash inflows from new borrowing		2,500	-
Net cash used in financing activities		2,406	(618)
D Cash and cash equivalents			
Cash at bank and in hand		6,651	8,326

Note

Charity law requires separate administration of the cashflows on endowed and other restricted funds of the charity.
This constraint has not adversely affected group cashflows as stated above.

The notes on pages 27 to 44 form part of these accounts.

**COLFE'S SCHOOL
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2025**

Basis of Accounting

The financial statements have been prepared in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102), the Companies Act 2006 and the Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) – effective 1 January 2019. In preparing the financial statements, the Governors have considered whether the accounting policies required by the standard require the restatement of information.

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

Demand for places in the school continues. The School's projected cash flows, the Governors have a reasonable expectation that the School has adequate resources to continue its activities for the foreseeable future and consider that there were no material uncertainties over the School's financial viability.

Accordingly, they also continue to adopt the going concern basis in preparing the financial statements as outlined in the Statement of Accounting and Reporting Responsibilities on page 14.

On 24 August 2006 the Charity Commission issued a Uniting Direction directing that Colfe's Educational Foundation should be treated as forming part of Colfe's School for the purposes of registration and accounting. References to Colfe's School therefore refer to the aggregated results of Colfe's School and Colfe's Educational Foundation. The financial statements have been prepared under the historical cost convention, as modified by the inclusion of investments at market value, and in accordance with the requirements of the Companies Act 2006 and the Charities Act 2011.

The accounts present the consolidated statement of financial activities (SOFA), the consolidated cash flow statement and the consolidated and Charity balance sheets comprising the consolidation of the School and with its wholly owned subsidiary Colfe's Leisure Services Ltd. No separate SOFA has been presented for the Charity alone, as permitted by Section 408 of the Companies Act 2006 as the results of its subsidiary are separately identified in the Consolidated SOFA and the related Note 3.

The School is a Public Benefit Entity registered as a charity in England and Wales and a company limited by guarantee. It was incorporated on 4 February 2005 (company number: 1109650) and registered as a charity on 24 May 2005 (charity number: 5352523)

Critical accounting judgements and key sources of estimation uncertainty

In the application of the accounting policies, Governors are required to make judgement, estimates, and assumptions about the carrying value of assets and liabilities that are not readily apparent from other sources. The estimates and underlying

COLFE'S SCHOOL
NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2025

I. ACCOUNTING POLICIES (continued)

assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may differ from these estimates.

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

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

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

I.1 Fees and similar earned income

Fees receivable and charges for services and use of the premises, less any allowances, scholarship, bursaries granted by the School against those fees, but including contributions received from restricted funds, are accounted for in the period in which the service is provided. Fees are accounted for net of VAT since January 2025.

I.2 Bursaries and Scholarships

The School provides financial assistance in the form of merit-based, means-tested scholarships to support pupils in accessing education in line with its charitable objectives. The cost of bursaries and scholarships is recognised as a reduction in fee income, as these awards represent discounts granted at the point of billing rather than direct expenditure.

I.3 Investment income

Income from investments, interest on deposits and rental income are accounted for on an accruals basis. Membership subscriptions to the sports and leisure centre relating to future accounting periods are carried forward as deferred income within creditors.

I.4 Donations, legacies, grants and other voluntary incoming resources

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

The Schools Development Office requests donations and legacies are made to the independent Colfe's Charitable Trust. Where the donor has imposed trust law restrictions, income is credited to the relevant restricted fund and endowments are accounted for as permanent trust capital or expendable trust capital, according to whether the donor intends retention to be permanent or not. Gifts in kind are valued at estimated open market value at the date of gift, and in the case of assets for retention or consumption, at the value to the School in the case of donated services or facilities.

COLFE'S SCHOOL
NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2025

I. ACCOUNTING POLICIES (continued)

I.5 Expenditure

Expenditure is accrued as soon as a liability is considered probable, discounted to present value for longer-term liabilities. Expenditure attributed to more than one cost category in the SOFA is apportioned to them on the basis of the estimated amount attributable to each activity in the year, either by reference to staff time or the use made of the underlying asset, as appropriate. The irrecoverable element of VAT is included with the item of expense to which it relates.

Governance costs comprise the costs of running the charity, including strategic planning, for its future development, internal and external audit fees, any legal advice for Colfe's School Governors and the costs of complying with constitutional and statutory requirements. Intra-group income and expenses between the School and its subsidiaries are excluded from trading income and expenditure.

I.6 Tangible fixed assets

Tangible fixed assets are stated at cost less accumulated depreciation. All assets costing more than £1,000 and with an expected useful life exceeding one year are capitalised in the School and Colfe's Leisure Services Limited. Care however is taken to be consistent in considering whether to capitalise similar items that may fall below this threshold.

I.7 Depreciation

Depreciation is provided at the following rates in order to write off the expenditure on each asset over its estimated useful life. No depreciation is provided on freehold land.

Buildings	on cost at 2% to 10% p.a.
Temporary buildings & fixtures	on cost at 6.67% to 20% p.a.
Gymnasium and sports equipment	on cost at 20% to 33.3% p.a.
Furniture and equipment	on cost at 10% to 33.3% p.a.
Motor vehicles	on cost at 33.3% p.a.
Major refurbishments	on cost at 6.67% to 10% p.a.

I.8 Investments

Quoted investments and investment properties are stated in the Balance Sheet at market value. Investment properties are stated in the Balance Sheet at market value as assessed by the Governors, having taken professional advice.

Realised and unrealised gains and losses are included in the Statement of Financial Activities in the year to which they relate and are calculated by reference to the market

COLFE'S SCHOOL
NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2025

I. ACCOUNTING POLICIES (continued)

value at the beginning of the year. Realised and unrealised gains and losses on investments are reflected in the funds to which they relate.

Investments in subsidiary undertakings are accounted for using the equity method in the Company's separate financial statements. Investments are initially recognised at cost and are subsequently adjusted to reflect the Company's share of the subsidiaries' post acquisition profits or losses, other comprehensive income, and distribution received. For Colfe's Leisure Services Limited this is equivalent to its net asset value.

I.9 Fund accounting

Endowed Funds

These are funds which have been endowed for a particular purpose where the capital must remain intact. Permanent endowments are those where the capital must remain indefinitely. In certain cases, restrictions as to the use of income are in place.

Freehold Property Fund

The Freehold Property Fund represents the net book value of the land and buildings of Colfe's Educational Foundation

Restricted Funds

Restricted Funds are subject to donor-imposed conditions or have been raised for a particular purpose. Restrictions may apply to the capital sums alone or to the capital and income generated from them. The Governors are bound by the restrictions and may not vary them.

Unrestricted Funds

General Funds are available to the Governors for unrestricted use, subject to law, and the Articles of Association.

Where general funds have been set aside for a particular purpose by the Governors they are termed 'designated funds'. The designation may be removed at any time at the Governors' discretion.

I.10 Pension costs

Retirement benefits to employees of the School are provided through three pension schemes, one defined benefit and two defined contribution. The pension costs charged in the Statement of Financial Activities are determined as follows:

The Teachers' Pension Scheme

This scheme is a multi-employer defined benefit pension scheme. It is not possible to identify the School's share of the underlying assets and liabilities of the Teachers' Pension Scheme on a consistent and reasonable basis and therefore, as required by FRS 102, the

COLFE'S SCHOOL
NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2025

School accounts for the scheme as if it were a defined contribution scheme. The School's contributions, which are in accordance with the recommendations of the Government Actuary, are charged in the period in which the salaries to which they relate are payable.

Growth Plan

This is a defined contribution group personal pension plan with TPT Retirement Solutions (formerly The Pension's Trust). Employer's pensions costs are charged in the period in which the salaries to which they relate are payable.

For deficit recovery contributions, the present value of the expected future contributions is recognised as a liability at the balance sheet date. The amount is reviewed annually taking into account any changes to the deficit contribution rate or the implicit rate of interest used in discounting the liability. More detail is provided in note 15.

Aviva Pension Scheme

Teaching staff who were appointed from September 2022 onwards are offered the Aviva APRIS defined contribution pension scheme.

1.11 Operating leases

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

1.12 Taxation

Colfe's School is exempt from corporation and income tax on its charitable activities by virtue of its status as a registered charity. Colfe's Leisure Services Limited is subject to corporation tax and the charge for the year is based on the profit or loss for the period as adjusted for disallowable and non-taxable items and after taking account of losses brought forward.

1.12 Financial Instruments

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

At the balance sheet date the School held financial assets at fair value of £2,775k (2023/24 £2,920k).

COLFE'S SCHOOL
NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2025

2 SCHOOL FEES

		Unrestricted Funds	
		2025	2024
		£'000	£'000
The School's fee income comprised:			
Gross fees		25,820	24,945
Less: Total bursaries, grants and allowances		(3,581)	(3,521)
		22,239	21,424
Add back : Bursaries and other awards paid by restricted funds		278	315
Total fees receivable		22,517	21,739

Amounts received under the school's Fees in Advance Scheme contracts not yet utilised to school fees are recorded as deferred income and allocated as current liabilities where the education will be provided within 12 months of the reporting date and as long term liabilities where the education will be provided in subsequent years.

3 SUMMARY INFORMATION

The results and balance sheets of the two charities, Colfe's School and Colfe's Educational Foundation, and the subsidiary company, Colfe's Leisure Services Limited (CLS) are summarised below:

	School	Foundation	CLS	Adjustments	2025	2024
	£'000	£'000	£'000	£'000	Total	Total
					£'000	£'000
Income	26,866	523	1,521	(1,165)	27,745	26,912
Expenditure	(25,212)	(506)	(1,521)	1,165	(26,074)	(25,634)
Net investment gains / (Losses)	126	0	-	-	126	264
Pension scheme gains	(9)	-	-	-	(9)	7
Net movement in funds	<u>1,771</u>	<u>17</u>	<u>0</u>	<u>0</u>	<u>1,788</u>	<u>1,549</u>
Tangible fixed assets	1,877	22,024	6	-	23,907	21,177
Investments	<u>2,303</u>	<u>714</u>	<u>-</u>	<u>(242)</u>	<u>2,775</u>	<u>2,920</u>
Total Fixed Assets	<u>4,180</u>	<u>22,738</u>	<u>6</u>	<u>(242)</u>	<u>26,682</u>	<u>24,097</u>
Current assets	34,708	774	1,147	(20,273)	16,356	9,281
Current liabilities	<u>(13,990)</u>	<u>(19,486)</u>	<u>(911)</u>	<u>20,273</u>	<u>(14,115)</u>	<u>(8,822)</u>
Net Current Assets / (Liabilities)	<u>20,718</u>	<u>(18,712)</u>	<u>236</u>	<u>-</u>	<u>2,241</u>	<u>459</u>
Total Assets less Current Liabilities	24,898	4,026	242	(242)	28,923	24,556
Long term creditors	<u>(4,148)</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>(4,148)</u>	<u>(3,685)</u>
Total net assets	<u>20,750</u>	<u>4,026</u>	<u>242</u>	<u>(242)</u>	<u>24,775</u>	<u>20,871</u>

Colfe's School owns the whole of the share capital of Colfe's Leisure Services Limited, which provides sports and leisure facilities for the School and for the public, during non-school hours, via its Roebuck Club.

CLS expenditure includes £12,687 (2024: £12,687) management charge from the School and includes £29,000 (2024: £29,000) in respect of facility charges paid to the Foundation

There was a donation paid by CLS to the school during the year of £585,417 in relation to 2023/24
The amount accrued for 2024/25 is £705,277

COLFE'S SCHOOL
NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2025

	2025 £'000	2024 £'000
4 OTHER INCOME		
Other educational activities		
Examination Fees	127	118
Registration fees	85	101
Outdoor Pursuits and Educational visits	730	686
Other income	737	881
	<u>1,679</u>	<u>1,786</u>
Other ancillary activities		
Catering Income	814	799
Wraparound care	284	284
Other school trips	266	362
Other income	238	215
	<u>1,602</u>	<u>1,660</u>
Total Other Income	<u>3,281</u>	<u>3,446</u>
5 STAFF COSTS	2025 £'000	2024 £'000
Total staff costs comprised:		
Wages and salaries	13,178	12,599
Social security costs	1,631	1,354
Pension contributions	2,253	2,036
	<u>17,062</u>	<u>15,989</u>
 The average number of employees in the year was:		
School	294	302
Subsidiary	82	76
	<u>376</u>	<u>378</u>

Neither Colfe's School Governors nor persons connected with them received any remuneration, other benefits or reimbursement of expenses from the School or any connected organisation apart from reimbursed Governors' travelling and accommodation expenses of £3,286 (2023/24: £4,164). The number of Governors claiming travel and accommodation expenses was 6 (2023/2024: 6)

The number of higher paid employees was:	2025 No.	2024 No.
Taxable emoluments band:		
£60,001 - £70,000	37	34
£70,001 - £80,000	19	12
£80,001 - £90,000	6	3
£90,001-£100,000	1	-
£100,001 - £110,000	-	1
£110,001 - £120,000	3	2
£220,001 - £230,000	-	-
£230,001 - £240,000	-	-
£240,001 - £250,000	-	-
£250,001 - £260,000	1	1
	<u>43</u>	<u>41</u>
 The number with retirement benefits accruing in - Defined Benefit Schemes	<u>43</u>	<u>41</u>

Aggregate employee-benefits for key management personnel including pension and national insurance contributions total £ 1,349,999 in 2024/25 (2023/24 £1,245,514) These emoluments also include accommodation benefits.

There were termination payments totalling £97,309 in 2024/25 (2023/24 £30,000)

COLFE'S SCHOOL
NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2025

6 ANALYSIS OF TOTAL EXPENDITURE

	Staff costs £'000	Grants Awarded	Other costs £'000	Depreciation £'000	2025 Total £'000	2024 Total £'000
(a) Costs of raising funds						
Trading costs of the subsidiary	649	-	118	3	770	751
(b) Charitable activities						
Teaching	14,085	-	815	328	15,228	14,861
Other activities	-	-	3,203	-	3,203	3,459
Buildings depreciation	-	-	-	677	677	716
Premises	600	-	2,318	223	3,141	3,602
Support costs of schooling	1,728	-	1,277	-	3,005	2,218
Governance cost	-	-	26	-	26	8
School's operating costs	16,413	-	7,639	1,228	25,280	24,864
Awards and prizes	-	-	24	-	24	19
	16,413	-	7,663	1,228	25,304	24,883
Total expenditure	17,062	-	7,781	1,231	26,074	25,634

Governance costs include auditor's remuneration for audit services of £33k plus VAT (2023/24: £35k).

	Staff costs £'000	Grants Awarded	Other costs £'000	Depreciation £'000	2024 Total £'000	2023 Total £'000
(a) Costs of raising funds						
Trading costs of the subsidiary	629	-	119	3	751	624
(b) Charitable activities						
Teaching	12,954	-	1,487	420	14,861	13,419
Other activities	-	-	3,459	-	3,459	3,392
Buildings depreciation	-	-	-	716	716	542
Premises	708	-	2,657	237	3,602	3,820
Support costs of schooling	1,698	-	519	1	2,218	2,182
Governance cost	-	-	8	-	8	10
School's operating costs	15,360	-	8,130	1,374	24,864	23,365
Awards and prizes	-	-	19	-	19	24
	15,360	-	8,149	1,374	24,883	23,389
Total expenditure	15,989	-	8,268	1,377	25,634	24,013

Governance costs include auditor's remuneration for audit services of £35k (2022/23: £35k).

COLFE'S SCHOOL
NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2025

7 TANGIBLE FIXED ASSETS

	Freehold Land and Buildings £'000	Assets under Construction £'000	Motor Vehicles £'000	Furniture & Equipment £'000	School Total £'000	Furniture & Equipment £'000	Subsidiary Total £'000	Group Total £'000
Cost								
1 September 2024	30,905	3,299	100	5,020	39,324	136	136	39,460
Transfers	28	(28)	-	-	-	-	-	-
Additions	265	4,479	38	177	4,959	-	-	4,959
Adjustments for CGS	(497)	(502)	-	-	(999)	-	-	(999)
Disposals	-	-	-	-	-	-	-	-
31 August 2025	<u>30,701</u>	<u>7,248</u>	<u>138</u>	<u>5,197</u>	<u>43,284</u>	<u>136</u>	<u>136</u>	<u>43,420</u>
Depreciation								
1 September 2024	14,190	-	91	3,874	18,155	128	128	18,283
Charge for year	765	-	17	534	1,316	2	2	1,318
Adjustments for CGS	(88)	-	-	-	(88)	-	-	(88)
Disposals	-	-	-	-	-	-	-	0
31 August 2025	<u>14,867</u>	<u>-</u>	<u>108</u>	<u>4,408</u>	<u>19,383</u>	<u>130</u>	<u>130</u>	<u>19,513</u>
Net book values								
31 August 2025	<u>15,834</u>	<u>7,248</u>	<u>30</u>	<u>789</u>	<u>23,901</u>	<u>6</u>	<u>6</u>	<u>23,907</u>
31 August 2024	<u>16,715</u>	<u>3,299</u>	<u>9</u>	<u>1,146</u>	<u>21,169</u>	<u>8</u>	<u>8</u>	<u>21,177</u>

HSBC have taken a charge over the land and buildings of the Horn Park Lane site as security for the 10 year loan facility which assisted in financing additional classrooms.

COLFE'S SCHOOL
NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2025

8 INVESTMENTS

	2025	2024
	£'000	£'000
Market value:		
Listed investments	8a 2,775	2,920
Investment Property	8b -	0
Group total	<u>2,775</u>	<u>2,920</u>
At fair value		
Investment in Subsidiary	8c 242	242
School total	<u>3,017</u>	<u>3,162</u>

Group unrealised gains on investments included above:

8a Listed Investments	£'000
Market value at 1 September 2024	2,920
Net unrealised gain	117
Disposal	(271)
Realised Gain on disposal	9
Market value at 31 August 2025	<u>2,775</u>
Historic cost at 31 August 2025	<u>1,704</u>

All listed investments are held in unit trusts or common investment funds.

8b Investment in Subsidiary	£'000
Fair value	
At 1 September 2024	242
Gain for the year	-
At 31 August 2025	<u>242</u>

An accrual of £705k for profits made by Colfe's Leisure Services is included within these accounts, the payment of which will be made in 2023/24. The amount accrued in 2023/24 and paid in 2024/25 was £581k.

8d Investment income comprises:

	Unrestricted Funds	Restricted Funds	2025 Total £'000	2024 Total £'000
Quoted investments	119	18	137	135
Bank deposits	248	-	248	191
Property Investment	-	-	-	5
Total 2025	<u>367</u>	<u>18</u>	<u>385</u>	<u>331</u>
<i>Total 2024</i>	<u>298</u>	<u>33</u>		<u>331</u>

COLFE'S SCHOOL
NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2025

9 DEBTORS

	Group		Colfe's School	
	2025	2024	2025	2024
	£'000	£'000	£'000	£'000
Amounts due from subsidiary company	-	-	765	628
School fees	8,924	136	8,924	136
Stock	7	5	-	-
Trade debtors	59	43	22	-
Sundry debtors	207	201	205	201
Prepayments & Accrued Income	508	570	500	562
	9,705	955	10,416	1,527

10 CREDITORS DUE WITHIN ONE YEAR

	Group		Colfe's School	
	2025	2024	2025	2024
	£'000	£'000	£'000	£'000
Bank loan	551	94	551	94
Trade creditors	619	1,414	606	1,410
Taxation and social security	852	592	780	566
Other creditors and accruals	901	409	860	354
Deferred Income - fees paid in advance	73	333	73	333
Deferred Income - fees billed in advance	7,708	-	7,708	-
Pupil Deposits	1,826	1,629	1,826	1,629
Pension deficit recovery payments (note 15)	5	3	5	3
Fees received in advance (part of FIA Scheme)	1,580	2,232	1,580	4,348
	14,115	6,706	13,989	8,737

11 CREDITORS DUE AFTER MORE THAN ONE YEAR

	Group		Colfe's School	
	2025	2024	2025	2024
	£'000	£'000	£'000	£'000
Pension deficit recovery payments (note 15)	7	-	7	0
Fees received in Advance 1-2 years	918	1,569	918	1,569
Fees received in Advance 2-5 years	1,186	2,116	1,186	2,116
Fees received in Advance for more than 5 years	88	-	88	-
Bank loan 1-2 years	250	-	250	-
Bank loan 2-5 years	750	-	750	-
Bank Loan in more than 5 years	949	-	949	-
	4,148	3,685	4,148	3,685

A 10 year bank loan taken in 2014 to assist in financing sixth form buildings ended in October 2024. A new bank loan commenced in August 2024. The term is for 10 years of which 7 have been fixed at 5.72% and has part funded additional classrooms.

COLFE'S SCHOOL
NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2025

12 NET ASSETS OF THE FUNDS OF COLFE'S SCHOOL AND GROUP

Colfe's School's net assets belong to the various funds as follows:

	Fixed Assets	Investments	Net Current Assets / (Liabilities)	Long Term Liabilities	Fund Balance 2025
	£'000	£'000	£'000	£'000	£'000
Endowment funds	2,381	218		-	2,599
Freehold Property fund	19,783	-	-	-	19,783
Restricted funds	-	7	477	-	484
Unrestricted funds	1,737	2,792	1,528	(4,148)	1,909
Colfe's School	23,901	3,017	2,005	(4,148)	24,775
Colfe's Leisure Services Limited	6	(242)	236	-	-
Group	23,907	2,775	2,241	(4,148)	24,775

	Fixed Assets	Investments	Net Current Assets / (Liabilities)	Long Term Liabilities	Fund Balance 2024
	£'000	£'000	£'000	£'000	£'000
Endowment funds	2,447	225	-	-	2,672
Freehold Property fund	16,888	-	-	-	16,888
Restricted funds	-	7	442	-	449
Unrestricted funds	1,834	2,930	1,899	(3,685)	2,978
Colfe's School	21,169	3,162	2,341	(3,685)	22,987
Colfe's Leisure Services Limited	8	(242)	234	-	-
Group	21,177	2,920	2,575	(3,685)	22,987

COLFE'S SCHOOL
NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2025

12a ENDOWED FUNDS: MOVEMENTS IN THE YEAR

	Balance at 1 September 2024 £'000	Expenditure £'000	Investment Gains / (losses) £'000	Funds Transfer	Balance at 31 August 2025 £'000
Endowments:					
Property	2,447	(66)	-	-	2,381
Prizes and other bequest funds	225	-	(7)	-	218
Total	2,672	(66)	(7)	-	2,599
	<i>1st September 2023 £000</i>	<i>£000</i>	<i>£000</i>	<i>£000</i>	<i>31st August 2024 £000</i>
Property	2,511	(64)	-	-	2,447
Prizes and other bequest funds	169	-	56	-	225
Total	2,680	(64)	56	0	2,672

The prizes and other bequest funds are permanent endowments which have been made from time to time by benefactors of the Foundation. The income arising is to be used for specific or general purposes of the Foundation, as specified by the endowments.

12b FREEHOLD PROPERTY FUND: MOVEMENTS IN THE YEAR

	Balance at 1 September 2024 £'000	Income £'000	Expenditure £'000	Fund Transfers £'000	Balance at 31 August 2025 £'000
Freehold property fund	16,888	-	(611)	3,506	19,783
	<i>2023 £000</i>	<i>£000</i>	<i>£000</i>	<i>£000</i>	<i>2024 £000</i>
Freehold property fund	13,332	-	(650)	4,206	16,888

The Freehold Property Fund represents the net book value of the land and buildings of the School and Foundation. The root of the title to the properties held by the Foundation is the Will of Abraham Colfe dated 7 September 1656, probate of which was granted on 25 January 1659.

The freehold property is a mixture of that remaining out of the original endowment or acquired from the proceeds of part or all of the endowed land and that acquired since 1659 out of general funds. The Governors are unable to identify the land and buildings acquired out of the original endowment.

Where restricted or unrestricted funds have been expended on additions to freehold land and buildings, a transfer is made from the relevant fund.

COLFE'S SCHOOL
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2025

12c RESTRICTED FUNDS: MOVEMENTS IN THE YEAR

	Balance at 1 September 2024 £'000	Income £'000	Expenditure £'000	Fund Transfers £'000	Investment Gains/(Losses) £'000	Balance at 31 August 2025 £'000
Grants and Donations	18	319	(24)	(278)	-	35
Prizes and other bequest funds	431	18	-	-	-	449
	<u>449</u>	<u>337</u>	<u>(24)</u>	<u>(278)</u>	<u>-</u>	<u>484</u>
	2023 £'000	£'000	£'000	£'000	£'000	2024 £'000
Grants and Donations	18	339	(24)	(315)	-	18
Prizes and other bequest funds	374	57	-	-	-	431
	<u>392</u>	<u>396</u>	<u>(24)</u>	<u>(315)</u>	<u>-</u>	<u>449</u>

Prizes and other bequest funds comprise accumulated undistributed income from endowed funds

Where funds are used for scholarships or bursaries these are shown as transfers from the restricted funds to unrestricted funds.

13 COMMITMENTS UNDER OPERATING LEASES

At 31 August 2025 the charity had aggregate annual commitments under non-cancellable operating leases of £156k

A total of £85k was expensed on lease costs in 2024/25

	Group		Colfe's School	
	2025 £'000	2024 £'000	2025 £'000	2024 £'000
Amounts falling due :				
Within one year	65	61	65	61
Due within 2 - 5 years	91	40	91	40
Due in more than 5 years	-	-	-	-
	<u>156</u>	<u>101</u>	<u>156</u>	<u>101</u>

COLFE'S SCHOOL
CONSOLIDATED STATEMENT OF FINANCIAL ACTIVITIES
FOR THE YEAR ENDED 31 AUGUST 2024

COMPARATIVE SOFA FROM 2023/24		Unrestricted Funds	Restricted Funds	Freehold Property Funds	Endowed Funds	Total Funds
		£'000	£'000	£'000	£'000	2024 £'000
	Notes					
INCOME AND EXPENDITURE						
Income from :						
Charitable activities						
School fees	2	21,424	-	-	-	21,424
Other educational & ancillary activities	4	3,446	-	-	-	3,446
Other trading activities						
Colfe's Leisure Services Ltd	3	1,372	-	-	-	1,372
Investments	8d	274	57	-	-	331
Grants and Donations		-	339	-	-	339
Total Income		26,516	396	-	-	26,912
Expenditure on :						
Raising funds						
Colfe's Leisure Services Ltd	6a	751	-	-	-	751
Charitable activities						
Provision of education	6b	24,143	24	652	64	24,883
Total expenditure		24,894	24	652	64	25,634
Net income before investment and actuarial gains / (losses)		1,622	372	(652)	(64)	1,278
Pension scheme actuarial gains	15	7	-	-	-	7
Net Investment gains / (losses)	8	208	-	-	56	264
Net income / (expenditure)		1,837	372	(652)	(8)	1,549
Transfers between funds	12	(3,891)	(315)	4,206	-	-
Net movement in funds		(2,054)	57	3,554	(8)	1,549
Fund balances at 1 September 2023		5,032	392	13,334	2,680	21,438
FUND BALANCES at 31 August 2024		2,978	449	16,888	2,672	22,987

There is no difference between the net expenditure or income above and the historical cost equivalent. All of the group's activities are in respect of continuing operations.

Net income/(losses) under the Companies Act 2006 excludes investment gains and losses on endowed funds and is therefore £1,493 for the year (2022/23: £993k)

COLFE'S SCHOOL
NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2025

15 PENSION SCHEMES

The Teacher's Pension Scheme (TPS)

The School is registered in Phased Withdrawal from the Teacher's Pension Scheme (the "TPS"). Staff appointed from September 2022 onwards are offered a defined contribution scheme. The pension charge for the year includes pension contributions payable to the TPS of £1,864,800 (2023/24 £2,011,945) and the year-end £153,867.36 was accrued in respect of the contributions to this scheme.

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

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

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

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

The Aviva Pension Scheme

Teaching staff who were appointed from September 2022 onwards are offered the Aviva APRIS defined contribution pension scheme. An increasing amount of Staff appointed pre September 2022 are joining the Aviva Scheme under phased withdrawal. The pension charge for the year includes contributions to the Aviva Pension Scheme of £831,944 (2023/24 £602,716), and at the year end £69,983 was accrued in respect of contributions to this scheme.

Support Staff

TPT Retirement Solutions (formerly the Pensions Trust) – The Growth Plan

The Group paid contributions at the rate of 14.1% or 10% dependent on the employee during the accounting period. Under current service members paid contributions at the optional rates of 6% or 7% during the accounting period. Auto-enrolment was implemented on 1 April 2014, which gave the additional option for members to pay a rate, which rose in 2018/19 from 3% to 5% with a Group contribution rising in 2018/19 from 2% to 3%. Support staff are required to notify the group if they do not wish to join this pension scheme.

As at the balance sheet date there were 99 active members (2023/24: 99) of the Plan employed by the Group and contributions paid during the year were £455,642 (2023/24: £442,996). The Group continues to offer membership of the Plan to its employees. In addition, the School paid contributions totalling £16,002 (2023/24: £16,238) in respect of the past service deficit.

COLFE'S SCHOOL
NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2025

The Pensions Trust participates in the scheme, a multi-employer scheme which provides benefits to some 521 non-associated participating employers. The scheme is a defined benefit scheme in the UK. It is not possible for the company to obtain sufficient information to enable it to account for the scheme as a defined benefit scheme. Therefore, it accounts for the scheme as a defined contribution scheme.

The scheme is subject to the fundraising legislation outlined in the Pensions Act 2004 which came into force on 30th December 2005. This, together with the documents issues by the Pensions Regulator and Technical Actuarial Standards issues by the Financial Reporting Council, set out the framework for funding defied benefit occupational pension schemes in the UK.

The scheme is classified as a “last -man standing arrangement”. Therefore the company is potentially liable for other participating employers obligations if those employers are unable to meet their share of the scheme deficit on an annuity purchase basis on withdrawal of the scheme.

A full actuarial valuation for the scheme was carried out as at 30th September 2023. This valuation showed assets of £514.9m liabilities of £531m and a deficit of £16.1m . To eliminate this funding shortfall, the Trustee has asked the participating employers to pay additional contributions to the scheme as follows;The rules of the Plan give the Trustee the power to require employers to pay additional contributions in order to ensure that the statutory funding objective under the Pensions Act 2004 is met. The statutory funding objective is that a pension scheme should have sufficient assets to meet its past service liabilities, known as Technical Provisions.

The Group paid contributions at the rate of 14.1% or 10% dependent on the employee during the accounting period. Under current service members paid contributions at the optional rates of 6% or 7% during the accounting period. Auto-enrolment was implemented on 1 April 2014, which gave the additional option for members to pay a rate, which rose in 2018/19 from 3% to 5% with a Group contribution rising in 2018/19 from 2% to 3%. Support staff are required to notify the group if they do not wish to join this pension scheme. In addition, the School paid contributions totalling £11,384 (2023/24: £16,238) in respect of the past service deficit.

Deficit Contributions

From April 2025 to 31 March 2028 £2,100,000 per annum payable monthly

Unless a concessions has been agreed with the Trustee the term to March 2028 applies.

Note that the schemes previous valuations was carried out with an effective date of 30 September 2020. This valuation showed assets of £800.3m, liabilities of £831.9m and a deficit of £31.6m. To eliminate this funding shortfall, the Trustee asked the participating employers to pay an additional contributions to the scheme as follows:

Deficit contributions

From 1 April 2022 to 1 January 2025 £3,312,000 per annum payable monthly

The recovery plan contributions are allocated to each participating employer in line with their estimated share of the Series 1 and Series 2 scheme liabilities.

Where the scheme is in deficit and where the company has agreed to a deficit funding arrangement the company recognised a liability for this obligation. The amount recognised is the net present value of the deficit reduction contributions payable under the agreement that relates to the deficit. The present value is calculated using the discount rate detailed in these disclosures. The unwinding of the discount rate is recognised as a finance cost.

COLFE'S SCHOOL
NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2025

Present Value of Provision

	31 August 2025 £000	31 August 2024 £000	31 August 2023 £000
Present Value of Provision	12	3	10

Reconciliation of Opening & Closing Provisions

	2025 £000	2024 £000
Provision at start of period	3	10
Unwinding of the discount factor (interest expense)		1
Deficit contribution paid	(5)	(8)
Remeasurements - impact of any change in assumptions	-	-
Remeasurements - amendments to the contribution schedule	14	-
Provision at the end of period	12	3

Income and Expenditure Impact

	2025 £000	2024 £000
Interest expense	-	-
Remeasurements - impact of any change in assumptions	-	-
Remeasurements - amendments to the contribution schedule	14	-

Assumptions

	31st August 2025 % per annum	31st August 2024 % per annum	31st August 2023 % per annum
Rate of discount	4.37	5.13	6.04

The discount rates shown above are the equivalent single discount rates which, when used to discount the future recovery plan contributions due, would give the same results as using a full AA corporate bond yield curve to discount the same recovery plan contributions.

Following a change in legislation in September 2005 there is a potential debt on the employer that could be levied by the Trustee of the Plan. The Pensions Act 2011 has more recently altered the definition of Series 3 of the Growth Plan so that a liability arises to employers from membership of any Series except Series 4. The debt is due in the event of the employer ceasing to participate in the Plan or the Plan winding up.

The Group has been notified by The Pensions Trust of the estimated employer debt on withdrawal from the Plan based on the financial position of the Plan as at 30 September 2024. As of this date, the estimated employer debt for the Group was £152,386 (30 September 2022: £211,378).

**COLFE'S SCHOOL
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2025**

16 CONTROLLING ENTITY AND CONNECTED PARTY TRANSACTIONS

The School is controlled by its sole member, The Leathersellers' Company which is entitled to nominate eight of the fifteen Governors. The Master of the Company is also a Governor (ex officio).

Colfe's Leisure Centre (CLS) (company number 02586190) is a subsidiary of Colfe's School. During the year there were payments made from CLS of £82,861 to Colfe's School in respect of payroll recharges and rent payable and payments from Colfe's School to CLS of £60 in respect of goods and services paid for by CLS. At the year end there was an intercompany debtor balance in the school of £753,304 (2023/24: debtor balance of £628,669). A gift aid cash donation of £585,417 (accrued at the end of August 2024) was paid during the year to 31 August 2024, with a further £705,277 being accrued as at 31st August 2025 in respect of the profits for 2024/25.

The School is indirectly associated with a number of charities for which the Leathersellers' Company acts as a trustee or appoints some of the trustees. Of these, Colfe's Charitable Trust, which raises monies for the benefit of the School, made grants to the School of £80,000 (2023/24: £60,000) in the year; and the Leathersellers' Company Charitable Fund made a grant to the School of £187,000 (2023/24: £239,000). As at 31 August 2025, an amount of £2,275 was owed by Colfe's Charitable Trust, (2023/24: Creditor £12,827).

The School is not aware of any related party transactions with its Governors. 2 members of the Senior Management Team have partners who work at the School. Total earnings for both amounted to £17,000 in the year.

17 CAPITAL COMMITMENTS

At 31 August 2025 the group had outstanding capital commitments of £697k (2023/24 : £4,300k).

Accounts

COLFE'S SCHOOL

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

Company Number: 05352523
Registered in England

Charity Registration Number: 1109650

**COLFE'S SCHOOL
ANNUAL REPORT AND FINANCIAL STATEMENTS
YEAR ENDED 31 AUGUST 2024**

Contents	Page
Governors, Officers and Advisers	I
Annual Report of the Governors	3
Strategic Report	11
Statement of Accounting and Reporting Responsibilities	18
Independent Auditor's Report	19
Consolidated Statement of Financial Activities	24
Consolidated and Colfe's School Balance Sheets	25
Consolidated Statement of Cash Flows	26
Notes to the Financial Statements	27-44

COLFE'S SCHOOL

ANNUAL REPORT AND FINANCIAL STATEMENTS

YEAR ENDED 31 AUGUST 2024

GOVERNORS, DIRECTORS AND CHARITY TRUSTEES

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

		1 F&GP	2 Estates	3 Education	4 Risk	5 H,S&S	6 Development
Mr M P E Pellereau	(Chairman)	•	•	•	•	•	•
Mr D G Coulson	(Deputy Chairman)	•	•		•		
Mr N Tusting	(Master of the Leathersellers' Company (appointed director 31 st July 2024)						
Mr M G Williams	(Master of the Leathersellers' Company (resignation as director 31 st July 2024)						
Mrs J A Bradley		•	•		•		
Mrs B W Canham				•	•		
Miss S H Cooke			•			•	
Mr E Dove				•			
Mr N Hedley	(from 10 October 2023)	•					•
Dr N K Jones				•			•
Mr T N Lister		•			•		
Mr J O Mafe		•					
Mr C D Ramsey				•			•
Mr M Russell		•					
Mr J P K Russell		•			•		
Prof L Tunbridge				•			

1 - Member of the Finance and General Purposes Committee

2 - Member of the Estates Committee

3 - Member of the Education Committee

4 - Member of the Risk Management Committee

5 - Member of the Health, Safety and Security Committee

6 - Member of the Development Committee

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

Except in the case of the Governors who are appointed on an ex-officio basis, service on the Board is for a term of three years. Retiring Governors can be re-elected provided that no Governor serves for a period in excess of twelve years unless a resolution is passed by the Board of Governors granting a final three-year term.

**COLFE'S SCHOOL
ANNUAL REPORT AND FINANCIAL STATEMENTS
YEAR ENDED 31 AUGUST 2024**

OFFICERS (key management personnel currently and throughout the year)

Mr R F Russell	Headmaster
Mr M Adamson	Bursar, Company Secretary and Clerk to the Governors
Mrs D F Graham	Deputy Head
Mrs M-C Gildfedder-Bonnar	Head of Junior School

PRINCIPAL ADDRESS AND REGISTERED OFFICE

Horn Park Lane, London, SE12 8AW

AUDITOR

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

BANKERS

HSBC Bank plc, 100 Old Broad Street, London, EC2N 1BG

INSURANCE BROKERS

Marsh Brokers Limited, Education Practice, Capital House, 1-5 Perrymount Road, Haywards Heath, West Sussex, RH16 3SY

SOLICITORS

Farrer & Co, 66 Lincoln's Inn Fields, London, WC2A 3LH
Lewis Silkin, 5 Chancery Lane, London, EC4A 1BL
Veale Wasbrough Vizards, Orchard Court, Orchard Lane, Bristol, BS1 5WS

WEBSITE

www.colfes.com

COLFE'S SCHOOL ANNUAL REPORT OF THE GOVERNORS YEAR ENDED 31 AUGUST 2024

The members of Colfe's School Governing Body present their Annual Report for the year ended 31 August 2024 under the Charities Act 2011, including the Directors' and Strategic Reports, under the Companies Act 2006, together with the audited financial statements for the year. The financial statements consolidate the accounts of Colfe's School ("the School"), Colfe's Educational Foundation ("the Foundation") and Colfe's Leisure Services Ltd ("CLS"), a wholly owned subsidiary of the School. The School is the corporate trustee of Colfe's Educational Foundation.

REFERENCE AND ADMINISTRATIVE INFORMATION

Originally established by John Glyn in 1574, Colfe's School was re-founded in 1652 by Reverend Abraham Colfe, Vicar of Lewisham. When Reverend Colfe died in 1657 he took the enlightened step of entrusting the School to the Worshipful Company of Leathersellers' in the City of London. Today the School principally provides coeducational day education for children from a wide range of backgrounds in its Junior (ages 3-11) and Senior (ages 11-18) Schools. Colfe's Leisure Services Limited, the trading subsidiary, offers sports and leisure facilities for the benefit of the local community as well as the School.

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

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing Documents

The School is governed by its Articles of Association last amended on 5 May 2015. The Articles of Association forbid the distribution of any income, which is to be applied solely towards the objects of the company.

Governing Body

Under the Articles of Association, the members of the Board of Governors are the Directors and Charity Trustees of Colfe's School. When complete, this body comprises fifteen persons, being the Master of the Leathersellers' Company (ex-officio), eight others nominated by the Leathersellers' Company and six co-optative governors.

Each Governor is elected to hold office for three years after which they may be considered for re-election. Normally the maximum period of service is twelve consecutive years although in a special circumstance a governor may serve a final three-year term if approved by a resolution of the Governors.

Recruitment and Training of Governors

When determining the appointment of Governors, the Board and the Leathersellers' Company look to ensure a mix of skills and select new Governors taking into account the knowledge, qualifications and experience of each candidate. The Head, Bursar and wider staff provide new Governors with induction training which introduces them to the workings of the School and the Company as a registered charity. They are encouraged to attend training workshops run by a number of organisations, including AGBIS (the Association of Governing Bodies of Independent Schools). Continuing Governors attend an annual training day and are encouraged to attend other relevant training courses to keep them up to date on key issues.

Organisational Management

The members of the Governing Body, as the charity trustees, are legally responsible for the overall management and control of the School. They usually meet four times a year as a full Board to

COLFE'S SCHOOL
ANNUAL REPORT OF THE GOVERNORS (CONTINUED)
YEAR ENDED 31 AUGUST 2024

determine the general policy of the School and review its overall management and control. The work of implementing most of their policies is carried out by the following sub-committees:

- The Education Committee, which is chaired by Mrs B W Canham, met three times in the year. The Education Committee, reporting directly to the Governing Body, actively considers educational and pastoral policy and performance.
- The Finance and General Purposes Committee (F&GP), which is chaired by Mrs J A Bradley, met five times during the year. The Committee, which reports directly to the Governing Body, scrutinises financial performance against budgets and capital expenditure, and considers any other non-educational aspect of the School, in addition to receiving reports from the Estates Committee, the Development Committee, and Colfe's Leisure Services. The Committee also finalises the audited financial statements and annual report for approval by the Governing Body.
- The Joint Consultative Committee, which is a sub-committee under the delegation of the F&GP and is chaired by Mrs J A Bradley, met with representatives of the Common room in the Spring term on the employment matters set out in the voluntary recognition agreement with the NEU and NASUWT.
- The Estates Committee, which is chaired by Mr D G Coulson, met four times in the year. Reporting to the Finance and General Purposes Committee, the Estates Committee supervises and monitors capital building projects and the maintenance of the School and Foundation estate
- The Risk Management Committee, which is chaired by Mr J Russell, met twice in the year. The Committee monitors all strategic risks facing the School and reports directly to the Governing Body.
- The Health, Safety and Security Committee, which is chaired by Mr M Pellereau, met twice in the year. The committee, which reports directly to the Governing Body, is tasked with scrutinising the health, safety and security procedures and mechanisms within the School.
- The Development Committee, which is chaired by Dr N K Jones, met twice in the year. The Committee Reports to the F&GP provides oversight for the School's Development strategy and fundraising efforts.

The day-to-day management of the School is delegated to the Headmaster and key management personnel. They are also supported by their Senior Management teams and wider senior staff. The Headmaster and the Bursar attended all committees. All Governing Body meetings are also attended by the Deputy Head and Junior School Head. Various members of the Senior Management Team attended governor and subcommittee meetings during the year.

The remuneration of the Headmaster and Bursar is set by the Board, with other key management remuneration being determined by the Headmaster. The overarching policy objective is to provide appropriate incentives to encourage enhanced performance and reward key management fairly and responsibly for their individual contributions to the School's success.

The appropriateness and relevance of the remuneration policy is reviewed annually, including reference to comparisons with other independent schools through anonymous benchmarking surveys, to ensure that the School remains sensitive to the broader issue of pay and employment conditions elsewhere. The School aims to offer competitive salaries, subject to experience, ensuring that there is scope for rewarding excellence. Delivery of the School's charitable vision

COLFE'S SCHOOL
ANNUAL REPORT OF THE GOVERNORS (CONTINUED)
YEAR ENDED 31 AUGUST 2024

and purpose is primarily dependent on key management personnel, and staff costs overall are the largest single element of charitable expenditure.

Group Structure and relationships

On 1 September 2005, all the activities and net assets of Colfe's Educational Foundation were transferred to Colfe's School, with the exception of permanent endowment funds, restricted funds and freehold land and buildings. On the same date, Colfe's School was appointed the sole trustee of Colfe's Educational Foundation and ownership of Colfe's Leisure Services Limited (Company Registration No. 02586190 registered in England) was transferred to Colfe's School from Colfe's Educational Foundation.

On 24 August 2006, Colfe's School and Colfe's Educational Foundation were granted a Uniting Direction by the Charity Commission, directing that Colfe's Educational Foundation be treated as forming a part of Colfe's School for the purposes of registration and accounting. The sole member of Colfe's School is the Worshipful Company of Leathersellers.

Colfe's Leisure Services Limited is a wholly owned non-charitable trading subsidiary. The trading activities of Colfe's Leisure Services Limited primarily comprise membership and hire revenue from letting the school campus and sports facilities when not in use by the School.

Through its sole member, the Leathersellers' Company, the School is associated indirectly with many charitable bodies including the Leathersellers' Foundation from which it received grants totalling £239,000 for the year ended 31 August 2024 (2022/2023: £240,000). Colfe's Charitable Trust, registered charity number 275447, is run independently of the school and by its own Board of Trustees, donated £60,000 during the year (2022/2023: £50,000).

Other Relationships

The Headmaster is a member of the The Head's Conference whilst the School is a member of the Independent Schools' Bursars' Association. Both memberships permit the sharing of expertise and experience across the independent sector which ensures the School remains abreast of current developments and ideas in the independent sector. The School is also a member of the Association of Governing Bodies of Independent Schools and the Independent Association of Prep Schools.

Employment Policy

The School is an equal opportunities employer and is committed to creating a diverse and inclusive workplace. Full and fair consideration is given to job applications from disabled persons and due consideration is given to their training and employment needs.

Investment policy and objectives

The School's investment objectives are to maximise total return at an acceptable level of risk and balancing the current and future needs by:

- maintaining (at least) the value of the investments in real terms;
- producing a consistent and sustainable amount to support expenditure; and
- delivering these objectives within acceptable levels of risk.

To meet these objectives the School's investments are managed to maintain diversification across a range of asset classes. The investment policy and performance are monitored by the Finance and General Purposes Committee.

COLFE'S SCHOOL
ANNUAL REPORT OF THE GOVERNORS (CONTINUED)
YEAR ENDED 31 AUGUST 2024

Charity Governance Code

The Governing body aim to have a governance framework that is fit for purpose, compliant and efficient. The Board reviews its structure and practices against the Charity Code of Governance to ensure the School's governance framework is robust and fit for purpose.

Fundraising Practice

The School undertakes fundraising activities through its Development office to raise funds in support of its means-tested scholarship programme in the form of donations or legacy giving to the Colfe's Charitable Trust. Governors receive regular reporting on Development Office activity and practices and are satisfied that these adhere to the Fundraising Code of Practice set out by the Fundraising Regulator. No complaints or SAR requests were received in the year in respect fundraising.

OBJECTS, AIMS, OBJECTIVES AND ACTIVITIES

Charitable Objects

The School's Objects, as set out in the Articles of Association, are the advancement of education for the benefit of the public by the provision and conduct of a day school for boys and girls in or near the London Borough of Lewisham and, in so far as it is incidental or ancillary to the advancement of education, such other purposes for the benefit of the local community as shall be exclusively charitable.

In furtherance of these Objects for the benefit of the public the School has established and administers bursaries, scholarships and other benefactions, and acts as the trustee and manager of property, endowments, bequests, and gifts given or established in pursuance of these Objects. The Board is mindful of the long-standing need to provide public benefit and of the requirements of the Charities Act 2011.

Intended impact

Within its charitable Objects, the School aims to achieve its objectives in ways that are consistent with the principles of its founder Abraham Colfe, ensuring the safeguarding of all pupils, maintaining the financial stability of the School providing public benefit.

Aims

The School's aims for the public benefit are:

- To promote excellence in all areas of school life and to develop each pupil's abilities and character to the full, whilst ensuring that each child is happy and developing their unique potential;
- to provide innovative academic teaching which adds value and fosters learning and scholarship of the highest quality together with a wide range of cultural, sporting and co-curricular activities;
- to nurture an awareness of spiritual and moral values amongst its pupils in accordance with the principles of the Founder, Abraham Colfe;
- to maintain a balanced and diverse community of children from varied backgrounds within the context of an academically selective school;
- to promote a purposeful, disciplined, supportive and respectful atmosphere in which all pupils are encouraged to achieve their full potential, staff can find vocational fulfilment in their careers and all can use their talents for the greater good of the community and society as a whole.

COLFE'S SCHOOL
ANNUAL REPORT OF THE GOVERNORS (CONTINUED)
YEAR ENDED 31 AUGUST 2024

Primary objectives

The key objectives of the School to fulfil these aims are:

- to provide an educational experience which is consistent with its stated aims and philosophy and which is recognised for its excellence within a learning culture in which pupils are encouraged to aim high and work systematically towards the achievement of their goals;
- to maintain and improve the performance of its pupils in public examinations relative to their potential so as to enhance the academic reputation of Colfe's, whilst maintaining the strength of the School's cultural, sporting and co-curricular activities;
- to ensure that all pupils who leave the Senior School are prepared and equipped to meet the challenges and opportunities which they will face on entering the wider world;
- to ensure that the aspirational culture of the school is reflected in all parts of the school. In achieving this objective, the Junior School also aims to become an important source of academically able and well-rounded pupils for Colfe's Senior School;
- to develop a distinctive learning culture within the whole school to promote mental strength and resilience;
- to attract and retain key members of staff;
- to continue our improvement of the fabric of the school estate in the context of providing enhanced facilities in which to deliver and achieve our educational objectives;
- to provide a clear, simple and effective governance and management structure capable of taking timely decisions and allocating necessary resources appropriately;
- to provide the necessary administrative and logistical framework to meet the needs of pupils and staff alike; and
- to be the coeducational independent day school of choice in South East London.

The aims and objectives set for Colfe's Leisure Services are to facilitate the achievement of the School's aims and objectives as above.

Strategies to achieve the primary objectives

To achieve these objectives the School continues to pursue its strategy of investing in its broad educational proposition, its staffing and its infrastructure.

In terms of the educational proposition, our objective is to improve the academic performance of the school without sacrificing its inclusiveness, social mix, or its broad educational experience or our commitment to pastoral care.

This strategy is supported by the School's partnership programme with state schools across Greenwich and Lewisham including the Leathersellers' Federation of schools. The Leathersellers' Scholarship Programme is allowing up to 12 students in each of the sixth form years to benefit from free places and contributes to the learning environment and academically standards of the sixth-form.

To support educational objectives our staffing strategy is to recruit and retain teachers of high calibre. In the Senior School we will continue to recruit bright and capable graduates and train them through our successful in-house teacher training programme. We will invest in the continuing professional development of our existing staff to maintain and improve high standards of teaching. We intend to remain competitive in the market for attracting new teachers and are mindful of the cost-of-living challenges teachers face early in their careers.

COLFE'S SCHOOL
ANNUAL REPORT OF THE GOVERNORS (CONTINUED)
YEAR ENDED 31 AUGUST 2024

Investment in our infrastructure is also a necessary part of our strategy. The Estates Committee is responsible for providing oversight of facilities development at Colfe's. The near-term imperative is to improve facilities in the Senior School.

In addition, we will continue to utilise our facilities commercially through Colfe's Leisure Services.

Principal activity

The School's principal activity, as specified in the Articles of Association, is the advancement of education. The School continues to fulfil its principal activity with much success. The school roll for 2023/2024 averaged 1,315 (2022/2023: 1,281) pupils with 878 in the senior school (2022/2023: 840) and 437 in the junior school (2022/2023: 441).

Public Benefit

Colfe's School remains committed to the aim of providing public benefit in accordance with its founding principles. The governors have complied with the duty prescribed in the Charities Act 2011 to have due regard to guidance published by the Charity Commission, including public benefit guidance.

As a former state grammar school, Colfe's attaches great importance to widening participation and playing a full part in the life of its local community. Abraham Colfe, our Founder, was Vicar of St Mary's Church in Lewisham during the period of the English Civil War. The School maintains an active link with St Mary's Church in Lewisham and Father Hall is the school Chaplain. We still attach great value to our historic links with the Borough of Lewisham, as well as with Greenwich.

Colfe's School is a charitable company and seeks to benefit the public through the pursuit of its stated aims. As a charity, the parents of the school have the reassurance that all of the income of the School must be applied for educational purposes. Our fees are set at a level to ensure the financial viability of the School whilst being consistent with our aim of providing first-class education to boys and girls.

The Promotion of Education

During the year, Colfe's School educated an average of 1,315 children between the ages of 3 to 18. The School has a broad curriculum and seeks to ensure that all children reach their academic potential. We believe that access to our educational services is vital to our success and that our successful outcomes must be shared by the local communities that use our facilities.

Ukrainian refugees

The School continues to educate 12 of the original 14 children of Ukrainian refugees it welcomed in the Spring term 2022. The School's community is supporting this initiative by donating to Colfe's Charitable Trust in response to the Headmaster's appeal.

Bursaries and Scholarships

The awarding of means-tested bursaries is a measurable means of providing public benefit. The Governing Body takes the view that bursaries awarded to those who would not otherwise be able to afford the fees are beneficial to those families as well as the wider School community in a variety of ways.

As a matter of policy, Colfe's School provides access to children from less affluent backgrounds. Bursaries are available to candidates who would otherwise be unable to attend the school due to financial circumstance, provided that such candidates pass the entrance examination and demonstrate a high level of academic potential. The awards range from 10% to 100% remission of

COLFE'S SCHOOL
ANNUAL REPORT OF THE GOVERNORS (CONTINUED)
YEAR ENDED 31 AUGUST 2024

fees. Our scholarships are awarded on the basis of the individual's educational and extra-curricular potential and are usually awarded as a fixed remission amount (approximately 10% to 50%) and can be supplemented further by a bursary.

During the year, Colfe's School has provided means tested bursaries to 83 children, to the value of £1,249,000 (2022/2023: 88 children to the value of £1,394,000). 78 pupils received a bursary or combined bursary and scholarship of 50% or more including 55 children who benefited from a fully funded place.

The School is grateful to the Leathersellers' Foundation (previously Leathersellers' Company Charitable Fund) which has granted the School a total of £2,336,500 to be spent on fully funded bursaries in the Leathersellers' Scholarship Programme. The first of these bursaries were awarded to pupils joining the sixth form in September 2014.

The School is equally grateful to those donors who made donations to Colfe's Charitable Trust to fund means-tested scholarships or who have contributed to the endowed funds managed by trustees for this purpose.

Relationship with Local Schools

Non-selective comprehensive Schools with which we have regular contact include Conisborough College, Deptford Green School, Addey and Stanhope, Bonus Pastor, St Paul's Academy, St Thomas More, St Ursula's, Trinity School, Prendergast Ladywell School, and Prendergast Vale School. These schools tend to have a higher percentage of children eligible for free school meals than is average for the boroughs they are located in. Our work with these schools continues to evolve and includes:

- A member of staff is responsible for schools' partnerships and has a significant proportion of their timetable dedicated to this work. They are aided by other members of the staff body.
- Colfe's teachers run A-level taster sessions and regular GCSE enrichment activities in Latin, Modern Foreign Languages, Science, Computing, Mathematics and debating which are attended by pupils and staff from local schools.
- Pupils from our partner school join our own year 10 students for joint trips to Oxford and Cambridge Universities. Pupils in Year 8, 10 and 12 join in with The Catalyst - a joint program with seven state schools, Colfe's and St Catherine's College, Oxford. We also invite state schools to join our university information evening.
- The Leathersellers' Scholarship Programme has been running since 2014 and is now funding approximately eight places per year in the Sixth Form. 24 sixth form pupils from local 11-16 state schools attending Colfe's are in receipt of a full or partial scholarship funded through this programme or from funding obtained through other means.

The School also participates in the governance of these local state schools:

- The Head of Sixth form is a Trustee and Vice Chair of Shooter's Hill Sixth form college from June 2023.
- The Director of Studies is a Governor at Addey and Stanhope School.

Other Areas of Public Benefit

The School seeks opportunities to assist its wider community. Charitable events enjoy a high profile throughout the school year and all pupils have numerous opportunities to contribute to a wide range of projects.

COLFE'S SCHOOL
ANNUAL REPORT OF THE GOVERNORS (CONTINUED)
YEAR ENDED 31 AUGUST 2024

Colfe's School has a longstanding partnership of nearly twenty years with Kotu School in The Gambia. The objectives of the partnership are to further the development of Kotu Secondary School and to provide a safe and responsible opportunity for Colfe's pupils to gain first-hand experience of life in a developing country. 15 pupils and staff participated in the trip in October 2023.

Where possible Colfe's School makes facilities available to adults and children in the community. This is facilitated through both Colfe's Leisure Services and in conjunction with Colfeian Grounds Ltd, the latter using the School's Horn Park sports ground to provide a community sports club that is available to young people and other members of the local community.

Volunteers

The Parents and Friends Association (PAFA) and Old Colfeians help with fundraising and social and cultural activities. The Board continues to be extremely grateful for PAFA's continuing and valuable support to the School.

STRATEGIC REPORT

ACHIEVEMENTS AND PERFORMANCE

Review of achievements and performance for the year

Colfe's pupils continued to perform exceptionally well in public examinations. At a level 86.8% of A level exams graded A* to B (2022/2023: 87.5%) and 59.9% at A* or A (2022/2023: 57.8%). At GCSE, 93.0% were graded at 9-6 (2022/2023: 93.5%) and 79.3% at 9-7 (2022/2023: 80.0%). 27.4% of awards were graded 9 (2022/2023: 37.3%).

Nearly all students secured places at their chosen universities. Four gained Oxbridge places, four to study medicine and eight were successful applying for highly competitive degree apprentices in finance or engineering companies.

2023/24 saw several inaugural events, including Culture Day, a day of celebration of the diversity of heritage, language and culture within the Colfe's community, and a Women in STEM conference. A mock General Election was held alongside the national elections with impressive hustings performances. A new collaboration with the British Library was marked with a day of research for Year 10 pupils. John Glyn lectures covered topics including historical fiction, the importance of trees, and survival in the jungle.

Academic enrichment activities included British Science Week, author visits, theatre trips including a Literary Society trip to see Othello at the Globe, a History trip to the Dover Tunnels, a Classics visit to Bath and a Psychology visit to the Sleep Research Centre. Trips overseas included a Geography expedition to Iceland, a Classics trip to Rome and the Bay of Naples, and a Modern Languages trip to Paris. Notable individual achievements include a Young Reporter of the Year award for a Y12 student, a Young Geographer of the Year award for a pupil in Y9, and fantastic performances in UK Maths Trust challenges including five gold awards.

Performing Arts highlights included productions of The Secret Diary of Adrian Mole Aged 13¾ The Musical and Two. Six students won places at the National Youth Theatre. Musical performances and recitals were held throughout the year, and tuition was expanded to include

COLFE'S SCHOOL
ANNUAL REPORT OF THE GOVERNORS (CONTINUED)
YEAR ENDED 31 AUGUST 2024

organ and harp, with taster sessions held for both instruments. Sport went from strength to strength across all sports; in particular in athletics, girls' football and water polo, in which two students were selected for the U19 GB squad.

The Junior School achieved accreditation from the National Association for Able Children in Education marking high-quality whole-school provision for more able learners, within a context of challenge for all. Its music provision continues to be a strength with School productions, Choir and Orchestra events and concerts providing many opportunities for pupils to perform in a supportive environment.

Investment Performance

At the 31 August 2024, the School's long-term investments, combining the listed and property investments, totalled £2.9 million. This represents an increase in market value of £264,000 in the year to 31 August 2024. This is also reflective of a reclassification of an investment property mid-year. The decision was made to change the use of this investment asset to provide accommodation for teachers. The property was reclassified as a functional asset of the School at a valuation of £900,000. The income yield on investments is 3.6% (2022/2023: 3.3%). No investments were realised, and no new investments were undertaken during the year.

The Governor's powers of investment are widely defined and, in accordance with the Trustee Act 2000, investments may be in stocks, shares and other investments as they consider appropriate. The investment assets of the school are invested in managed charitable funds. The primary objectives of the management of investments is to preserve the capital value of the fund in real terms and to provide a balance of income and capital growth. Surplus liquidity is invested in money market deposits. The performance of the managed funds and the investment strategy are reviewed regularly by the Finance and General Purposes Committee.

FINANCIAL REVIEW

Results for the year - Colfe's School

The income of the School and its subsidiary, Colfe's Leisure Services Ltd, derives from school fees and other income streams in the form of fees paid for the public use of the sports centre and other facilities, donations, and from investments. The funds generated are for the unrestricted use by the Governors in the furtherance of the School's objectives, except for those funds generated from certain Prizes and Bequests Fund investments whose application is restricted to the uses specified by the original bequests, and donations and grants received for specific purposes.

Overall, the consolidated group's funds increased by £1,549k in the year (2022/23 £767,000). This is primarily due to:

- Revenue growth of £2.0m, mostly from an increase in net Fees of £1.9m due to successful 11+ recruitment and the annual fees increase to address inflationary cost pressures. Other income for student device recharges, trips, clubs and welfare contributed an increase of £453k.
- Operating expenditure increased by £1.6m primarily due to £1.2m increase in staff employment costs.
- A gain in the unrealised value of investments of £264,000 (2022/23 loss of £110,000).
- Trading gains from the operations of Colfe's Leisure Services of £581,000 (2022/23 £491,000).

COLFE'S SCHOOL
ANNUAL REPORT OF THE GOVERNORS (CONTINUED)
YEAR ENDED 31 AUGUST 2024

Total capital expenditure of £4.3m comprises £1.1m on the existing estate and IT and £3.2m on developments that commenced in the year to deliver new changing rooms and classrooms. These projects are due for completion for the 2025/26 academic year.

The total consolidated funds of the School thus increased from £21,438,000 as at 31 August 2023 to £22,987,000 as at 31 August 2024. More details are provided in the Consolidated Statement of Financial Activities on page 23 and the Consolidated Balance Sheet on page 24.

Fees in Advance

The school operates a scheme for advance payment of school fees. Under this arrangement, parents pay a lump sum in advance to purchase credits against future school fees and receive a discount on the value of credits purchased. The scheme is offered for reasons of financial planning and security. The School may benefit by securing an alternative source of funding for capital projects at a favourable rate of interest.

Interest in the scheme has been strong and advance fee payments of £5.6m were received as at the year-end. The school has unfettered use of the advance funds which is allowing it to delay draw down of the lending facility for capital development and thus defray interest charges. The scheme remains open to parents pending update of its terms and conditions for the application of VAT by solicitors.

Going concern

The Chancellor announced shortly before the year-end that VAT will be imposed on independent school fees from 1 January 2025, together with the news that schools will lose their 80% charitable relief on business rates in April 2025. The resultant increase in fees is anticipated to significantly affect the market for independent education, both in term of pupil retention and reduced demand at key entry points.

The School recognised these risks and was preparing for these eventualities. The School is monitoring its pupil roll and registrations closely. Demand for Early Years is weaker than it has been in recent years and is in part attributable to demographic changes due to a falling birth rate. Registrations for KS2 and the Senior school continue to be healthy, indicating parents are still considering independent options. The signs are that revenue assumptions in the financial plan regards the impact of VAT are holding up, but this will only be confirmed at the beginning of the Summer term 2025 when next year's pupil roll is nearly final.

The School is a strong financial position and will make its final repayment on the bank loan to fund the Stewart building development in October 2024. The Governors have approved new borrowing for the capital projects that are underway and a loan facility of £4.85m has been agreed with its bankers, HSBC. Future debt service costs are manageable in the context of post-VAT financial plans.

The funds received as Advance Payment for fees provide welcome headroom to reform the School's finances whilst the market adapts to the reality of VAT. They comprise the general funds of the School, however, Governors are keenly aware that financial plans must cover operating expenses in the future and cashflow forecasts take this into consideration.

Independent schools are facing unprecedented headwinds and there will be disruption in the sector with possible school closures or mergers in the local market. Colfe's proposition of strong academics, excellent pastoral care and ethos of inclusivity delivered at a competitive price position it well for the changes to come. All Governors participated in selecting the next Headmaster and are extremely confident that Mr Gabriele is the right leader to succeed Mr Russell in September 2025.

COLFE'S SCHOOL
ANNUAL REPORT OF THE GOVERNORS (CONTINUED)
YEAR ENDED 31 AUGUST 2024

CLS' Swim Academy and Members' leisure club make an important financial contribution to the School, helping it to price fees competitively. The School has invested in refurbishing facilities in the centre and CLS's directors are confident that the current level of contribution can be sustained.

Governors continue to monitor admissions and these other factors carefully. They consider the financial position of the School and its subsidiary to be satisfactory and therefore consent to prepare these financial statements on a going concern basis.

Results for the year - Colfe's Leisure Services Limited

Colfe's Leisure Services Limited (CLS) is a wholly owned trading subsidiary of Colfe's School. It provides sports and leisure facilities to the Colfe's community and the general public through operation of the CLS membership club and letting of the School's facilities.

The Colfe's Swim Academy is popular with local families and its sessions are nearly fully subscribed. The number of memberships to Colfe's Leisure Services increased by 67 to 1,166 at the year-end due to successful marketing activities and an improvement in customer service levels.

Income and bank interest for the year was £1,372,000 (2022/2023: £1,157,000), resulting in a net profit of £581,000 before tax, interest and gift aid payments (2022/2023: £491,000). Net assets at 31 August 2024 amounted to £242,000 (31 August 2023: £242,000).

Reserves Level and Policy and Financial Viability

The School's reserves policy is to maintain sufficient unrestricted income reserves to enable it to meet its short-term financial obligations in the event of an unexpected revenue shortfall. It is the policy of the Governing Body to retain sufficient reserves to allow:

- the continuing operations of the School, equating to three months' running costs;
- the replacement of its tangible fixed assets as they end their useful working lives;
- continuous assistance to pupils of the School by awarding bursaries and scholarships; and
- the enhancement and expansion of the School's facilities from time to time.

The Policy is to hold sufficient unrestricted income reserves to cover three month's essential running costs. This reserve is defined as, readily realisable investments (unrestricted stocks and shares), less Net Current Assets (excluding entrance deposits held).

The Board is always mindful of the level of reserves when considering financial and strategic decisions affecting the school. Current unrestricted reserves at £7.1m are above the policy target of £6m. These include funds received under the Fees in Advance scheme of £1.8m (included as a creditor due within 1 year) which the School has unfettered use of. The obligation to meet future operating costs over the term of advance fee agreements is therefore an additional consideration in setting the reserve level.

PRINCIPAL RISKS AND UNCERTAINTIES

The importance of Health, Safety and Security (HSS) is the principal concern for risk management and the School is ever mindful of the need to provide a safe environment for its pupils, staff and visitors. Risks are wide ranging from educational visits and outdoor pursuits to infrastructure and fire. An enormous range of activities are offered and facilitated by the School and the associated

COLFE'S SCHOOL
ANNUAL REPORT OF THE GOVERNORS (CONTINUED)
YEAR ENDED 31 AUGUST 2024

risks of all activities are minimised by thorough planning and risk assessment. These risks are monitored and managed through the operational HSS Sub-committee; Governors' oversight is at the HSS Committee.

The Governing Body considers the affordability of fees by parents across the independent sector to be the major strategic risk faced by the school, and one that is significantly heightened by the addition of VAT on fees and cost pressures arising from changes to employer NICs and the loss of charitable relief from business rates. The School has been contingency planning for these risks and the primary focus of Governors and management is to manage their impact whilst maintaining the quality of the educational offering and delivering the best possible value-for-money.

The principal financial risks arising from these factors are that fee income cannot be sustained at levels needed to support necessary operational and capital expenditure as a result of pupil withdrawals or failing to achieve pupil recruitment targets. There is uncertainty over the potential size and pace at which the changes will materialise. Management is therefore preparing for a range of outcomes; responses include undertaking a review of revenue and cost saving opportunities and a focus on competitive positioning and Admissions' activities.

Governors recognise that the success of the School is dependent on its ability to attract and retain high quality teachers and support staff. Governors keep the competitiveness of remuneration packages under continual review in the context of a national shortage of teachers entering the profession and a generally tight labour market.

The operational, financial and reputational risks from cyber-attacks are recognised as a very significant risks for schools. Colfe's contracted IT provider audits the security of the network undertakes annual penetration-testing. Necessary remediation has been completed to gain Cyber-Essentials accreditation in the course of the year.

The Governing Body of Colfe's School is responsible for the management of the risks faced by the School. Detailed consideration of the risks faced by Colfe's School is delegated to the Risk Management Committee, who met twice during the year. Risks are identified, assessed and controls established. The key controls used by Colfe's School include:

- a. Formal agendas for all meetings of the Governing Body and Committees;
- b. Detailed terms of reference for all Committees;
- c. Comprehensive strategic planning, budgeting and management accounting;
- d. Established and identifiable organisational structure and reporting lines;
- e. Comprehensive formal written policies and the monitoring of these policies;
- f. Clear authorisation and approval levels;
- g. Vetting procedures as required by law for the protection of the vulnerable.

Through the risk management processes established for the School, the Governing Body is satisfied that the major risks identified have been adequately mitigated where necessary and to the extent reasonably possible. It is recognised that systems can only provide reasonable but not absolute assurance that the major risks have been adequately managed.

COLFE'S SCHOOL
ANNUAL REPORT OF THE GOVERNORS (CONTINUED)
YEAR ENDED 31 AUGUST 2024

STREAMLINED ENERGY AND CARBON REPORTING (SECR)

SECR is a mandatory reporting requirement for large companies which is designed to increase internal awareness of energy usage and cost and drive adoption of energy efficiency measures. The School has developed an Environmental Sustainability Policy and is receiving expert advice on adaptations to operate the School's estates more sustainably.

Annual energy use and carbon emissions:

	Year to 31 Aug 2024	Year to 31 Aug 2023
UK energy use kwh¹		
- electricity	949,669	922,715
- gas	2,060,565	2,033,382
- total	3,010,234	2,956,097
Associated Greenhouse gas emissions tonnes CO₂ equivalent²		
- electricity	214	208
- gas	377	366
- total	590	573
Intensity ratio emissions - tonnes per m³ floor area		
- electricity	0.01	0.01
- gas	0.03	0.02
- total	0.04	0.04
Intensity ratio emissions tonnes per headcount (student & staff FTE)		
- electricity	0.14	0.14
- gas	0.24	0.24
- total	0.38	0.38

Notes

1. UK energy use covers educational and related activities of Colfe's School and its subsidiary Colfe's Leisure Services Ltd.

2. Associated Greenhouse gases are calculated on metered energy consumption. Energy use in accommodated property and fuel for school vehicles is excluded as de-minimus.

FUTURE PLANS

The School's key objectives, as reported in the Strategic Plan, are broadly unchanged. These objectives underpin development plans which are in place for each of the areas of the School so that the School continues to enhance its ability to provide a first-class education and pastoral care to its pupils. The School is developing new classroom and changing room facilities to accommodate the increase in pupil numbers more comfortably and upgrade or renew specialist facilities used by Art, Media, Computer Science and Learning Support. These facilities are due to be in use for the start of the 2025/26 academic year.

COLFE'S SCHOOL
ANNUAL REPORT OF THE GOVERNORS (CONTINUED)
YEAR ENDED 31 AUGUST 2024

Technology is now integrated into teaching and learning in an age-appropriate way throughout the School. This has been recognised through the School achieving Microsoft Showcase school accreditation which is granted for schools that “create student-centred, immersive, and inclusive experiences that inspire lifelong learning, stimulating development of essential future-ready skills so students are empowered to achieve more”.

The School is committed to becoming more sustainable and has adopted an Environmental Sustainability Policy. Sustainability measures are incorporated into any new construction and major refurbishment of the existing estate buildings.

SECTION 172(1) STATEMENT

Under the revised UK Corporate Governance Code, Governors are required to explain how they have considered the interests of key stakeholders and the broader matters set out in section 172(1) (A) to (F) of the Companies Act 2006 ('S172') when performing their duty to promote the success of the Company.

Promotion of the success of the organisation to benefit its members

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

S 172(1) A. The likely consequences of any decision in the long term

The long-term sustainability of the operating model is considered by the Governors as set out in the Future Plans and Going Concern sections of the Annual Report of the Governors. Specifically, Governors consider both short- and longer-term financial projections and the key risks that could negatively impact the sustainability of the School. Governors monitor progress against financial plans by review of management information and financial sensitivities. The principal financial risks are explored through the preparation of risk scenario forecasts and management action plans for scrutiny by the Finance and General Purposes Committee.

Risk management is embedded at all levels across the School. The most significant risks are considered at the Risk Committee. See information within the Principal Risks and Uncertainties for further details.

Governors are involved in key decisions in relation to capital expenditure and investment decisions, for example approval of Estate masterplan and the individual phases of development.

S 172(1) B. The interests of the company's employees

Governors are kept apprised of staff morale and engagement at Governors' meetings, through the Chairman's attendance at Senior Leadership meetings, and regular correspondence with the Headmaster and Bursar. Governors have the opportunity to meet staff on visits to the School and at events such as prizegiving and Founder's day.

The School has a strategic objective to recruit and retain teachers of high calibre. Governors receive annual salary benchmarking reports to inform pay decisions and ensure the School remains competitive in its market. The School has agreed a voluntary recognition agreement with the two main teaching unions which establishes the Joint Consultative Committee as the forum for engaging with staff on matters pertaining to pay, hours and holidays and pensions.

COLFE'S SCHOOL
ANNUAL REPORT OF THE GOVERNORS (CONTINUED)
YEAR ENDED 31 AUGUST 2024

The School complies with the UK's Equality Act 2010 Regulations 2017 that require the publication of information on the gender pay gap for UK employees annually. The report is available on the School's website.

S 172(1) C. The need to foster the company's business relationships with suppliers, customers and others

The Governors and Senior Leadership are mindful that parents are the key customers and arbiters of the School's success. Admission to the school is contingent on signing the School's Terms & Conditions that are the basis of a legal contract for educational services. Most aspects of the School's operations are governed by policies designed to ensure its contractual obligations are fully and consistently met. There is regular communication with the Parent body by the School, and Senior leadership is informed by parental feedback when making key decisions.

Colfe's is an important employer and contractor of services in the context of its local area. The School has a policy of paying suppliers promptly and always seeks to resolve supplier disputes amicably and fairly.

The School is grateful to its Parents and Friends Association and its alumni network for the voluntary and charitable support they provide.

S 172(1) D. The impact of the company's operations on the community and the environment

The School's pupils and staff show concern for the environment and demonstrate a commitment to sustainable living. The School's RHSE programme instils the values of citizenship and community in pupils and is supported by volunteering opportunities, including the Duke of Edinburgh scheme and partnership with the Kotu school, The Gambia.

Sustainability is a priority objective of the School Development Plan, as documented by the Environmental Sustainability Policy. The Estates Committee has oversight of how the School is delivering its sustainability agenda, including how measures are incorporated into estate development. Pupils are engaged through the Ecology group and the academic and RHSE curriculums.

The School complies with the Energy Savings Opportunity Scheme (ESOS) reporting requirements and has met obligations for disclosures under Streamlined Energy and Carbon Reporting (SECR).

S 172(1) E. The desirability of the company maintaining a reputation for high standards of business conduct

The actions of all staff and governors reflect on the reputation of the School. All officers and staff act with integrity and Colfe's is respected by its community for authenticity and transparency in its communications.

The School works with trusted and reputable suppliers who are vetted and expected to comply with school procedures and risk assessments. The School ensures its procurement processes demonstrate fairness and integrity, comply with relevant laws and regulations, and keep information confidential and secure. The Bursary are aware of Money Laundering risks in Independent Schools undertake appropriate vetting and screening of sources of funds.

S 172(1) F. The need to act fairly as between members of the company.

COLFE'S SCHOOL
ANNUAL REPORT OF THE GOVERNORS (CONTINUED)
YEAR ENDED 31 AUGUST 2024

The School is a member of Association of Governing Bodies of Independent Schools (AGBIS) and seeks to comply with the Charity Code of Governance. All Governors receive training on avoiding and disclosing potential conflicts of interest and these are declared at the start of committee meetings. Related Party Disclosures are completed in preparation of the annual Report and Accounts.

COLFE'S SCHOOL
ANNUAL REPORT OF THE GOVERNORS (CONTINUED)
YEAR ENDED 31 AUGUST 2024

STATEMENT OF ACCOUNTING AND REPORTING RESPONSIBILITIES

The members of the Governing Body (who are also the directors of Colfe's School for the purposes of company law) are responsible for preparing the Annual Report and the financial statements in accordance with applicable law and United Kingdom Generally Accepted Accounting Practice (United Kingdom Accounting Standards)

Company law requires the Governing Body to prepare financial statements for each financial year. Under that law the Governing Body have elected to prepare the financial statements in accordance with United Kingdom Generally Accepted Accounting Practice (United Kingdom Accounting Standards) and applicable law. Under company law the Governing Body must not approve the financial statement unless they are satisfied that they give a true and fair view of the state of affairs of the charitable company and the group and of the income and expenditure, of the charitable group for that period. In preparing these financial statements, the Governing Body are required to:

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

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

Relevant Audit Information

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

Approved by the Governing Body of Colfe's School on 11 March 2025, including, in their capacity as company directors, approving the Directors' and Strategic reports contained therein, and signed on its behalf by:



M P E Pellereau
Chairman of the Governing Body

**COLFE'S SCHOOL
INDEPENDENT AUDITOR'S REPORT
FOR THE YEAR ENDED 31 AUGUST 2024**

Independent Auditor's Report to the Members of Colfe's School

Opinion

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

In our opinion the financial statements:

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

Basis for opinion

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

Conclusions relating to going concern

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

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

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

Other information

The trustees are responsible for the other information contained within the annual report. The other information comprises the information included in the annual report, other than the financial statements and our auditor's report thereon. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

Our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in

**COLFE'S SCHOOL
INDEPENDENT AUDITOR'S REPORT
FOR THE YEAR ENDED 31 AUGUST 2024**

the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Opinions on other matters prescribed by the Companies Act 2006

In our opinion based on the work undertaken in the course of our audit

- the information given in the trustees' report, which includes the directors' report and the strategic report prepared for the purposes of company law, for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the strategic report and the directors' report included within the trustees' report have been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

In light of the knowledge and understanding of the group and charitable company and their environment obtained in the course of the audit, we have not identified material misstatements in the strategic report or the directors' report included within the trustees' report.

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

- adequate and proper accounting records have not been kept; or
- the financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit

Responsibilities of trustees

As explained more fully in the trustees' responsibilities statement set out on page 19, the trustees (who are also the directors of the charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

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

Auditor's responsibilities for the audit of the financial statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a

**COLFE'S SCHOOL
INDEPENDENT AUDITOR'S REPORT
FOR THE YEAR ENDED 31 AUGUST 2024**

material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

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

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

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

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

We obtained an understanding of the legal and regulatory frameworks within which the charitable company and group operates, focusing on those laws and regulations that have a direct effect on the determination of material amounts and disclosures in the financial statements. The laws and regulations we considered in this context were the Companies Act 2006 and taxation legislation, together with the Charities SORP (FRS 102). We assessed the required compliance with these laws and regulations as part of our audit procedures on the related financial statement items.

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

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

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

Owing to the inherent limitations of an audit, there is an unavoidable risk that we may not have detected some material misstatements in the financial statements, even though we have properly planned and performed our audit in accordance with auditing standards. For example, the further removed non-compliance with laws and regulations (irregularities) is from the events and transactions reflected in the financial statements, the less likely the inherently limited procedures required by auditing standards would identify it. In addition, as with any audit, there remained a higher risk of non-detection of irregularities, as these may involve collusion, forgery,

**COLFE'S SCHOOL
INDEPENDENT AUDITOR'S REPORT
FOR THE YEAR ENDED 31 AUGUST 2024**

intentional omissions, misrepresentations, or the override of internal controls. We are not responsible for preventing non-compliance and cannot be expected to detect non-compliance with all laws and regulations.

Use of our report

This report is made solely to the charitable company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the charitable company's members those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company and the charitable company's members as a body, for our audit work, for this report, or for the opinions we have formed.



Tina Allison

Senior Statutory Auditor

For and on behalf of

Crowe U.K. LLP

Statutory Auditor

London

Date 25 April 2025

COLFE'S SCHOOL
CONSOLIDATED STATEMENT OF FINANCIAL ACTIVITIES
AS AT 31 AUGUST 2024

		Unrestricted Funds	Restricted Funds	Freehold Property Funds	Endowed Funds	Total Funds	Total Funds
	Notes	£'000	£'000	£'000	£'000	2024 £'000	2023 £'000
INCOME AND EXPENDITURE							
Income from :							
Charitable activities							
School fees	2	21,424	-	-	-	21,424	19,519
Other educational & ancillary activities	4	3,446	-	-	-	3,446	2,998
Other trading activities							
Colfe's Leisure Services Ltd	3	1,372	-	-	-	1,372	1,157
Investments	8d	274	57	-	-	331	350
Grants and Donations		-	339	-	-	339	858
Total Income		26,516	396	-	-	26,912	24,882
Expenditure on :							
Raising funds							
Colfe's Leisure Services Ltd	6a	751	-	-	-	751	624
Charitable activities							
Provision of education	6b	24,143	24	652	64	24,883	23,389
Total expenditure		24,894	24	652	64	25,634	24,013
Net income before investment and actuarial gains / (losses)		1,622	372	(652)	(64)	1,278	869
Pension scheme actuarial gains	15	7	-	-	-	7	8
Net Investment gains / (losses)	8	208	-	-	56	264	(110)
Net income / (expenditure)		1,837	372	(652)	(8)	1,549	767
Transfers between funds	12	(3,891)	(315)	4,206	-	-	-
Net movement in funds		(2,054)	57	3,554	(8)	1,549	767
Fund balances at 1 September 2023		5,032	392	13,334	2,680	21,438	20,671
FUND BALANCES at 31 August 2024	12	2,978	449	16,888	2,672	22,987	21,438

There is no difference between the net expenditure or income above and the historical cost equivalent. All of the group's activities are in respect of continuing operations.

Net income/(losses) under the Companies Act 2006 excludes investment gains and losses on endowed funds and is therefore £1,493k for the year (2022/2023: £993k)

The notes on pages 27 to 44 form part of these accounts.

**COLFE'S SCHOOL
BALANCE SHEETS
AS AT 31 AUGUST 2024**

		Group		Colfe's School	
	Notes	2024	2023	2024	2023
		£'000	£'000	£'000	£'000
FIXED ASSETS					
Tangible Fixed Assets	7	21,177	17,344	21,169	17,331
Investment assets	8	2,920	3,556	3,162	3,798
		24,097	20,900	24,331	21,129
CURRENT ASSETS					
Debtors	9	955	1,324	1,527	1,776
Cash at bank and in hand		8,326	4,128	7,435	3,361
		9,281	5,452	8,962	5,137
CREDITORS: due within one year	10	(6,706)	(4,805)	(6,621)	(4,719)
NET CURRENT ASSETS		2,575	647	2,341	418
TOTAL ASSETS LESS CURRENT LIABILITIES		26,672	21,547	26,672	21,547
LONG TERM LIABILITIES					
Creditors due after one year	11	(3,685)	(109)	(3,685)	(109)
TOTAL NET ASSETS		22,987	21,438	22,987	21,438
Represented by :					
ENDOWED FUNDS	12a	2,672	2,680	2,672	2,680
FREEHOLD PROPERTY FUND	12b	16,888	13,334	16,888	13,334
RESTRICTED FUNDS	12c	449	392	449	392
UNRESTRICTED FUNDS					
General funds		2,978	5,032	2,978	5,032
TOTAL FUNDS	12	22,987	21,438	22,987	21,438

Approved by the Board of Governors of Colfe's School on 11th March 2025 and signed on its behalf by;



Governor
Matthew P E Pellereau



Governor
Daniel Coulson

The notes on pages 27 to 44 form part of these accounts

COLFE'S SCHOOL
CONSOLIDATED STATEMENT OF CASHFLOWS
FOR THE YEAR ENDED 31 AUGUST 2024

		2024 £'000	2023 £'000
Net cash flow from operating activities			
Net cash provided by operating activities	A	8,137	2,267
Cash flows from investing activities	B	(3,980)	(1,662)
Cash flows from financing activities	C	(618)	(587)
Change in cash and cash equivalents in the year		3,539	18
Reconciliation of net cash flow to movement in net funds :			
Cash and cash equivalents at 1 September 2023		4,788	4,770
Cash and cash equivalents at the end of the year	D	8,326	4,788
A Reconciliation of net movements in funds to net cash provided by operating activities			
Net movement in funds (as per the statement of financial activities)		1,550	767
Depreciation charge		1,378	1,265
(Increase) / Decrease in Debtors		369	0
Increase in Creditors		5,421	433
Loan interest		21	50
Investment income		(331)	(350)
Net investment losses		(264)	110
Pension scheme gains		(7)	(8)
Net cash provided by operating activities		8,137	2,267
B Cash flows from investing activities			
Purchase of tangible fixed assets		(4,311)	(2,012)
Investment income		331	350
Net cash used in investing activities		(3,980)	(1,662)
C Cash flows from financing activities			
Repayments of borrowing		(618)	(587)
Cash inflows from new borrowing		-	-
Net cash used in financing activities		(618)	(587)
D Cash and cash equivalents			
Cash at bank and in hand		8,326	4,128

Note

Charity law requires separate administration of the cashflows on endowed and other restricted funds of the charity. This constraint has not adversely affected group cashflows as stated above.

The notes on pages 27 to 44 form part of these accounts.

**COLFE'S SCHOOL
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2024**

Basis of Accounting

The financial statements have been prepared in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102), the Companies Act 2006 and the Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) – effective 1 January 2015. In preparing the financial statements, the Governors have considered whether the accounting policies required by the standard require the restatement of information.

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

Demand for places in the school continues. The School's projected cash flows, the Governors have a reasonable expectation that the School has adequate resources to continue its activities for the foreseeable future and consider that there were no material uncertainties over the School's financial viability.

Accordingly, they also continue to adopt the going concern basis in preparing the financial statements as outlined in the Statement of Accounting and Reporting Responsibilities on page 19.

On 24 August 2006 the Charity Commission issued a Uniting Direction directing that Colfe's Educational Foundation should be treated as forming part of Colfe's School for the purposes of registration and accounting. References to Colfe's School therefore refer to the aggregated results of Colfe's School and Colfe's Educational Foundation. The financial statements have been prepared under the historical cost convention, as modified by the inclusion of investments at market value, and in accordance with the requirements of the Companies Act 2006 and the Charities Act 2011.

The accounts present the consolidated statement of financial activities (SOFA), the consolidated cash flow statement and the consolidated and Charity balance sheets comprising the consolidation of the School and with its wholly owned subsidiary Colfe's Leisure Services Ltd. No separate SOFA has been presented for the Charity alone, as permitted by Section 408 of the Companies Act 2006 as the results of its subsidiary are separately identified in the Consolidated SOFA and the related Note 3.

The School is a Public Benefit Entity registered as a charity in England and Wales and a company limited by guarantee. It was incorporated on 4 February 2005 (company number: 1109650) and registered as a charity on 24 May 2005 (charity number: 5352523)

Critical accounting judgements and key sources of estimation uncertainty

In the application of the accounting policies, Governors are required to make judgement, estimates, and assumptions about the carrying value of assets and liabilities that are not readily apparent from other sources. The estimates and underlying

**COLFE'S SCHOOL
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2024**

I. ACCOUNTING POLICIES (continued)

assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may differ from these estimates.

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

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

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

I.1 Fees and similar earned income

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

I.2 Investment income

Income from investments, interest on deposits and rental income are accounted for on an accruals basis. Membership subscriptions to the sports and leisure centre relating to future accounting periods are carried forward as deferred income within creditors.

I.3 Donations, legacies, grants and other voluntary incoming resources

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

The Schools Development Office requests donations and legacies are made to the independent Colfe's Charitable Trust. Historic legacies received for the School's general purposes are accounted for as unrestricted and are credited to the general reserve. Where the donor has imposed trust law restrictions, income is credited to the relevant restricted fund and endowments are accounted for as permanent trust capital or expendable trust capital, according to whether the donor intends retention to be permanent or not. Gifts in kind are valued at estimated open market value at the date of gift, and in the case of assets for retention or consumption, at the value to the School in the case of donated services or facilities.

Government grants are recognised on the accruals basis, when there is reasonable assurance that the School will comply with the conditions attaching to the grant and the grant will be received.

COLFE'S SCHOOL
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2024

I. ACCOUNTING POLICIES (continued)

I.4 Expenditure

Expenditure is accrued as soon as a liability is considered probable, discounted to present value for longer-term liabilities. Expenditure attributed to more than one cost category in the SOFA is apportioned to them on the basis of the estimated amount attributable to each activity in the year, either by reference to staff time or the use made of the underlying asset, as appropriate. The irrecoverable element of VAT is included with the item of expense to which it relates.

Governance costs comprise the costs of running the charity, including strategic planning, for its future development, internal and external audit fees, any legal advice for Colfe's School Governors and the costs of complying with constitutional and statutory requirements, such as the costs of Board and Committee meetings and of preparing statutory financial statements and satisfying public accountability.

Intra-group income and expenses between the School and its subsidiaries are excluded from trading income and expenditure.

Grants awarded are recognised when a firm commitment to provide funding is made and there is evidence of a constructive obligation to the beneficiary.

I.5 Tangible fixed assets

Tangible fixed assets are stated at cost less accumulated depreciation. All assets costing more than £500 and with an expected useful life exceeding one year are capitalised in the School and Colfe's Leisure Services Limited. Care however is taken to be consistent in considering whether to capitalise similar items that may fall below this threshold.

I.6 Depreciation

Depreciation is provided at the following rates in order to write off the expenditure on each asset over its estimated useful life. No depreciation is provided on freehold land.

Buildings	on cost at 2% to 10% p.a.
Temporary buildings & fixtures	on cost at 6.67% to 20% p.a.
Gymnasium and sports equipment	on cost at 20% to 33.3% p.a.
Furniture and equipment	on cost at 10% to 33.3% p.a.
Motor vehicles	on cost at 33.3% p.a.
Major refurbishments	on cost at 6.67% to 10% p.a.

I.7 Investments

Quoted investments and investment properties are stated in the Balance Sheet at market value. Investment properties are stated in the Balance Sheet at market value as assessed by the Governors, having taken professional advice.

**COLFE'S SCHOOL
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2024**

I. ACCOUNTING POLICIES (continued)

Realised and unrealised gains and losses are included in the Statement of Financial Activities in the year to which they relate and are calculated by reference to the market

value at the beginning of the year. Realised and unrealised gains and losses on investments are reflected in the funds to which they relate.

The unquoted investment in Colfe's Leisure Services Limited is included in the financial statements at the value of net assets, as shown by the financial statements.

I.8 Fund accounting

Endowed Funds

These are funds which have been endowed for a particular purpose where the capital must remain intact. Permanent endowments are those where the capital must remain indefinitely. In certain cases, restrictions as to the use of income are in place.

Freehold Property Fund

The Freehold Property Fund represents the net book value of the land and buildings of Colfe's Educational Foundation

Restricted Funds

Restricted Funds are subject to donor-imposed conditions or have been raised for a particular purpose. Restrictions may apply to the capital sums alone or to the capital and income generated from them. The Governors are bound by the restrictions and may not vary them.

Unrestricted Funds

General Funds are available to the Governors for unrestricted use, subject to law, and the Articles of Association.

Where general funds have been set aside for a particular purpose by the Governors they are termed 'designated funds'. The designation may be removed at any time at the Governors' discretion.

I.9 Pension costs

Retirement benefits to employees of the School are provided through two pension schemes, on defined benefit and one defined contribution. The pension costs charged in the Statement of Financial Activities are determined as follows:

The Teachers' Pension Scheme

This scheme is a multi-employer pension scheme. It is not possible to identify the School's share of the underlying assets and liabilities of the Teachers' Pension Scheme on a

COLFE'S SCHOOL
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2024

consistent and reasonable basis and therefore, as required by FRS 102, the School accounts for the scheme as if it were a defined contribution scheme. The School's contributions, which are in accordance with the recommendations of the Government Actuary, are charged in the period in which the salaries to which they relate are payable.

Growth Plan

This is a defined contribution group personal pension plan with TPT Retirement Solutions (formerly The Pension's Trust). Employer's pensions costs are charged in the period in which the salaries to which they relate are payable.

For deficit recovery contributions, the present value of the expected future contributions is recognised as a liability at the balance sheet date. The amount is reviewed annually taking into account any changes to the deficit contribution rate or the implicit rate of interest used in discounting the liability. More detail is provided in note 15.

I.10 Operating leases

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

I.11 Taxation

Colfe's School is exempt from corporation and income tax on its charitable activities by virtue of its status as a registered charity. Colfe's Leisure Services Limited is subject to corporation tax and the charge for the year is based on the profit or loss for the period as adjusted for disallowable and non-taxable items and after taking account of losses brought forward.

I.12 Financial Instruments

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

At 31 August 2024 the School held financial assets at fair value of £2,920k (31 August 2023 £3,556k).

COLFE'S SCHOOL
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2024

2 SCHOOL FEES

	Unrestricted Funds	
	2024	2023
	£'000	£'000
The School's fee income comprised:		
Gross fees	24,945	22,655
Less: Total bursaries, grants and allowances	(3,521)	(3,136)
	21,424	19,519

3 SUMMARY INFORMATION

The results and balance sheets of the two charities, Colfe's School and Colfe's Educational Foundation, and the subsidiary company, Colfe's Leisure Services Limited (CLS) are summarised below:

	School	Foundation	CLS	Adjustments	2024	2023
	£'000	£'000	£'000	£'000	Total	Total
	£'000	£'000	£'000	£'000	£'000	£'000
Income	26,075	538	1,372	(1,073)	26,912	24,882
Expenditure	(24,792)	(543)	(1,372)	1,073	(25,634)	(24,013)
Net investment gains / (Losses)	208	56	-	-	264	(110)
Pension scheme gains	7	-	-	-	7	8
Net movement in funds	<u>1,498</u>	<u>51</u>	<u>0</u>	<u>0</u>	1,549	767
Tangible fixed assets	2,144	19,024	9	-	21,177	17,344
Investments	<u>2,367</u>	<u>793</u>	<u>-</u>	<u>(240)</u>	2,920	3,556
Total Fixed Assets	<u>4,511</u>	<u>19,817</u>	<u>9</u>	<u>(240)</u>	24,097	20,900
Current assets	24,766	1,085	946	(17,516)	9,281	5,452
Current liabilities	<u>(8,738)</u>	<u>(16,887)</u>	<u>(713)</u>	<u>17,516</u>	(8,822)	(4,805)
Net Current Assets / (Liabilities)	<u>16,028</u>	<u>(15,802)</u>	<u>233</u>	<u>-</u>	459	647
Total Assets less Current Liabilities	20,539	4,015	242	(240)	24,556	21,547
Long term creditors	(3,685)	-	-	-	(3,685)	(109)
Total net assets	<u>16,854</u>	<u>4,015</u>	<u>242</u>	<u>(240)</u>	20,871	21,438

Colfe's School owns the whole of the share capital of Colfe's Leisure Services Limited, which provides sports and leisure facilities for the School and for the public, during non-school hours, via its Roebuck Club.

CLS expenditure includes £12,687 (2022/2023: £12,687) management charge from the School and includes £29,000 (2022/2023: £29,000) in respect of facility charges paid to the Foundation

There was a donation paid by CLS to the school during the year of £490,947 in relation to 2022/23 (this was accrued in 2022/23)

The amount accrued for 2023/24 is £581,043

COLFE'S SCHOOL
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2024

		Unrestricted Funds	
		2024	2023
		£'000	£'000
4	OTHER INCOME		
	Other educational activities		
	Examination Fees	118	124
	Registration fees	101	86
	Outdoor Pursuits and Educational visits	686	745
	Other income	881	391
		1,786	1,346
	Other ancillary activities		
	Catering Income	799	675
	Wraparound care	284	273
	Other school trips	362	520
	Other income	215	184
		1,660	1,652
	Total Other Income	3,446	2,998
5	STAFF COSTS	2024	2023
		£'000	£'000
	Total staff costs comprised:		
	Wages and salaries	12,599	11,714
	Social security costs	1,354	1,237
	Pension contributions	2,036	1,862
		15,989	14,813
	The average number of employees in the year was:		
	School	302	306
	Subsidiary	76	58
		378	364

Neither Colfe's School Governors nor persons connected with them received any remuneration, other benefits or reimbursement of expenses from the School or any connected organisation apart from reimbursed Governors' travelling and accommodation expenses of £3,272 (2022/2023: £4,164). The number of Governors claiming travel and accommodation expenses was 5 (2022/2023: 6)

The number of higher paid employees was:

	2024	2023
	No.	No.
Taxable emoluments band:		
£60,001 - £70,000	34	28
£70,001 - £80,000	12	6
£80,001 - £90,000	3	1
£90,001 - £100,000	-	-
£100,001 - £110,000	1	3
£110,001 - £120,000	2	-
£220,001 - £230,000	-	-
£230,001 - £240,000	-	-
£240,001 - £250,000	-	1
£250,001 - £260,000	1	-
	41	33
The number with retirement benefits accruing in		
- Defined Benefit Schemes	41	33

Aggregate employee-benefits for key management personnel including pension contributions total £ 1,245,514 in 2023/24 (2022/23 £1,174,313) These emoluments also include accommodation benefits. There were termination payments totalling £30,000 in 2023/24 (2022/23 £19,557)

COLFE'S SCHOOL
ANNUAL REPORT OF THE GOVERNORS (CONTINUED)
YEAR ENDED 31 AUGUST 2024

6 ANALYSIS OF TOTAL EXPENDITURE

	Staff costs £'000	Grants Awarded	Other costs £'000	Depreciation £'000	2024 Total £'000	2023 Total £'000
(a) Costs of raising funds						
Trading costs of the subsidiary	629	-	119	3	751	624
(b) Charitable activities						
Teaching	12,954	-	1,487	420	14,861	13,419
Other activities	-	-	3,459	-	3,459	3,392
Buildings depreciation	-	-	-	716	716	542
Premises	708	-	2,657	237	3,602	3,820
Support costs of schooling	1,698	-	489	1	2,188	2,182
Governance cost	-	-	38	-	38	10
School's operating costs	15,360	-	8,130	1,374	24,864	23,365
Awards and prizes	-	-	19	-	19	24
	15,360	-	8,149	1,374	24,883	23,389
Total expenditure	15,989	-	8,268	1,377	25,634	24,013

Governance costs include auditor's remuneration for audit services of £38k (2022/23: £35k).

Comparative

	Staff costs £'000	Grants Awarded	Other costs £'000	Depreciation £'000	2023 Total £'000	2022 Total £'000
(a) Costs of raising funds						
Trading costs of the subsidiary	521	-	100	3	624	525
(b) Charitable activities						
Teaching	11,597	-	1,356	466	13,419	12,129
Other activities	-	497	2,895	-	3,392	2,078
Buildings depreciation	-	-	-	542	542	716
Premises	982	-	2,584	254	3,820	3,552
Support costs of schooling	1,713	-	468	1	2,182	1,959
Governance cost	-	-	10	-	10	35
School's operating costs	14,292	497	7,313	1,263	23,365	20,469
Awards and prizes	-	-	24	-	24	11
	14,292	497	7,337	1,263	23,389	20,480
Total expenditure	14,813	497	7,437	1,266	24,013	21,005

COLFE'S SCHOOL
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2024

7

TANGIBLE FIXED ASSETS

	Freehold Land and Buildings £'000	Assets under Construction £'000	Motor Vehicles £'000	Furniture & Equipment £'000	School Total £'000	Furniture & Equipment £'000	Subsidiary Total £'000	Group Total £'000
Cost								
1 September 2023	29,598	51	88	4,708	34,445	149	149	34,594
Transfers	-	-	-	-	-	-	-	-
Additions	407	3,248	12	644	4,311	-	-	4,311
Reclassification of Investment Property	900	-	-	-	900	-	-	900
Disposals	-	-	-	(332)	(332)	(13)	(13)	(345)
31 August 2024	30,905	3,299	100	5,020	39,324	136	136	39,460
Depreciation								
1 September 2023	13,474	-	74	3,566	17,114	136	136	17,250
Transfers	-	-	-	-	-	-	-	-
Charge for year	716	-	17	640	1,373	5	5	1,378
Disposals	-	-	-	(332)	(332)	(13)	(13)	(345)
31 August 2024	14,190	-	91	3,874	18,155	128	128	18,283
Net book values								
31 August 2024	16,715	3,299	9	1,146	21,169	8	8	21,177
31 August 2023	16,124	51	14	1,142	17,331	13	13	17,344

HSBC have taken a charge over the land and buildings of the Horn Park Lane site as security for the 10 year loan facility which assisted in financing the 6th form centre.

COLFE'S SCHOOL
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2024

8 INVESTMENTS

	2024	2023
	£'000	£'000
Market value:		
Listed investments	8a 2,920	2,681
Investment Property	8b -	875
Group total	2,920	3,556
At fair value		
Investment in Subsidiary	8c 242	242
School total	3,162	3,798

Group unrealised gains on investments included above:

8a Listed Investments

	£'000
Market value at 1 September 2023	2,681
Net unrealised gain	239
Market value at 31 August 2024	2,920
Historic cost at 31 August 2024	1,704

All listed investments are held in unit trusts or common investment funds.

8b Investment Property

	£'000
Market value at 1 September 2023	875
Unrealised Gain on investment	25
Transfer out (change in use to a School Asset)	(900)
Market value at 31 August 2024	-
Historic cost at 31 August 2024	413

8c Investment in Subsidiary

	£'000
Fair value	
At 1 September 2023	242
Gain for the year	-
At 31 August 2024	242

An accrual of £581k for profits made by Colfe's Leisure Services is included within these accounts, the payment of which will be made in 2023/24. The amount accrued in 2022/23 and paid in 2023/24 was £490k.

8d Investment income comprises:

	Unrestricted Funds	Restricted Funds	2024 Total £'000	2023 Total £'000
Quoted investments	102	33	135	131
Bank deposits	191	-	191	201
Property Investment	5	-	5	18
Total 2024	298	33	331	350
<i>Total 2023</i>	<i>319</i>	<i>31</i>		<i>350</i>

COLFE'S SCHOOL
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2024

9 DEBTORS

	Group		Colfe's School	
	2024	2023	2024	2023
	£'000	£'000	£'000	£'000
Amounts due from subsidiary company	-	-	628	522
School fees	136	40	136	40
Stock	5	7	-	-
Trade debtors	43	61	-	-
Sundry debtors	201	139	201	139
Prepayments & Accrued Income	570	1,077	562	1,075
	955	1,324	1,527	1,776

10 CREDITORS DUE WITHIN ONE YEAR

	Group		Colfe's School	
	2024	2023	2024	2023
	£'000	£'000	£'000	£'000
Bank loan	94	606	94	606
Trade creditors	1,414	682	1,410	662
Taxation and social security	592	532	566	510
Grants Payable	-	497	-	497
Other creditors and accruals	742	621	687	577
Pupil Deposits	1,629	1,513	1,629	1,513
Pension deficit recovery payments (note 15)	3	7	3	7
Fees received in advance	2,232	347	4,348	347
	6,706	4,805	8,737	4,719

11 CREDITORS DUE AFTER MORE THAN ONE YEAR

	Group		Colfe's School	
	2024	2023	2024	2023
	£'000	£'000	£'000	£'000
Pension deficit recovery payments (note 15)	-	3	-	3
Fees received in Advance 1-2 years	1,569	-	1,569	-
Fees received in Advance 2-5 years	2,116	-	2,116	-
Bank loan 1-2 years	-	106	-	106
	3,685	109	3,685	109

The bank loan balance relates to a loan with a term of 10 years. This started in October 2014 at an interest rate of 4.84% and is secured by a charge over the land and buildings of the Horn Park Lane site. This loan is paid in full in October 2024

COLFE'S SCHOOL
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2024

12 NET ASSETS OF THE FUNDS OF COLFE'S SCHOOL AND GROUP

Colfe's School's net assets belong to the various funds as follows:

	Fixed Assets	Investments	Net Current Assets / (Liabilities)	Long Term Liabilities	Fund Balance 31 August 2024
	£'000	£'000	£'000	£'000	£'000
Endowment funds	2,447	225		-	2,672
Freehold Property fund	16,888	-	-	-	16,888
Restricted funds	-	7	442	-	449
Unrestricted funds	1,834	2,930	1,899	(3,685)	2,978
Colfe's School	21,169	3,162	2,341	(3,685)	22,987
Colfe's Leisure Services Limited	8	(242)	234	-	-
Group	21,177	2,920	2,575	(3,685)	22,987

	Fixed Assets	Investments	Net Current Assets / (Liabilities)	Long Term Liabilities	Fund Balance 31 August 2024
	£'000	£'000	£'000	£'000	£'000
<i>Endowment funds</i>	2,511	171		-	2,682
<i>Freehold Property fund</i>	13,332	-	-	-	13,332
<i>Restricted funds</i>	-	7	385	0	392
<i>Unrestricted funds</i>	1,488	3,620	33	(109)	5,032
<i>Colfe's School</i>	17,331	3,798	418	(109)	21,438
<i>Colfe's Leisure Services Limited</i>	13	(242)	229	-	-
Group	17,344	3,556	647	(109)	21,438

COLFE'S SCHOOL
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2024

I2a ENDOWED FUNDS: MOVEMENTS IN THE YEAR

	Balance at 1 September 2023 £'000	Expenditure £'000	Investment Gains / (losses) £'000	Funds Transfer	Balance at 31 August 2024 £'000
Endowments:					
Property	2,511	(64)	-	-	2,447
Prizes and other bequest funds	169	-	56	-	225
Total	2,680	(64)	56	-	2,672
	<i>1st September 2022 £000</i>	<i>£000</i>	<i>£000</i>	<i>£000</i>	<i>31st August 2023 £000</i>
Property	2,575	(64)	-	-	2,511
Prizes and other bequest funds	202	-	(33)	0	169
Total	2,777	(64)	(33)	0	2,680

The prizes and other bequest funds are permanent endowments which have been made from time to time by benefactors of the Foundation. The income arising is to be used for specific or general purposes of the Foundation, as specified by the endowments.

I2b FREEHOLD PROPERTY FUND: MOVEMENTS IN THE YEAR

	Balance at 1 September 2023 £'000	Income £'000	Expenditure £'000	Fund Transfers £'000	Balance at 31 August 2024 £'000
Freehold property fund	13,332	-	(650)	4,206	16,888
	<i>2022 £000</i>	<i>£000</i>	<i>£000</i>	<i>£000</i>	<i>2023 £000</i>
Freehold property fund	12,415	-	(480)	1,397	13,332

The Freehold Property Fund represents the net book value of the land and buildings of the School and Foundation. The root of the title to the properties held by the Foundation is the Will of Abraham Colfe dated 7 September 1656, probate of which was granted on 25 January 1659.

The freehold property is a mixture of that remaining out of the original endowment or acquired from the proceeds of part or all of the endowed land and that acquired since 1659 out of general funds. The Governors are unable to identify the land and buildings acquired out of the original endowment.

Where restricted or unrestricted funds have been expended on additions to freehold land and buildings, a transfer is made from the relevant fund.

COLFE'S SCHOOL
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2024

12c RESTRICTED FUNDS: MOVEMENTS IN THE YEAR

	Balance at 1 September 2023 £'000	Income £'000	Expenditure £'000	Fund Transfers £'000	Investment Gains/(Losses) £'000	Balance at 31 August 2024 £'000
Grants and Donations	18	339	(24)	(315)	-	18
Prizes and other bequest funds	374	57	-	-	-	431
	<u>392</u>	<u>396</u>	<u>(24)</u>	<u>(315)</u>	<u>-</u>	<u>449</u>
	2022 £'000	£'000	£'000	£'000	£'000	2023 £'000
Grants and Donations	18	361	(24)	(337)	-	18
Prizes and other bequest funds	343	31	-	-	-	374
	<u>361</u>	<u>392</u>	<u>(24)</u>	<u>(337)</u>	<u>-</u>	<u>392</u>

Prizes and other bequest funds comprise accumulated undistributed income from endowed funds

Where funds are used for scholarships or bursaries these are shown as transfers from the restricted funds to unrestricted funds.

13 COMMITMENTS UNDER OPERATING LEASES

At 31 August 2024 the charity had aggregate annual commitments under non-cancellable operating leases of £101k
A total of £148k was expensed on lease costs in 2023/24

	Group		Colfe's School	
	2024 £'000	2023 £'000	2024 £'000	2023 £'000
Amounts falling due :				
Within one year	61	55	61	55
Due within 2 - 5 years	40	93	40	93
Due in more than 5 years	-	-	-	-
	<u>101</u>	<u>148</u>	<u>101</u>	<u>148</u>

COLFE'S SCHOOL
CONSOLIDATED STATEMENT OF FINANCIAL ACTIVITIES
FOR THE YEAR ENDED 31 AUGUST 2024

Comparative Consolidated Statement of Financial Activities for the year to 31 August 2023		Unrestricted Funds	Restricted Funds	Freehold Property Funds	Endowed Funds	Total Funds	Total Funds
Notes		£'000	£'000	£'000	£'000	2023 £'000	2022 £'000
INCOME AND EXPENDITURE							
Income from :							
Charitable activities							
School fees	2	19,519	-	-	-	19,519	18,429
Other educational & ancillary activities	4	2,998	-	-	-	2,998	2,093
Other trading activities							
Colfe's Leisure Services Ltd	3	1,157	-	-	-	1,157	924
Investments	8d	319	31	-	-	350	153
Grants and Donations		497	361	-	-	858	369
Total Income		24,490	392	-	-	24,882	21,968
Expenditure on :							
Raising funds							
Colfe's Leisure Services Ltd	6a	624	-	-	-	624	525
Charitable activities							
Provision of education	6b	22,823	24	478	64	23,389	20,480
Total expenditure		23,447	24	478	64	24,013	21,005
Net income / (expenditure) before investment and actuarial gains / (losses)		1,043	368	(478)	(64)	869	963
Pension scheme actuarial gains	15	8	-	-	-	8	71
Net Investment (losses) / gains	8	(77)	-	-	(33)	(110)	(119)
Net income / (expenditure)		974	368	(478)	(97)	767	915
Transfers between funds	12	(1,060)	(337)	1,397	-	-	-
Net movement in funds		(86)	31	919	(97)	767	915
Fund balances at 1 September 2022		5,118	361	12,415	2,777	20,671	19,756
FUND BALANCES at 31 August 2023		5,032	392	13,334	2,680	21,438	20,671

COLFE'S SCHOOL
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2024

15 PENSION SCHEMES

The Teacher's Pension Scheme (TPS)

The School is registered in Phased Withdrawal from the Teacher's Pension Scheme (the "TPS"). Teaching staff have the option to remain in the TPS with a fixed employer contribution rate. Staff appointed from September 2022 onwards are offered a defined contribution scheme. The pension charge for the year includes pension contributions payable to the TPS of £2,011,945 (2022/23 £2,016,799) and the year-end £182,032 was accrued in respect of the contributions to this scheme.

The Aviva Pension Scheme

Newly appointed teachers are offered membership of the Aviva APTIS defined contribution pension scheme, which is open to all teaching staff. The pension charge for the year includes contributions to the Aviva Pension Scheme of £602,716 (2022/23 £194,612), and at the year-end £37,446 was accrued in respect of contributions to this scheme.

Support Staff

TPT Retirement Solutions (formerly the Pensions Trust) – The Growth Plan

Growth series 4

Non-teaching members of staff are offered membership of The Pensions Trust ("TPT") Growth Plan defined contribution scheme. As at 31 August 2024 were 93 active members (31 August 2023: 99) of the Plan employed by the Group and contributions paid during the year were £442,996 (2022/2023: £396,830).

Earlier Growth Series

Historically, members of support staff participated in discrete growth plans that were either defined benefit (Growth series 2), or were capital protected and had an element of defined benefit characteristics (Growth series 3).

The Scheme is subject to the funding legislation outlined in the Pensions Act 2004 which came into force on 30 December 2005. This, together with documents issued by the Pensions Regulator and Technical Actuarial Standards issued by the Financial Reporting Council set out the framework for funding defined benefit occupational pension schemes in the UK.

The scheme is classified as a "last man standing arrangement". Therefore the company is potentially liable for other participating employers' obligations if those employers are legally required to meet their share of the scheme deficit on an annuity purchase basis on withdrawal of the scheme. The School paid contributions in the year totalling £11,384 (2022/2023: £16,238) in respect of its share of the past service deficit.

A full actuarial valuation for the scheme was carried out as at 30 September 2020. This valuation showed assets of £800.3m, liabilities of £831.9m and a deficit of £31.6m. To eliminate this funding shortfall, the Trustee has asked the participating employers to pay additional contributions to the scheme as follows:

Deficit contributions

From 1 Apr 2022 – 31 Jan 2025 £3,312,000 p.a payable monthly

Unless a concession has been agreed with the Trustee the term to 31 Jan 2025 applies.

Note that the scheme's previous valuation was carried out with an effective date of 30 September 2017. This valuation showed assets of £794.9m, liabilities of £926.4m and a deficit of £131.5m. To eliminate this funding shortfall, the Trustee asked the participating employers to pay additional contributions to the scheme as follows:

COLFE'S SCHOOL
ANNUAL REPORT OF THE GOVERNORS (CONTINUED)
YEAR ENDED 31 AUGUST 2024

Deficit contributions

From 1 Apr 2019 – 30 Sept 2025 £11,243,000 p.a payable monthly and increasing by 3% each on 1st April.

The recovery plan contributions are allocated to each participating employer in line with their estimated share of the Series 1 and Series 2 scheme liabilities.

Where the scheme is in deficit and where the company has agreed to a deficit funding arrangement, the company recognises a liability for this obligation. The amount recognised is the net present value of the deficit reduction contributions payable under the agreement that relates to the deficit. The present value is calculated using the discount detailed in these disclosures. The unwinding of the discount rate is recognised as a finance cost.

Present Value of Provision

	31 August 2024 £000	31 August 2023 £000	31 August 2022 £000
Present Value of Provision	<u>3</u>	<u>10</u>	<u>18</u>

Reconciliation of Opening & Closing Provisions

	2024 £000	2023 £000
Provision at start of period	10	89
Unwinding of the discount factor (interest expense)	1	
Deficit contribution paid	(8)	(18)
Remeasurements - impact of any change in assumptions	-	(1)
Remeasurements - amendments to the contribution schedule	-	(53)
Provision at the end of period	<u>3</u>	<u>18</u>

Income and Expenditure Impact

	2024 £000	2023 £000
Interest expense	-	-
Remeasurements - impact of any change in assumptions	-	-
Remeasurements - amendments to the contribution schedule	-	-

Assumptions

	31st August 2024 % per annum	31st August 2023 % per annum	31st August 2022 % per annum
Rate of discount	5.13	6.04	4.46

The discount rates shown above are the equivalent single discount rates which, when used to discount the future recovery plan contributions due, would give the same results as using a full AA corporate bond yield curve to discount the same recovery plan contributions.

**COLFE'S SCHOOL
ANNUAL REPORT OF THE GOVERNORS (CONTINUED)
YEAR ENDED 31 AUGUST 2024**

16 CONTROLLING ENTITY AND CONNECTED PARTY TRANSACTIONS

The School is controlled by its sole member, The Leathersellers' Company which is entitled to nominate eight of the fifteen Governors. The Master of the Company is also a Governor (ex officio).

Colfe's Leisure Centre (CLS) (company number 02586190) is a subsidiary of Colfe's School. During the year there were payments made from CLS of £45,368 to Colfe's School in respect of payroll recharges and payments from Colfe's School to CLS of £29,000 in respect of goods and services paid for by CLS. At the year end there was an intercompany debtor balance in the school of £628,669 (2022/2023: debtor balance of £3521,596). A gift aid cash donation of £490,947 (accrued at the 31 August 2023) was paid during the year to 31 August 2024, with a further £581,043 being accrued as at 31 August 2024 in respect of the profits for 2023/24.

The School is indirectly associated with a number of charities for which the Leathersellers' Company acts as a trustee or appoints some of the trustees. Of these, Colfe's Charitable Trust, which raises monies for the benefit of the School, made grants to the School of £60,000 (2022/2023: £50,000) in the year; and the Leathersellers' Foundation made a grant to the School of £239,000 (2022/2023: £240,000). As at 31 August 2024, an amount of £12,827 was due to Colfe's Charitable Trust, (2022/2023: Debtor £496,550).

Enquiries have not led to the School to be aware of any related party transactions with its Governors.

17 CAPITAL COMMITMENTS

At 31 August 2024 the group had outstanding capital commitments of £5.2m (31 August 2023 : £68k).

Accounts

COLFE'S SCHOOL

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

**Company Number: 05352523
Registered in England**

Charity Registration Number: 1109650

**COLFE'S SCHOOL
ANNUAL REPORT AND FINANCIAL STATEMENTS
YEAR ENDED 31 AUGUST 2023**

Contents	Page
Governors, Officers and Advisers	I
Annual Report of the Governors	3
Strategic Report	11
Statement of Accounting and Reporting Responsibilities	18
Independent Auditor's Report	19
Consolidated Statement of Financial Activities	23
Consolidated and Colfe's School Balance Sheets	24
Consolidated Statement of Cash Flows	25
Notes to the Financial Statements	26-44

COLFE'S SCHOOL
ANNUAL REPORT AND FINANCIAL STATEMENTS
YEAR ENDED 31 AUGUST 2023

GOVERNORS, DIRECTORS AND CHARITY TRUSTEES

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

		1 F&GP	2 Estates	3 Education	4 Risk	5 H,S&S	6 Development
Mr M P E Pellereau	(Chairman)	•	•	•	•	•	•
Mr D G Coulson	(Deputy Chairman)	•	•		•		
Mr M G Williams	(Master of the Leathersellers' Company (from 19 th July 2023))						
Mrs C Lennon	(Master of the Leathersellers' Company (until 19 th July 2023))						
Mrs J A Bradley		•	•		•		
Prof A B Brueggemann	(until 6 th December 2022)			•			
Mrs B W Canham				•	•		
Miss S H Cooke			•			•	
Mr E Dove	(from 20 th September 2022)			•			
Mr J B Guyatt	(until 16 th May 2023)			•	•		
Dr N K Jones				•			•
Mr T N Lister		•			•		
Mr J O Mafe		•					
Mr C D Ramsey				•			•
Mr M Russell	(from 20 th September 2022)	•					
Mr J P K Russell		•			•		
Prof L Tunbridge	(from 6 th December 2022)			•			
Mr N Hedley	(from 10 th October 2023)	•					•

- 1 - Member of the Finance and General Purposes Committee
- 2 - Member of the Estates Committee
- 3 - Member of the Education Committee
- 4 - Member of the Risk Management Committee
- 5 - Member of the Health, Safety and Security Committee
- 6 - Member of the Development Committee

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

Except in the case of the Governors who are appointed on an ex-officio basis, service on the Board is for a term of three years. Retiring Governors can be re-elected provided that no

Governor serves for a period in excess of twelve years unless a resolution is passed by the Board of Governors granting a final three-year term.

OFFICERS (key management personnel currently and throughout the year)

Mr R F Russell	Headmaster
Mr Max Adamson	Bursar, Company Secretary and Clerk to the Governors
Mrs D F Graham	Deputy Head
Mrs M-C Gildfedder-Bonnar	Head of Junior School

PRINCIPAL ADDRESS AND REGISTERED OFFICE

Horn Park Lane, London, SE12 8AW

AUDITOR

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

BANKERS

HSBC Bank plc, 100 Old Broad Street, London, EC2N 1BG

INSURANCE BROKERS

Marsh Brokers Limited, Education Practice, Capital House, 1-5 Perrymount Road, Haywards Heath, West Sussex, RH16 3SY

SOLICITORS

Farrer & Co, 66 Lincoln's Inn Fields, London, WC2A 3LH
Lewis Silkin, 5 Chancery Lane, London, EC4A 1BL
Veale Wasbrough Vizards, Orchard Court, Orchard Lane, Bristol, BS1 5WS

WEBSITE

www.colfes.com

COLFE'S SCHOOL ANNUAL REPORT OF THE GOVERNORS YEAR ENDED 31 AUGUST 2023

The members of Colfe's School Governing Body present their Annual Report for the year ended 31 August 2023 under the Charities Act 2011, including the Directors' and Strategic Reports, under the Companies Act 2006, together with the audited financial statements for the year. The financial statements consolidate the accounts of Colfe's School ("the School"), Colfe's Educational Foundation ("the Foundation") and Colfe's Leisure Services Ltd ("CLS"), a wholly owned subsidiary of the School. The School is the corporate trustee of Colfe's Educational Foundation.

REFERENCE AND ADMINISTRATIVE INFORMATION

Originally established by John Glyn in 1574, Colfe's School was re-founded in 1652 by Reverend Abraham Colfe, Vicar of Lewisham. When Reverend Colfe died in 1657 he took the enlightened step of entrusting the School to the Worshipful Company of Leathersellers' in the City of London. Today the School principally provides coeducational day education for children from a wide range of backgrounds in its Junior (ages 3-11) and Senior (ages 11-18) Schools. Colfe's Leisure Services Limited, the trading subsidiary, offers sports and leisure facilities for the benefit of the local community as well as the School.

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

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing Documents

The School is governed by its Articles of Association last amended on 5 May 2015. The Articles of Association forbid the distribution of any income, which is to be applied solely towards the objects of the company.

Governing Body

Under the Articles of Association, the members of the Board of Governors are the Directors and Charity Trustees of Colfe's School. When complete, this body comprises fifteen persons, being the Master of the Leathersellers' Company (ex-officio), eight others nominated by the Leathersellers' Company and six co-optative governors.

Each Governor is elected to hold office for three years after which they may be considered for re-election. Normally the maximum period of service is twelve consecutive years although in a special circumstance a governor may serve a final three-year term if approved by a resolution of the Governors.

Recruitment and Training of Governors

When determining the appointment of Governors, the Board and the Leathersellers' Company look to ensure a mix of skills and select new Governors taking into account the knowledge, qualifications and experience of each candidate. The Head, Bursar and wider staff provide new Governors with induction training which introduces them to the workings of the School and the Company as a registered charity. They are encouraged to attend training workshops run by a number of organisations, including AGBIS (the Association of Governing Bodies of Independent Schools). Continuing Governors are also encouraged to attend relevant training courses to keep them up to date on key issues. Governors attend an annual training day.

Organisational Management

The members of the Governing Body, as the charity trustees, are legally responsible for the overall management and control of the School. They usually meet four times a year as a full Board to

**COLFE'S SCHOOL
ANNUAL REPORT OF THE GOVERNORS (CONTINUED)
YEAR ENDED 31 AUGUST 2023**

determine the general policy of the School and review its overall management and control. The work of implementing most of their policies is carried out by the following sub-committees:

- The Education Committee, which is chaired by Mrs B W Canham, met three times in the year. The Education Committee, reporting directly to the Governing Body, actively considers educational and pastoral policy and performance.
- The Finance and General Purposes Committee (F&GP), which is chaired by Mrs J A Bradley, met four times during the year. The Committee, which reports directly to the Governing Body, scrutinises revenue, the budget and capital expenditure, and considers any other non-educational aspect of the School, in addition to receiving reports from the Estates committee, the Development Committee, and Colfe's Leisure Services. The Committee also finalises the audited financial statements and annual report for approval by the Governing Body.
- The Joint Consultative Committee, which is a sub-committee under the delegation of the F&GP and is chaired by Mrs J A Bradley, convened for the first annual process to consider the employment matters agreed in the School's voluntary recognition agreement with the NEU and NASUWT.
- The Estates Committee, which is chaired by Mr D G Coulson, met three times in the year, Reporting to the Finance and General Purposes Committee, the Estates Committee supervises and monitors capital building projects and the maintenance of the School and Foundation estate
- The Risk Management Committee, which is chaired by Mr J Russell, met twice in the year. The Committee monitors all strategic risks facing the School and reports directly to the Governing Body.
- The Health, Safety and Security Committee, which is chaired by Mr M Pellereau, met twice in the year. The committee, which reports directly to the Governing Body, is tasked with scrutinising the health, safety and security procedures and mechanisms within the School.
- The Development Committee, which is chaired by Dr N K Jones, met twice in the year. The Committee Reports to the F&GP provides oversight for the School's Development strategy and fundraising efforts.
- The Strategic Planning Group, which is chaired by Mr M Pellereau and to which all governors are invited to attend, agreed the School's strategy in the Summer term 2022. Working closely with those in key management positions, the group is responsible for the development and monitoring of the School strategic plan.

The day-to-day management of the School is delegated to the Headmaster and key management personnel. They are also supported by their Senior Management teams and wider senior staff. The Headmaster and the Bursar attended all committees. All Governing Body meetings are also attended by the Deputy Head and Junior School Head. Various members of the Senior Management Team attended governor and subcommittee meetings during the year. The Chairman receives the minutes of Senior Management Team meetings and attends in person regularly.

The remuneration of the Headmaster and Bursar is set by the Board, with other key management remuneration being determined by the Headmaster. The overarching policy objective is to provide appropriate incentives to encourage enhanced performance and reward key management fairly and responsibly for their individual contributions to the School's success.

**COLFE'S SCHOOL
ANNUAL REPORT OF THE GOVERNORS (CONTINUED)
YEAR ENDED 31 AUGUST 2023**

The appropriateness and relevance of the remuneration policy is reviewed annually, including reference to comparisons with other independent schools through anonymous benchmarking surveys, to ensure that the School remains sensitive to the broader issue of pay and employment conditions elsewhere. The School aims to offer competitive salaries, subject to experience, ensuring that there is scope for rewarding excellence. Delivery of the School's charitable vision and purpose is primarily dependent on key management personnel, and staff costs overall are the largest single element of charitable expenditure.

Group Structure and relationships

On 1 September 2005, all the activities and net assets of Colfe's Educational Foundation were transferred to Colfe's School, with the exception of permanent endowment funds, restricted funds and freehold land and buildings. On the same date, Colfe's School was appointed the sole trustee of Colfe's Educational Foundation and ownership of Colfe's Leisure Services Limited (Company Registration No. 02586190 registered in England) was transferred to Colfe's School from Colfe's Educational Foundation.

On 24 August 2006, Colfe's School and Colfe's Educational Foundation were granted a Uniting Direction by the Charity Commission, directing that Colfe's Educational Foundation be treated as forming a part of Colfe's School for the purposes of registration and accounting. The sole member of Colfe's School is the Worshipful Company of Leathersellers.

Colfe's Leisure Services Limited is a wholly owned non-charitable trading subsidiary. The trading activities of Colfe's Leisure Services primarily comprise membership and hire revenue from letting the school campus and sports facilities when not in use by the School.

Through its sole member, the Leathersellers' Company, the School is associated indirectly with many charitable bodies including the Leathersellers' Foundation from which it received grants totalling £240,000 for the year ended 31 August 2023 (2022: £300,000). Colfe's Charitable Trust, registered charity number 275447, is run independently of the school and by its own Board of Trustees, donated £50,000 during the year (2022: £50,000).

Other Relationships

The Headmaster is a member of the Headmasters' and Headmistresses' Conference whilst the School is a member of the Independent Schools' Bursars' Association. Both memberships permit the sharing of expertise and experience across the independent sector which ensures the School remains abreast of current developments and ideas in the independent sector. The School is also a member of the Association of Governing Bodies of Independent Schools and the Independent Association of Prep Schools.

Employment Policy

The School is an equal opportunities employer and is committed to creating a diverse and inclusive workplace. Full and fair consideration is given to job applications from disabled persons and due consideration is given to their training and employment needs.

Investment policy and objectives

The School's investment objectives are to maximise total return at an acceptable level of risk, which should maintain a percentage return higher than inflation, balancing the current and future needs by:

- maintaining (at least) the value of the investments in real terms;
- producing a consistent and sustainable amount to support expenditure; and
- delivering these objectives within acceptable levels of risk.

**COLFE'S SCHOOL
ANNUAL REPORT OF THE GOVERNORS (CONTINUED)
YEAR ENDED 31 AUGUST 2023**

To meet these objectives the School's investments are managed to maintain diversification across a range of asset classes in order to produce an appropriate balance between risk and return. An investment property is also held from which income rental is received and regularly reviewed. The investment strategy and policy are monitored by the Finance and General Purposes Committee, as is investment performance, which is reported below, within the Strategic Report.

Charity Governance Code

The Governing body take their governance responsibilities seriously and aim to have a governance framework that is fit for purpose, compliant and efficient. The Board reviews its structure and practices against the Charity Code of Governance to ensure the School's governance framework is robust and fit for purpose.

Fundraising Practice

The Governing Body is aware of the Code of Fundraising Practice and the advice and recommendations contained therein. The School is undertaking fundraising activities to raise funds in support of its means-tested scholarship programme in the form of donations or legacy giving to the Colfe's Charitable Trust. The School has no fundraising activities requiring disclosure under s162A of the Charities Act 2011.

OBJECTS, AIMS, OBJECTIVES AND ACTIVITIES

Charitable Objects

The School's Objects, as set out in the Articles of Association are the advancement of education for the benefit of the public by the provision and conduct of a day school for boys and girls in or near the London Borough of Lewisham and, in so far as it is incidental or ancillary to the advancement of education, such other purposes for the benefit of the local community as shall be exclusively charitable.

In furtherance of these Objects for the benefit of the public the School has established and administers bursaries, scholarships and other benefactions, and acts as the trustee and manager of property, endowments, bequests, and gifts given or established in pursuance of these Objects. The Board is mindful of the long-standing need to provide public benefit and of the requirements of the Charities Act 2011. In this connection the Board has monitored closely the guidance on public benefit produced by the Charity Commission together with its supplementary guidance on fee-charging.

Intended impact

Within its charitable Objects, the School aims to achieve its objectives in ways that are consistent with the principles of its founder Abraham Colfe, ensuring the safeguarding of all pupils, maintaining the financial stability of the School providing public benefit.

Aims

The School's aims for the public benefit are:

- To promote excellence in all areas of school life and to develop each pupil's abilities and character to the full, whilst ensuring that each child is happy and developing their unique potential;
- to provide innovative academic teaching which adds value and fosters learning and scholarship of the highest quality together with a wide range of cultural, sporting and co-curricular activities;

COLFE'S SCHOOL
ANNUAL REPORT OF THE GOVERNORS (CONTINUED)
YEAR ENDED 31 AUGUST 2023

- to nurture an awareness of spiritual and moral values amongst its pupils in accordance with the principles of the Founder, Abraham Colfe;
- to maintain a balanced and diverse community of children from varied backgrounds within the context of an academically selective school;
- to promote a purposeful, disciplined, supportive and respectful atmosphere in which all pupils are encouraged to achieve their full potential, staff can find vocational fulfilment in their careers and all can use their talents for the greater good of the community and society as a whole.

Primary objectives

The key objectives of the School to fulfil these aims are:

- to provide an educational experience which is consistent with its stated aims and philosophy and which is recognised for its excellence within a learning culture in which pupils are encouraged to aim high and work systematically towards the achievement of their goals;
- to maintain and improve the performance of its pupils in public examinations relative to their potential so as to enhance the academic reputation of Colfe's, whilst maintaining the strength of the School's cultural, sporting and co-curricular activities;
- to ensure that all pupils who leave the Senior School are prepared and equipped to meet the challenges and opportunities which they will face on entering the wider world;
- to ensure that the aspirational culture of the school is reflected in all parts of the school. In achieving this objective, the Junior School also aims to become an important source of academically able and well-rounded pupils for Colfe's Senior School;
- to develop a distinctive learning culture within the whole school to promote mental strength and resilience;
- to attract and retain key members of staff;
- to continue our improvement of the fabric of the school estate in the context of providing enhanced facilities in which to deliver and achieve our educational objectives;
- to provide a clear, simple and effective governance and management structure capable of taking timely decisions and allocating necessary resources appropriately;
- to provide the necessary administrative and logistical framework to meet the needs of pupils and staff alike; and
- to be the coeducational independent day school of choice in South East London.

The aims and objectives set for Colfe's Leisure Services are to facilitate the achievement of the School's aims and objectives as above.

Strategies to achieve the primary objectives

To achieve these objectives the School continues to pursue its strategy of investing in its broad educational proposition, its staffing and its infrastructure.

In terms of the educational proposition, our objective is to improve the academic performance of the school without sacrificing its inclusiveness, social mix, or its broad educational experience or our commitment to pastoral care. The School continues to focus on strengthening our offer in the sixth form level. High performance in the sixth form will help strengthen the School's academic standing, drive improved academic performance through the School and increase the attractiveness of the School to parents.

COLFE'S SCHOOL
ANNUAL REPORT OF THE GOVERNORS (CONTINUED)
YEAR ENDED 31 AUGUST 2023

This strategy is supported by the School's partnership programme with state schools across Greenwich and Lewisham including the Leathersellers' Federation of schools. The Leathersellers' Scholarship Programme is allowing up to 12 students in each of the sixth form years to benefit from free places and contributes to the learning environment and academically standards of the sixth-form.

To support this broad educational proposition our staffing strategy is to recruit and retain teachers of high calibre. In the Senior School we will continue to recruit bright and capable graduates and train them through our successful in-house teacher training programme. We will invest in the continuing professional development of our existing staff to maintain and improve high standards of teaching. We intend to remain competitive in the market for attracting new teachers.

Investment in our infrastructure is also a necessary part of our strategy. The Estates Committee is responsible for providing oversight of facilities development at Colfe's. The near-term imperative is to improve facilities in the Senior School.

In addition, we will continue to utilise our facilities commercially through Colfe's Leisure Services.

Principal activity

The School's principal activity, as specified in the Articles of Association, is the advancement of education. The School continues to fulfil its principal activity with much success. The school roll for 2022/23 averaged 1,281 (2021/22: 1,255) pupils with 840 in the senior school (2021/22: 813) and 441 in the junior school (2021/22: 442).

Public Benefit

Colfe's School remains committed to the aim of providing public benefit in accordance with its founding principles. The governors have complied with the duty prescribed in the Charities Act 2011 to have due regard to guidance published by the Charity Commission, including public benefit guidance.

As a former state grammar school, Colfe's attaches great importance to widening participation and playing a full part in the life of its local community. Abraham Colfe, our Founder, was Vicar of St Mary's Church in Lewisham during the period of the English Civil War. The School maintains an active link with St Mary's Church in Lewisham and Father Hall is the school Chaplain. We still attach great value to our historic links with the Borough of Lewisham, as well as with Greenwich.

Colfe's School is a charitable company and seeks to benefit the public through the pursuit of its stated aims. As a charity, the parents of the school have the reassurance that all of the income of the School must be applied for educational purposes. Our fees are set at a level to ensure the financial viability of the School whilst being consistent with our aim of providing first-class education to boys and girls.

The Promotion of Education

In accordance with our objects, we provide education to children 'in or near the London Borough of Lewisham'. During the year, Colfe's School educated an average of 1,280 children between the ages of 3 to 18. All of these children reside in the UK and they experience an above average level of educational training. The School has a broad curriculum and seeks to ensure that all children reach their academic potential. We believe that access to our educational services is vital to our success and that our successful outcomes must be shared by the local communities that use our facilities.

COLFE'S SCHOOL
ANNUAL REPORT OF THE GOVERNORS (CONTINUED)
YEAR ENDED 31 AUGUST 2023

Ukrainian refugees

The School made fourteen places available to the children of Ukrainian refugee pupils aged 6 – 16 in the Spring term 2022 and continues to educate 13 of them at the end of the current academic year. The School's community is supporting this initiative by donating to Colfe's Charitable Trust's Ukrainian Relief Fund, which covers incidental costs such as uniforms, school trips and personal laptops, as well as essential English language tuition. These pupils are well integrated into School life and their presence at Colfe's is of great benefit to its community.

Bursaries and Scholarships

The awarding of means-tested bursaries is a measurable means of providing public benefit. The Governing Body takes the view that bursaries awarded to those who would not otherwise be able to afford the fees are beneficial to those families as well as the wider School community in a variety of ways.

As a matter of policy, Colfe's School provides access to children from less affluent backgrounds. Bursaries are available to candidates who would otherwise be unable to attend the school due to financial circumstance, provided that such candidates pass the entrance examination and demonstrate a high level of academic potential. The awards range from 10% to 100% remission of fees. Our scholarships are awarded on the basis of the individual's educational and extra-curricular potential and are usually awarded as a fixed remission amount (approximately 10% to 50%) and can be supplemented further by a bursary.

During the year, Colfe's School has provided means tested bursaries to 88 children, to the value of £1,394,000 maintaining the increase in means-tested awards in recent years (2021/22 81 children to the value of £1,253,000). 82 pupils received a bursary or combined bursary and scholarship of 50% or more including 55 children who benefited from a fully funded place. It is important to note that a number of pupils who currently benefit from academic scholarships, which are awarded for up to five years, would otherwise be prevented from attending the school for financial reasons.

The School is particularly grateful to the Leathersellers' Foundation (previously Leathersellers' Company Charitable Fund) which has granted the School a total of £2,097,500 to be spent on fully funded bursaries in the Leathersellers' Scholarship Programme. The first of these bursaries were awarded to pupils joining the sixth form in September 2014.

The School received a generous legacy of £485,000 from the Estate of Derek Wyles in the year. Governors approved its transfer to the independent Colfe's Charitable Trust, whose Trustees apply the funds to advance education at Colfe's by the provision of scholarships or other charitable purposes in connection with the School. This grant is at the discretion of Governors and wholly dependent on their being satisfied that it is in the best interests of the School's objects.

Relationship with Local Schools

Non-selective comprehensive Schools with which we have regular contact include Conisborough College, Deptford Green School, Addey and Stanhope, Bonus Pastor, St Paul's Academy, St Thomas More, St Ursula's, Trinity School, Prendergast Ladywell School, and Prendergast Vale School. These schools tend to have a higher percentage of children eligible for free school meals than is average for the boroughs they are located in. Our work with these schools continues to evolve and includes:

- A member of staff is responsible for schools' partnerships and has a significant proportion of their timetable dedicated to this work. They are aided by other members of the staff body.

**COLFE'S SCHOOL
ANNUAL REPORT OF THE GOVERNORS (CONTINUED)
YEAR ENDED 31 AUGUST 2023**

- Colfe's teachers run A-level taster sessions and regular GCSE enrichment activities in Latin, Modern Foreign Languages, Science, Computing, Mathematics and debating which are attended by pupils and staff from local schools.
- Pupils from our partner school join our own year 10 students for joint trips to Oxford and Cambridge Universities. Pupils in Year 8, 10 and 12 join in with The Catalyst - a joint program with seven state schools, Colfe's and St Catherine's College, Oxford. We also invite state schools to join our university information evening.
- The Leathersellers' Scholarship Programme has been running since 2014 and is now funding approximately eight places per year in the Sixth Form. 24 sixth form pupils from local 11-16 state schools attending Colfe's are in receipt of a full or partial scholarship funded through this programme or from funding obtained through other means.

The School also participates in the governance of a number of local state schools:

- The Deputy Head served as a governor of Conisborough College until 17th July 2023.
- The Bursar serves on the Local Academy Council of Millennium and Timbercroft Primary schools.
- The Head of Sixth form is a Trustee and Vice Chair of Shooter's Hill Sixth form college from June 2023.
- The Director of Studies is a Governor at Addey and Stanhope School.

Other Areas of Public Benefit

The School actively seeks opportunities to assist its wider community. Charitable events enjoy a high profile throughout the school year and all pupils have numerous opportunities to contribute to a wide range of projects. Colfe's School has a longstanding partnership with a school in The Gambia. The objectives of the partnership are to further the development of Kotu Senior Secondary School and to provide a safe and responsible opportunity for Colfe's pupils to gain first-hand experience of life in a developing country. This friendship was reaffirmed in Summer 2023 when 17 staff and pupils visited the Kotu School, including a Leathersellers' scholar.

Where possible Colfe's School makes facilities available to adults and children in the community. This is facilitated through both Colfe's Leisure Services and in conjunction with Colfeian Grounds Ltd, the latter using the School's Horn Park sports ground to provide a community sports club that is available to young people and other members of the local community.

Volunteers

The Parents and Friends Association (PAFA) and Old Colfeians help with fundraising and social and cultural activities. The Board continues to be extremely grateful for PAFA's continuing and valuable support to the School.

**COLFE'S SCHOOL
ANNUAL REPORT OF THE GOVERNORS (CONTINUED)
YEAR ENDED 31 AUGUST 2023**

STRATEGIC REPORT

ACHIEVEMENTS AND PERFORMANCE

Review of achievements and performance for the year

In the context of national standards returning to pre-pandemic 2019 levels, Colfe's pupils excelled at both A-level and GCSE. 87.5% of A level exams graded A* to B (2022: 89.2%) and 57.8% at A* or A (2022: 71.7%). At GCSE, 93.5% were graded at 9-6 (2022: 94.6%) and 80.0% at 9-7 (2022: 83.8%). 37.3% of awards were graded 9 (2022: 37.5%).

Nearly all students secured places at their chosen universities, of which 73% were accepted onto Russell Group 'Plus' universities. Three students are reading medicine and two gained Oxbridge places.

The School continued to build upon its success in recruiting pupils from a wide range of feeder schools including both state and independent schools. Record numbers sat the 11+ entrance examination in January 2023. Demand for places in the Junior School remains healthy.

The biennial Careers Fair was attended by 300 pupils and 100 industry representatives. John Glyn lectures covered topics including Life on Mars, plastic-free oceans, truth in fiction, and how art can change the world. For the fourth consecutive year, Colfe's won the CWIZZ South Book Quiz trophy and a team of readers triumphed in the National Reading Champions Quiz. Year 12 linguists competed in the final of the Joutes Oratoires Lycéennes debating competition, and four Year 13 mathematicians achieved merits in the Andrew Jobbings Senior Kangaroo competition. The school saw sporting success in many disciplines, particularly in football, tennis, athletics, swimming and fencing. The Senior rugby and netball teams had a successful sports tour in South Africa.

Performing Arts highlights included productions of The Real Inspector Hound and Bugsy Malone and musical performances throughout the year. Year 6 pupils recorded a special version of the traditional Ukrainian carol Shchedryk Shchedryk with Young Voices, leading to an appearance on ITV News. Senior School pupils organised a Colfe's Eurovision Song Contest in support of the Ukrainian Relief Fund, with a guest appearance from presenter Graham Norton. Notable trips included a week in Sicily for Geographers and Classicists, a CCF deployment to Gibraltar and a visit to the CERN HQ in Geneva for Year 12 physicists.

Investment Performance

At the year-end, the School's long-term investments, combining the listed and property investments, totalled £3.6 million. This represents a decrease in market value of £(110,000) in the year to 31 August 2023. The income yield on investments is 3.3% (2022: 4.1%). No investments were realised, and no new investments were undertaken during the year.

The Governor's powers of investment are widely defined and, in accordance with the Trustee Act 2000, investments may be in stocks, shares and other investments as they consider appropriate. The investment assets of the school are invested in managed charitable funds. The primary objectives of the management of investments is to preserve the capital value of the fund in real terms and to provide income and capital growth if possible. The performance of the managed funds and the investment strategy are reviewed regularly by the Finance and General Purposes Committee.

**COLFE'S SCHOOL
ANNUAL REPORT OF THE GOVERNORS (CONTINUED)
YEAR ENDED 31 AUGUST 2023**

FINANCIAL REVIEW

Results for the year - Colfe's School

The income of the School and its subsidiary, Colfe's Leisure Services Ltd, derives from school fees and other income streams in the form of fees paid for the public use of the sports centre and other facilities, donations, and from investments. The funds generated are for the unrestricted use by the Governors in the furtherance of the School's objectives, except for those funds generated from certain Prizes and Bequests Fund investments whose application is restricted to the uses specified by the original bequests, and donations and grants received for specific purposes.

Overall, the consolidated group's funds increased by £767,000 in the year (2021/22 £915,000). This is primarily due to:

- A strong operational performance with net School fees increasing by £1m to £19.5m and ancillary income increasing by £905k to £2,998k – this is mainly attributable to a higher number of school trips alongside increased revenue from school lunches, wraparound care and transport.
- A fall in the unrealised value of investments of £110,000 (2021/22 loss of £(119,000)).
- Trading gains from the operations of Colfe's Leisure Services of £491,000 (2021/22 £358,000).

Capital expenditure on the School's estate of £2m was above the level of recent years (2021/22 £1m) primarily due to the development of the Laurel Building, which provides four new classrooms for the Senior School.

The total consolidated funds of the School thus increased from £20,671,000 as at 31 August 2022 to £21,438,000 as at 31 August 2023. More details are provided in the Consolidated Statement of Financial Activities on page 23 and the Consolidated Balance Sheet on page 24.

Going concern

The pupil roll has increased to a new high for the 2023/24 academic year and the School continues to see healthy interest at all levels and at 11+ and 16+ in particular.

Governors acknowledge the risks from persistent high inflation and interest rates on the School's cost base and are monitoring them through financial reporting and review of Key Performance Indicators. Careful consideration is given to their potential impact on parental affordability, together with the very present concern of VAT being imposed on fees. The school is preparing for this scenario and adapting its financial plans accordingly.

The School is considering modest borrowing to fund required facilities over the next two years. The School's borrowing is low relative to competitors and its debt service costs manageable.

CLS' Swim Academy and Members' leisure club are competitive and popular offerings in the context of the local market. Its Directors are confident that the current level of contribution to the School can be sustained.

Governors continue to monitor admissions and the School's and CLS' financial position carefully. They consider the financial position of the School and its subsidiary to be satisfactory therefore have prepared the financial statements on a going concern basis.

**COLFE'S SCHOOL
ANNUAL REPORT OF THE GOVERNORS (CONTINUED)
YEAR ENDED 31 AUGUST 2023**

Results for the year - Colfe's Leisure Services Limited

Colfe's Leisure Services Limited (CLS) is a wholly owned trading subsidiary of Colfe's School. It provides sports and leisure facilities to the Colfe's community and the general public through operation of the CLS membership club and letting of the School's facilities.

The Colfe's Swim Academy is popular with local families and its sessions are nearly fully subscribed. The number of memberships to Colfe's Leisure Services increase in the year due to successful marketing activities and an improvement in customer service levels.

Income for the year was £1,131,000 (plus £26,000 bank interest) (2022: £922,000), resulting in a net profit of £491,000 before tax, interest and gift aid payments (2022: £358,000). Net assets at 31 August 2023 amounted to £242,000 (2022: £242,000).

Reserves Level and Policy and Financial Viability

The School's reserves policy is to maintain sufficient unrestricted income reserves to enable it to meet its short-term financial obligations in the event of an unexpected revenue shortfall. It is the policy of the Governing Body to retain sufficient reserves to allow:

- the continuing operations of the School, equating to three months' running costs;
- the replacement of its tangible fixed assets as they end their useful working lives;
- continuous assistance to pupils of the School by awarding bursaries and scholarships; and
- the enhancement and expansion of the School's facilities from time to time.

The School's Reserves Policy is to hold sufficient unrestricted income reserves to cover three month's essential running costs. This reserve is defined as, readily realisable investments (unrestricted stocks and shares), less Net Current Assets (excluding entrance deposits held).

Current unrestricted reserves at £5.1m are in line with the policy target of £5.2m. The Board is always mindful of the level of reserves when considering financial and strategic decisions affecting the school.

PRINCIPAL RISKS AND UNCERTAINTIES

The importance of Health, Safety and Security (HSS) is the principal concern for risk management and the School is ever mindful of the need to provide a safe environment for its pupils, staff and visitors. Risks are wide ranging from educational visits and outdoor pursuits to infrastructure and fire. An enormous range of activities are offered and facilitated by the School and the associated risks of all activities are minimised by thorough planning and risk assessment. These risks are monitored and managed through the operational HSS Sub-committee; Governors oversight is at the HSS Committee.

The Governing Body considers the affordability of fees by parents across the independent sector to be a major risk faced by the school, and one that is being exacerbated by the challenging outlook for the UK economy and high inflation and interest rates. The reform of the charitable benefits independent schools receive is now considered probable in the next 1-2 years and the loss of Business rate relief is incorporated into financial plans. The likelihood of VAT being imposed on school fees has increased significantly and plans are being prepared for this contingency.

**COLFE'S SCHOOL
ANNUAL REPORT OF THE GOVERNORS (CONTINUED)
YEAR ENDED 31 AUGUST 2023**

The principal financial risks arising from these factors are that fee income cannot be sustained at levels needed to support necessary operational and capital expenditure, and inflationary pressure on the cost base; particularly staff costs and facilities expenditure. The potentially severity and pace at which the effects of VAT on fees could be felt by the School, and therefore the scale and rate of adjustment to its business model, present particular challenges.

The operation, financial and reputational risks from cyber-attacks against schools are recognised as a very significant risks for Schools. Colfe's undertakes annual penetration-testing of its network and is undertaking remediation to gain Cyber Essentials certification.

The Governing Body of Colfe's School is responsible for the management of the risks faced by the School. Detailed consideration of the risks faced by Colfe's School is delegated to the Risk Management Committee, who met twice during the year. Risks are identified, assessed and controls established. The key controls used by Colfe's School include:

- a. Formal agendas for all meetings of the Governing Body and Committees;
- b. Detailed terms of reference for all Committees;
- c. Comprehensive strategic planning, budgeting and management accounting;
- d. Established and identifiable organisational structure and reporting lines;
- e. Comprehensive formal written policies and the monitoring of these policies;
- f. Clear authorisation and approval levels;
- g. Vetting procedures as required by law for the protection of the vulnerable.

Through the risk management processes established for the School, the Governing Body is satisfied that the major risks identified have been adequately mitigated where necessary and to the extent reasonably possible. It is recognised that systems can only provide reasonable but not absolute assurance that the major risks have been adequately managed.

STREAMLINED ENERGY AND CARBON REPORTING (SECR)

SECR is a mandatory reporting requirement for large companies which is designed to increase internal awareness of energy usage and cost and drive adoption of energy efficiency measures. The School has developed an Environmental Sustainability Policy and is receiving expert advice on adaptations to operate the School's estates more sustainably.

COLFE'S SCHOOL
ANNUAL REPORT OF THE GOVERNORS (CONTINUED)
YEAR ENDED 31 AUGUST 2023

Annual energy use and carbon emissions:

	Year to 31 Aug 2023	Year to 31 Aug 2022
UK energy use kwh¹		
- electricity	922,715	948,811
- gas	2,033,382	2,204,737
- total	2,956,097	3,153,548
Associated Greenhouse gas emissions tonnes CO₂ equivalent²		
- electricity	208	200
- gas	366	397
- total	573	596
Intensity ratio emissions - tonnes per m³ floor area		
- electricity	0.01	0.01
- gas	0.02	0.03
- total	0.04	0.04
Intensity ratio emissions tonnes per headcount (student & staff FTE)		
- electricity	0.14	0.13
- gas	0.24	0.26
- total	0.37	0.39

Notes

1. UK energy use covers educational and related activities of Colfe's School and its subsidiary Colfe's Leisure Services Ltd.

2. Associated Greenhouse gases are calculated on metered energy consumption. Energy use in accommodated property and fuel for school vehicles is excluded as de-minimus.

FUTURE PLANS

The School's key objectives, as reported in the Strategic Plan, are broadly unchanged. These objectives underpin development plans which are in place for each of the areas of the School so that the School continues to enhance its ability to provide a first-class education and pastoral care to its pupils. The School is developing new classroom and changing room facilities to accommodate the increase in pupil numbers more comfortably.

All pupils in the Senior school have a personal digital device and the use of technology will be further integrated into teaching and learning.

The School is committed to becoming more sustainable and has adopted an Environmental Sustainability Policy. Sustainability measures are incorporated into any new construction and major refurbishment of the existing estate buildings.

COLFE'S SCHOOL
ANNUAL REPORT OF THE GOVERNORS (CONTINUED)
YEAR ENDED 31 AUGUST 2023

SECTION 172(1) STATEMENT

Under the revised UK Corporate Governance Code, Governors are required to explain how they have considered the interests of key stakeholders and the broader matters set out in section 172(1) (A) to (F) of the Companies Act 2006 ('S172') when performing their duty to promote the success of the Company.

Promotion of the success of the organisation to benefit its members

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

S 172(1) A. The likely consequences of any decision in the long term

The long-term sustainability of the operating model is considered by the Governors as set out in the Future Plans and Going Concern sections of the Annual Report of the Governors. Specifically, Governors consider both short- and longer-term financial projections and the key risks that could negatively impact the sustainability of the School. Governors monitor progress against financial plans by review of management information and financial sensitivities. The principal financial risks are explored through the preparation of risk scenario forecasts and management action plans for scrutiny by the Finance and General Purposes Committee.

Risk management is embedded at all levels across the School. The most significant risks are considered at the Risk Committee. See information within the Principal Risks and Uncertainties for further details.

Governors are involved in key decisions in relation to capital expenditure and investment decisions, for example approval of Estate masterplan and the individual phases of development.

S 172(1) B. The interests of the company's employees

Governors are kept apprised of staff morale and engagement at Governors' meetings, through the Chairman's attendance at Senior Leadership meetings, and regular correspondence with the Headmaster and Bursar. Governors have the opportunity to meet staff on visits to the School and at events such as prizegiving and Founder's day.

The School has a strategic objective to recruit and retain teachers of high calibre. Governors receive annual salary benchmarking reports to inform pay decisions and ensure the School remains competitive in its market. The School has agreed a voluntary recognition agreement with the two main teaching unions; this has established a Joint Consultative Committee as the forum for engaging with staff on matters pertaining to pay, hours and holidays and pensions.

The Company has complied with the UK's Equality Act 2010 Regulations 2017 that require the publication of information on the gender pay gap for UK employees annually. The report is available on the School's website.

S 172(1) C. The need to foster the company's business relationships with suppliers, customers and others

The Governors and Senior Leadership are mindful that parents are the key customers and arbiters of the School's success. Admission to the school is contingent on signing the School's Terms & Conditions that are the basis of a legal contract for educational services. Most aspects of the School's operations are governed by policies designed to ensure its contractual obligations are

COLFE'S SCHOOL
ANNUAL REPORT OF THE GOVERNORS (CONTINUED)
YEAR ENDED 31 AUGUST 2023

fully and consistently met. There is regular communication with the Parent body by the School, and Senior leadership is informed by parental feedback when making key decisions.

Colfe's is an important employer and contractor of services in the context of its local area. The School has a policy of paying suppliers promptly and always seeks to resolve supplier disputes amicably and fairly.

The School is grateful to its Parents and Friends Association and its alumni network for the voluntary and charitable support they provide.

S 172(1) D. The impact of the company's operations on the community and the environment

The School's pupils and staff show concern for the environment and demonstrate a commitment to sustainable living. 'Sustainability' is a priority objective of the School Development Plan. The strategy is supported by the Environmental Sustainability Policy and the Estates Committee has oversight of how the School is delivering its sustainability agenda. There is an established Ecology group and sustainability measures are incorporated into estate development.

The Company has completed the Energy Savings Opportunity Scheme (ESOS) reporting requirements and has met obligations for disclosures under Streamlined Energy and Carbon Reporting (SECR).

S 172(1) E. The desirability of the company maintaining a reputation for high standards of business conduct

The School works with trusted and reputable suppliers who are vetted and expected to comply with school procedures and risk assessments. The School ensures its procurement processes demonstrate fairness and integrity, comply with relevant laws and regulations, and keep information confidential and secure. The Bursary are aware of Money Laundering risks in Independent Schools undertake appropriate vetting and screening of sources of funds.

S 172(1) F. The need to act fairly as between members of the company.

The School is a member of Association of Governing Bodies of Independent Schools (AGBIS) and seeks to comply with the Charity Code of Governance. All Governors receive training on avoiding and disclosing potential conflicts of interest and these are declared at the start of committee meetings. Related Party Disclosures are completed in preparation of the annual Report and Accounts.

COLFE'S SCHOOL
ANNUAL REPORT OF THE GOVERNORS (CONTINUED)
YEAR ENDED 31 AUGUST 2023

STATEMENT OF ACCOUNTING AND REPORTING RESPONSIBILITIES

The members of the Governing Body (who are also the directors of Colfe's School for the purposes of company law) are responsible for preparing the Annual Report and the financial statements in accordance with applicable law and United Kingdom Generally Accepted Accounting Practice (United Kingdom Accounting Standards)

Company law requires the Governing Body to prepare financial statements for each financial year. Under that law the Governing Body have elected to prepare the financial statements in accordance with United Kingdom Generally Accepted Accounting Practice (United Kingdom Accounting Standards) and applicable law. Under company law the Governing Body must not approve the financial statement unless they are satisfied that they give a true and fair view of the state of affairs of the charitable company and the group and of the income and expenditure, of the charitable group for that period. In preparing these financial statements, the Governing Body are required to:

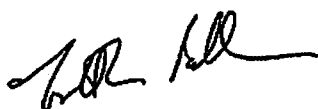
- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities' SORP;
- make judgements and estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards have been followed, subject to any material departures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

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

Relevant Audit Information

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

Approved by the Governing Body of Colfe's School on 12 March 2024, including, in their capacity as company directors, approving the Directors' and Strategic reports contained therein, and signed on its behalf by:



M P E Pellereau
Chairman of the Governing Body

**COLFE'S SCHOOL
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2023**

Independent Auditor's Report to the Members of Colfe's School

Opinion

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

In our opinion the financial statements:

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

Basis for opinion

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

Conclusions relating to going concern

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

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

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

Other information

The trustees are responsible for the other information contained within the annual report. The other information comprises the information included in the annual report, other than the financial statements and our auditor's report thereon. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

Our responsibility is to read the other information and, in doing so, consider whether the other

COLFE'S SCHOOL
NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2023

information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Opinions on other matters prescribed by the Companies Act 2006

In our opinion based on the work undertaken in the course of our audit

- the information given in the trustees' report, which includes the directors' report and the strategic report prepared for the purposes of company law, for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the strategic report and the directors' report included within the trustees' report have been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

In light of the knowledge and understanding of the group and charitable company and their environment obtained in the course of the audit, we have not identified material misstatements in the strategic report or the directors' report included within the trustees' report.

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

- adequate and proper accounting records have not been kept; or
- the financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit

Responsibilities of trustees

As explained more fully in the trustees' responsibilities statement set out on page 19, the trustees (who are also the directors of the charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

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

Auditor's responsibilities for the audit of the financial statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but

COLFE'S SCHOOL
NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2023

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

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

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

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

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

We obtained an understanding of the legal and regulatory frameworks within which the charitable company and group operates, focusing on those laws and regulations that have a direct effect on the determination of material amounts and disclosures in the financial statements. The laws and regulations we considered in this context were the Companies Act 2006 and taxation legislation, together with the Charities SORP (FRS 102). We assessed the required compliance with these laws and regulations as part of our audit procedures on the related financial statement items.

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

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

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

Owing to the inherent limitations of an audit, there is an unavoidable risk that we may not have detected some material misstatements in the financial statements, even though we have properly planned and performed our audit in accordance with auditing standards. For example, the further removed non-compliance with laws and regulations (irregularities) is from the events and transactions reflected in the financial statements, the less likely the inherently limited procedures required by auditing standards would identify it. In addition, as with any audit, there

COLFE'S SCHOOL
NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2023

remained a higher risk of non-detection of irregularities, as these may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal controls. We are not responsible for preventing non-compliance and cannot be expected to detect non-compliance with all laws and regulations.

Use of our report

This report is made solely to the charitable company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the charitable company's members those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company and the charitable company's members as a body, for our audit work, for this report, or for the opinions we have formed.



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

London

Date 19 April 2024

COLFE'S SCHOOL
CONSOLIDATED STATEMENT OF FINANCIAL ACTIVITIES
FOR THE YEAR ENDED 31 AUGUST 2023

		Unrestricted Funds	Restricted Funds	Freehold Property Funds	Endowed Funds	Total Funds	Total Funds
	Notes	£'000	£'000	£'000	£'000	2023 £'000	2022 £'000
INCOME AND EXPENDITURE							
Income from :							
Charitable activities							
School fees	2	19,519	-	-	-	19,519	18,429
Other educational & ancillary activities	4	2,998	-	-	-	2,998	2,093
Other trading activities							
Colfe's Leisure Services Ltd	3	1,157	-	-	-	1,157	924
Investments	8d	319	31	-	-	350	153
Grants and Donations		497	361	-	-	858	369
Total Income		24,490	392	-	-	24,882	21,968
Expenditure on :							
Raising funds							
Colfe's Leisure Services Ltd	6a	624	-	-	-	624	525
Charitable activities							
Provision of education	6b	22,823	24	478	64	23,389	20,480
Total expenditure		23,447	24	478	64	24,013	21,005
Net income / (expenditure) before investment and actuarial gains / (losses)		1,043	368	(478)	(64)	869	963
Pension scheme actuarial gains	15	8	-	-	-	8	71
Net Investment (losses) / gains	8	(77)	-	-	(33)	(110)	(119)
Net income / (expenditure)		974	368	(478)	(97)	767	915
Transfers between funds	12	(1,060)	(337)	1,397	-	-	-
Net movement in funds		(86)	31	919	(97)	767	915
Fund balances at 1 September 2022		5,118	361	12,415	2,777	20,671	19,756
FUND BALANCES at 31 August 2023	12	5,032	392	13,334	2,680	21,438	20,671

There is no difference between the net expenditure or income above and the historical cost equivalent. All of the group's activities are in respect of continuing operations.

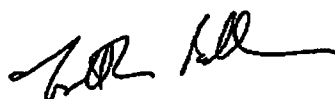
Net income/(losses) under the Companies Act 2006 excludes investment gains and losses on endowed funds and is therefore £933k for the year (2022: £949k)

The notes on pages 26 to 44 form part of these accounts.

COLFE'S SCHOOL
BALANCE SHEETS
AS AT 31 AUGUST 2023

		Group		Colfe's School	
	Notes	2023 £'000	2022 £'000	2023 £'000	2022 £'000
FIXED ASSETS					
Tangible Fixed Assets	7	17,344	16,597	17,331	16,594
Investment assets	8	3,556	3,667	3,798	3,909
		<u>20,900</u>	<u>20,264</u>	<u>21,129</u>	<u>20,503</u>
CURRENT ASSETS					
Debtors	9	1,324	664	1,776	975
Cash at bank and in hand		<u>4,128</u>	<u>4,770</u>	<u>3,361</u>	<u>4,154</u>
		5,452	5,434	5,137	5,129
CREDITORS: due within one year	10	<u>(4,805)</u>	<u>(4,355)</u>	<u>(4,719)</u>	<u>(4,289)</u>
NET CURRENT ASSETS		<u>647</u>	<u>1,079</u>	<u>418</u>	<u>840</u>
TOTAL ASSETS LESS CURRENT LIABILITIES		21,547	21,343	21,547	21,343
LONG TERM LIABILITIES					
Creditors due after one year	11	<u>(109)</u>	<u>(672)</u>	<u>(109)</u>	<u>(672)</u>
TOTAL NET ASSETS		<u>21,438</u>	<u>20,671</u>	<u>21,438</u>	<u>20,671</u>
Represented by :					
ENDOWED FUNDS	12a	2,680	2,777	2,680	2,777
FREEHOLD PROPERTY FUND	12b	13,334	12,415	13,334	12,415
RESTRICTED FUNDS	12c	392	361	392	361
UNRESTRICTED FUNDS					
General funds		<u>5,032</u>	<u>5,118</u>	<u>5,032</u>	<u>5,118</u>
TOTAL FUNDS	12	<u>21,438</u>	<u>20,671</u>	<u>21,438</u>	<u>20,671</u>

Approved by the Board of Governors of Colfe's School on 12th March 2024
and signed on its behalf by:



Governor
Matthew P E Pellereau



Governor
Daniel Coulson

The notes on pages 26 to 44 form part of these accounts.

COLFE'S SCHOOL
CONSOLIDATED STATEMENT OF CASH FLOWS
FOR THE YEAR ENDED 31 AUGUST 2023

		2023 £'000	2022 £'000
Net cash flow from operating activities			
Net cash provided by operating activities	A	1,607	2,372
Cash flows from investing activities	B	(1,662)	(926)
Cash flows from financing activities	C	(587)	(559)
Change in cash and cash equivalents in the year		(642)	887
Reconciliation of net cash flow to movement in net funds :			
Cash and cash equivalents at 1 September 2022		<u>4,770</u>	<u>3,883</u>
Cash and cash equivalents at the end of the year	D	<u><u>4,128</u></u>	<u><u>4,770</u></u>
A Reconciliation of net movements in funds to net cash provided by operating activities			
Net movement in funds (as per the statement of financial activities)		767	915
Depreciation charge		1,265	1,420
(Increase) / Decrease in Debtors		(660)	(225)
Increase in Creditors		433	289
Loan Interest		50	78
Investment Income		(350)	(153)
Net investment losses		110	119
Pension scheme gains		(8)	(71)
Net cash provided by operating activities		<u>1,607</u>	<u>2,372</u>
B Cash flows from investing activities			
Purchase of tangible fixed assets		(2,012)	(1,079)
Investment income		350	153
Net cash used in investing activities		<u>(1,662)</u>	<u>(633)</u>
C Cash flows from financing activities			
Repayments of borrowing		(587)	(559)
Cash inflows from new borrowing		-	-
Net cash used in financing activities		<u>(587)</u>	<u>(559)</u>
D Cash and cash equivalents			
Cash at bank and in hand		<u>4,128</u>	<u>4,770</u>

Note

Charity law requires separate administration of the cashflows on endowed and other restricted funds of the charity.
This constraint has not adversely affected group cashflows as stated above.

The notes on pages 26 to 44 form part of these accounts.

**COLFE'S SCHOOL
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2023**

I ACCOUNTING POLICIES

Basis of Accounting

The financial statements have been prepared in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102), the Companies Act 2006 and the Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) – effective 1 January 2015. In preparing the financial statements, the Governors have considered whether the accounting policies required by the standard require the restatement of information.

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

Demand for places in the school continues. The School's projected cash flows, the Governors have a reasonable expectation that the School has adequate resources to continue its activities for the foreseeable future and consider that there were no material uncertainties over the School's financial viability.

Accordingly, they also continue to adopt the going concern basis in preparing the financial statements as outlined in the Statement of Accounting and Reporting Responsibilities on page 14.

On 24 August 2006 the Charity Commission issued a Uniting Direction directing that Colfe's Educational Foundation should be treated as forming part of Colfe's School for the purposes of registration and accounting. References to Colfe's School therefore refer to the aggregated results of Colfe's School and Colfe's Educational Foundation. The financial statements have been prepared under the historical cost convention, as modified by the inclusion of investments at market value, and in accordance with the requirements of the Companies Act 2006 and the Charities Act 2011.

The accounts present the consolidated statement of financial activities (SOFA), the consolidated cash flow statement and the consolidated and Charity balance sheets comprising the consolidation of the School and with its wholly owned subsidiary Colfe's Leisure Services Ltd. No separate SOFA has been presented for the Charity alone, as permitted by Section 408 of the Companies Act 2006 as the results of its subsidiary are separately identified in the Consolidated SOFA and the related Note 3.

The School is a Public Benefit Entity registered as a charity in England and Wales and a company limited by guarantee. It was incorporated on 4 February 2005 (company number: 1109650) and registered as a charity on 24 May 2005 (charity number: 5352523)

Critical accounting judgements and key sources of estimation uncertainty

In the application of the accounting policies, Governors are required to make judgement, estimates, and assumptions about the carrying value of assets and liabilities that are not readily apparent from other sources. The estimates and underlying

**COLFE'S SCHOOL
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2023**

I. ACCOUNTING POLICIES (continued)

assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may differ from these estimates.

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

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

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

I.1 Fees and similar earned income

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

I.2 Investment income

Income from investments, interest on deposits and rental income are accounted for on an accruals basis. Membership subscriptions to the sports and leisure centre relating to future accounting periods are carried forward as deferred income within creditors.

I.3 Donations, legacies, grants and other voluntary incoming resources

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

The Schools Development Office requests donations and legacies are made to the independent Colfe's Charitable Trust. Historic legacies received for the School's general purposes are accounted for as unrestricted and are credited to the general reserve. Where the donor has imposed trust law restrictions, income is credited to the relevant restricted fund and endowments are accounted for as permanent trust capital or expendable trust capital, according to whether the donor intends retention to be permanent or not. Gifts in kind are valued at estimated open market value at the date of gift, and in the case of assets for retention or consumption, at the value to the School in the case of donated services or facilities.

Government grants are recognised on the accruals basis, when there is reasonable assurance that the School will comply with the conditions attaching to the grant and the grant will be received.

**COLFE'S SCHOOL
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2023**

I. ACCOUNTING POLICIES (continued)

I.4 Expenditure

Expenditure is accrued as soon as a liability is considered probable, discounted to present value for longer-term liabilities. Expenditure attributed to more than one cost category in the SOFA is apportioned to them on the basis of the estimated amount attributable to each activity in the year, either by reference to staff time or the use made of the underlying asset, as appropriate. The irrecoverable element of VAT is included with the item of expense to which it relates.

Governance costs comprise the costs of running the charity, including strategic planning, for its future development, internal and external audit fees, any legal advice for Colfe's School Governors and the costs of complying with constitutional and statutory requirements, such as the costs of Board and Committee meetings and of preparing statutory financial statements and satisfying public accountability.

Intra-group income and expenses between the School and its subsidiaries are excluded from trading income and expenditure.

Grants awarded are recognised when a firm commitment to provide funding is made and there is evidence of a constructive obligation to the beneficiary.

I.5 Tangible fixed assets

Tangible fixed assets are stated at cost less accumulated depreciation. All assets costing more than £500 and with an expected useful life exceeding one year are capitalised in the School and Colfe's Leisure Services Limited. Care however is taken to be consistent in considering whether to capitalise similar items that may fall below this threshold.

I.6 Depreciation

Depreciation is provided at the following rates in order to write off the expenditure on each asset over its estimated useful life. No depreciation is provided on freehold land.

Buildings	on cost at 2% to 10% p.a.
Temporary buildings & fixtures	on cost at 6.67% to 20% p.a.
Gymnasium and sports equipment	on cost at 20% to 33.3% p.a.
Furniture and equipment	on cost at 10% to 33.3% p.a.
Motor vehicles	on cost at 33.3% p.a.
Major refurbishments	on cost at 6.67% to 10% p.a.

I.7 Investments

Quoted investments and investment properties are stated in the Balance Sheet at market value. Investment properties are stated in the Balance Sheet at market value as assessed by the Governors, having taken professional advice.

Realised and unrealised gains and losses are included in the Statement of Financial Activities in the year to which they relate and are calculated by reference to the market

**COLFE'S SCHOOL
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2023**

I. ACCOUNTING POLICIES (continued)

value at the beginning of the year. Realised and unrealised gains and losses on investments are reflected in the funds to which they relate.

The unquoted investment in Colfe's Leisure Services Limited is included in the financial statements at the value of net assets, as shown by the financial statements.

I.8 Fund accounting

Endowed Funds

These are funds which have been endowed for a particular purpose where the capital must remain intact. Permanent endowments are those where the capital must remain indefinitely. In certain cases, restrictions as to the use of income are in place.

Freehold Property Fund

The Freehold Property Fund represents the net book value of the land and buildings of Colfe's Educational Foundation

Restricted Funds

Restricted Funds are subject to donor-imposed conditions or have been raised for a particular purpose. Restrictions may apply to the capital sums alone or to the capital and income generated from them. The Governors are bound by the restrictions and may not vary them.

Unrestricted Funds

General Funds are available to the Governors for unrestricted use, subject to law, and the Articles of Association.

Where general funds have been set aside for a particular purpose by the Governors they are termed 'designated funds'. The designation may be removed at any time at the Governors' discretion.

I.9 Pension costs

Retirement benefits to employees of the School are provided through two pension schemes, on defined benefit and one defined contribution. The pension costs charged in the Statement of Financial Activities are determined as follows:

The Teachers' Pension Scheme

This scheme is a multi-employer pension scheme. It is not possible to identify the School's share of the underlying assets and liabilities of the Teachers' Pension Scheme on a consistent and reasonable basis and therefore, as required by FRS 102, the School accounts for the scheme as if it were a defined contribution scheme. The School's contributions, which are in accordance with the recommendations of the Government Actuary, are charged in the period in which the salaries to which they relate are payable.

**COLFE'S SCHOOL
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2023**

Growth Plan

This is a defined contribution group personal pension plan with TPT Retirement Solutions (formerly The Pension's Trust). Employer's pensions costs are charged in the period in which the salaries to which they relate are payable.

For deficit recovery contributions, the present value of the expected future contributions is recognised as a liability at the balance sheet date. The amount is reviewed annually taking into account any changes to the deficit contribution rate or the implicit rate of interest used in discounting the liability. More detail is provided in note 15.

1.10 Operating leases

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

1.11 Taxation

Colfe's School is exempt from corporation and income tax on its charitable activities by virtue of its status as a registered charity. Colfe's Leisure Services Limited is subject to corporation tax and the charge for the year is based on the profit or loss for the period as adjusted for disallowable and non-taxable items and after taking account of losses brought forward.

1.12 Financial Instruments

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

At the balance sheet date the School held financial assets at fair value of £3,556k (2022 £3,667k).

COLFE'S SCHOOL
NOTES TO THE ACCOUNTS (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2023

2 SCHOOL FEES

	Unrestricted Funds	
	2023	2022
	£'000	£'000
The School's fee income comprised:		
Gross fees	22,655	21,201
Less: Total bursaries, grants and allowances	(3,136)	(2,772)
	<u>19,519</u>	<u>18,429</u>

3 SUMMARY INFORMATION

The results and balance sheets of the two charities, Colfe's School and Colfe's Educational Foundation, and the subsidiary company, Colfe's Leisure Services Limited (CLS) are summarised below:

	School	Foundation	CLS	Adjustments	2023	2022
	£'000	£'000	£'000	£'000	Total	Total
					£'000	£'000
Income	24,197	389	1,157	(861)	24,882	21,968
Expenditure	(23,297)	(420)	(1,157)	861	(24,013)	(21,005)
Net investment (losses) / gains	(74)	(36)	-	-	(110)	(119)
Pension scheme gains	8	-	-	-	8	71
Net movement in funds	<u>834</u>	<u>(67)</u>	<u>0</u>	<u>0</u>	<u>767</u>	<u>915</u>
Tangible fixed assets	1,971	15,360	13	-	17,344	16,597
Investments	<u>3,059</u>	<u>737</u>	<u>-</u>	<u>(240)</u>	<u>3,556</u>	<u>3,667</u>
Total Fixed Assets	<u>5,030</u>	<u>16,097</u>	<u>13</u>	<u>(240)</u>	<u>20,900</u>	<u>20,264</u>
Current assets	17,274	994	837	(13,653)	5,452	5,434
Current liabilities	<u>(4,718)</u>	<u>(13,132)</u>	<u>(608)</u>	<u>13,653</u>	<u>(4,805)</u>	<u>(4,355)</u>
Net Current Assets / (Liabilities)	<u>12,556</u>	<u>(12,138)</u>	<u>229</u>	<u>-</u>	<u>647</u>	<u>1,079</u>
Total Assets less Current Liabilities	17,586	3,959	242	(240)	21,547	21,343
Long term creditors	(109)	-	-	-	(109)	(672)
Total net assets	<u>17,477</u>	<u>3,959</u>	<u>242</u>	<u>(240)</u>	<u>21,438</u>	<u>20,671</u>

Colfe's School owns the whole of the share capital of Colfe's Leisure Services Limited, which provides sports and leisure facilities for the School and for the public, during non-school hours, via its Roebuck Club.

CLS expenditure includes £12,687 (2022: £12,687) management charge from the School and includes £29,000 (2022: £29,000) in respect of facility charges paid to the Foundation

There was a donation paid by CLS to the school during the year of £357,953 in relation to 2021/22 (this was accrued in 2021/22). A trust deed signed during the year 2021/22, changed the basis of accounting for CLS to accrue a donation within the year to which it relates rather than to recognise such donation on a cash basis. The amount accrued for 2022/23 is £490,947.

COLFE'S SCHOOL
NOTES TO THE ACCOUNTS (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2023

		Unrestricted Funds	
		2023	2022
		£'000	£'000
4	OTHER INCOME		
Other educational activities			
	Examination Fees	124	92
	Registration fees	86	63
	Outdoor Pursuits and Educational visits	745	487
	Other income	391	118
		<u>1,346</u>	<u>760</u>
Other ancillary activities			
	Catering Income	675	618
	Wraparound care	273	206
	Other school trips	520	282
	Other income	184	227
		<u>1,652</u>	<u>1,333</u>
	Total Other Income	<u>2,998</u>	<u>2,093</u>
5	STAFF COSTS	2023	2022
		£'000	£'000
Total staff costs comprised:			
	Wages and salaries	11,714	10,562
	Social security costs	1,237	1,138
	Pension contributions	1,862	1,744
		<u>14,813</u>	<u>13,444</u>
The average number of employees in the year was:			
	School	306	298
	Subsidiary	58	58
		<u>364</u>	<u>356</u>

Neither Colfe's School Governors nor persons connected with them received any remuneration, other benefits or reimbursement of expenses from the School or any connected organisation apart from reimbursed Governors' travelling and accommodation expenses of £4,164 (2022: £3,427). The number of Governors claiming travel and accommodation expenses was 6 (2022: 5)

The number of higher paid employees was:		2023	2022
		No.	No.
Taxable emoluments band:			
	£60,001 - £70,000	28	19
	£70,001 - £80,000	6	4
	£80,001 - £90,000	1	-
	£90,001 - £100,000	-	2
	£100,001 - £110,000	3	2
	£120,001 - £130,000	-	-
	£130,001 - £140,000	-	1
	£140,001 - £150,000	1	-
		<u>33</u>	<u>24</u>
The number with retirement benefits accruing in			
	- Defined Benefit Schemes	<u>33</u>	<u>24</u>

Aggregate employee-benefits for key management personnel including pension contributions total £ 1,174,313 in 2022/23 (2021/22 £1,145,282)
These emoluments also include accommodation benefits. There were termination payments totalling £19,557 in 2022/23 (2021/22: £170,650)

COLFE'S SCHOOL
NOTES TO THE ACCOUNTS (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2023

6 ANALYSIS OF TOTAL EXPENDITURE

	Staff costs £'000	Grants Awarded	Other costs £'000	Depreciation £'000	2023 Total £'000	2022 Total £'000
(a) Costs of raising funds						
Trading costs of the subsidiary	521	-	100	3	624	525
(b) Charitable activities						
Teaching	11,597	-	1,356	466	13,419	12,129
Other activities	-	497	2,895	-	3,392	2,078
Buildings depreciation	-	-	-	542	542	716
Premises	982	-	2,584	254	3,820	3,552
Support costs of schooling	1,713	-	468	1	2,182	1,959
Governance cost	-	-	10	-	10	35
School's operating costs	14,292	497	7,313	1,263	23,365	20,469
Awards and prizes	-	-	24	-	24	11
	<u>14,292</u>	<u>497</u>	<u>7,337</u>	<u>1,263</u>	<u>23,389</u>	<u>20,480</u>
Total expenditure	<u>14,813</u>	<u>497</u>	<u>7,437</u>	<u>1,266</u>	<u>24,013</u>	<u>21,005</u>

Governance costs include auditor's remuneration for audit services of £35k (2021/22: £31k).

Grants awarded in 2023 comprised amounts to be payable to Colfe's Charitable Trust in furtherance of the Schools' activities

	Staff costs £'000	Grants Awarded	Other costs £'000	Depreciation £'000	2022 Total £'000	2021 Total £'000
(a) Costs of raising funds						
Trading costs of the subsidiary	453	-	70	2	525	425
(b) Charitable activities						
Teaching	10,597	-	1,186	346	12,129	11,646
Other activities	-	-	2,078	-	2,078	1,193
Buildings depreciation	-	-	-	716	716	622
Premises	963	-	2,233	356	3,552	2,808
Support costs of schooling	1,431	-	528	-	1,959	1,911
Governance cost	-	-	35	-	35	25
School's operating costs	12,991	-	6,060	1,418	20,469	18,205
Awards and prizes	-	-	11	-	11	10
	<u>12,991</u>	<u>-</u>	<u>6,071</u>	<u>1,418</u>	<u>20,480</u>	<u>18,215</u>
Total expenditure	<u>13,444</u>	<u>-</u>	<u>6,141</u>	<u>1,420</u>	<u>21,005</u>	<u>18,640</u>

Governance costs include auditor's remuneration for audit services of £31k (2020/21: £29k).

COLFE'S SCHOOL
NOTES TO THE ACCOUNTS (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2023

7 TANGIBLE FIXED ASSETS

	Freehold Land and Buildings £'000	Assets under Construction £'000	Motor Vehicles £'000	Furniture & Equipment £'000	School Total £'000	Furniture & Equipment £'000	Subsidiary Total £'000	Group Total £'000
Cost								
1 September 2022	27,867	100	88	5,015	33,070	136	136	33,206
Transfers	49	(49)	-	-	-	-	-	-
Additions	1,682	-	-	317	1,999	13	13	2,012
Disposals	-	-	-	(624)	(624)	-	-	(624)
31 August 2023	29,598	51	88	4,708	34,445	149	149	34,594
Depreciation								
1 September 2022	12,932	-	61	3,483	16,476	133	133	16,609
Transfers	-	-	-	-	-	-	-	-
Charge for year	542	-	13	707	1,262	3	3	1,265
Disposals	-	-	-	(624)	(624)	-	-	(624)
31 August 2023	13,474	-	74	3,566	17,114	136	136	17,250
Net book values								
31 August 2023	16,124	51	14	1,142	17,331	13	13	17,344
31 August 2022	14,935	100	27	1,532	16,594	3	3	16,597

HSBC have taken a charge over the land and buildings of the Horn Park Lane site as security for the 10 year loan facility which assisted in financing the 6th form centre.

COLFE'S SCHOOL
NOTES TO THE ACCOUNTS (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2023

8 INVESTMENTS

	2023 £'000	2022 £'000
Market value:		
Listed investments	8a 2,681	2,792
Investment Property	8b 875	875
Group total	<u>3,556</u>	<u>3,667</u>
At fair value		
Investment in Subsidiary	8c 242	242
School total	<u>3,798</u>	<u>3,909</u>

Group unrealised gains on investments included above:

8a Listed Investments

	£'000
Market value at 1 September 2022	2,791
Net unrealised gain	(110)
Market value at 31 August 2023	<u>2,681</u>
Historic cost at 31 August 2023	<u>1,704</u>

All listed investments are held in unit trusts or common investment funds.

8b Investment Property

	£'000
Market value at 1 September 2021	875
Unrealised Gain on investment	-
Market value at 31 August 2022	<u>875</u>
Historic cost at 31 August 2023	<u>413</u>

8c Investment in Subsidiary

	£'000
Fair value	
At 1 September 2022	242
Gain for the year	-
At 31 August 2023	<u>242</u>

An accrual of £490k for profits made by Colfe's Leisure Services is included within these accounts, the payment of which will be made in 2023/24. The amount accrued in 2021/22 and paid in 2022/23 was £358k.

8d Investment income comprises:

	Unrestricted Funds	Restricted Funds	2023 Total £'000	2022 Total £'000
Quoted investments	100	31	131	123
Bank deposits	201	-	201	12
Property Investment	18	-	18	18
Total 2023	<u>319</u>	<u>31</u>	<u>350</u>	<u>153</u>
Total 2022	<u>106</u>	<u>27</u>		<u>133</u>

COLFE'S SCHOOL
NOTES TO THE ACCOUNTS (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2023

9 DEBTORS

	Group		Colfe's School	
	2023	2022	2023	2022
	£'000	£'000	£'000	£'000
Amounts due from subsidiary company	-	-	522	358
School fees	40	32	40	32
Stock	7	4	-	-
Trade debtors	61	32	-	-
Sundry debtors	139	124	139	124
Prepayments & Accrued Income	1,077	472	1,075	461
	<u>1,324</u>	<u>664</u>	<u>1,776</u>	<u>975</u>

10 CREDITORS DUE WITHIN ONE YEAR

	Group		Colfe's School	
	2023	2022	2023	2022
	£'000	£'000	£'000	£'000
Bank loan	606	637	606	637
Trade creditors	682	607	662	602
Taxation and social security	532	504	510	486
Grants Payable	497	-	497	-
Other creditors and accruals	621	917	577	874
Pupil Deposits	1,513	1,345	1,513	1,345
Pension deficit recovery payments (note 15)	7	8	7	8
Fees received in advance	347	337	347	337
	<u>4,805</u>	<u>4,355</u>	<u>4,719</u>	<u>4,289</u>

11 CREDITORS DUE AFTER MORE THAN ONE YEAR

	Group		Colfe's School	
	2023	2022	2023	2022
	£'000	£'000	£'000	£'000
Pension deficit recovery payments (note 15)	3	10	3	10
Bank loan 1-2 years	106	662	106	662
Bank loan 2 - 5 years	-	-	-	-
	<u>109</u>	<u>672</u>	<u>109</u>	<u>672</u>

The bank loan balance relates to a loan with a term of 10 years. This started in October 2014 at an interest rate of 4.84% and is secured by a charge over the land and buildings of the Horn Park Lane site.

COLFE'S SCHOOL
NOTES TO THE ACCOUNTS (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2023

12 NET ASSETS OF THE FUNDS OF COLFE'S SCHOOL AND GROUP

Colfe's School's net assets belong to the various funds as follows:

	Fixed Assets	Investments	Net Current Assets / (Liabilities)	Long Term Liabilities	Fund Balance 2023
	£'000	£'000	£'000	£'000	£'000
Endowment funds	2,511	171	-	-	2,682
Freehold Property fund	13,332	-	-	-	13,332
Restricted funds	-	7	385	-	392
Unrestricted funds	1,488	3,620	33	(109)	5,032
Colfe's School	17,331	3,798	418	(109)	21,438
Colfe's Leisure Services Limited	13	(242)	229	-	-
Group	17,344	3,556	647	(109)	21,438

	Fixed Assets	Investments	Net Current Assets	Long Term Liabilities	Fund Balances 2022
	£'000	£'000	£'000	£'000	£'000
Endowment funds	2,575	191	11	-	2,777
Freehold Property fund	12,415	-	-	-	12,415
Restricted funds	-	7	354	-	361
Unrestricted funds	1,604	3,711	475	(672)	5,118
Colfe's School	16,594	3,909	840	(672)	20,671
Colfe's Leisure Services Limited	3	(242)	239	-	-
Group	16,597	3,667	1,079	(672)	20,671

COLFE'S SCHOOL
NOTES TO THE ACCOUNTS (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2023

12a ENDOWED FUNDS: MOVEMENTS IN THE YEAR

	Balance at 1 September 2022 £'000	Expenditure £'000	Investment Gains / (losses) £'000	Funds Transfer	Balance at 31 August 2023 £'000
Endowments:					
Property	2,575	(64)	-	-	2,511
Prizes and other bequest funds	202	-	(33)	-	169
Total	2,777	(64)	(33)	-	2,680
	1st September 2021 £000	£000	£000	£000	31st August 2022 £000
Property	2,641	(66)	-		2,575
Prizes and other bequest funds	619	-	(34)	(383)	202
Total	3,260	(66)	(34)	(383)	2,777

The prizes and other bequest funds are permanent endowments which have been made from time to time by benefactors of the Foundation. The income arising is to be used for specific or general purposes of the Foundation, as specified by the endowments.

12b FREEHOLD PROPERTY FUND: MOVEMENTS IN THE YEAR

	Balance at 1 September 2022 £'000	Income £'000	Expenditure £'000	Fund Transfers £'000	Balance at 31 August 2023 £'000
Freehold property fund	12,415	-	(480)	1,397	13,332
	2021 £'000	£'000	£'000	£'000	2022 £'000
Freehold property fund	12,907	-	(650)	158	12,415

The Freehold Property Fund represents the net book value of the land and buildings of the School and Foundation. The root of the title to the properties held by the Foundation is the Will of Abraham Colfe dated 7 September 1656, probate of which was granted on 25 January 1659.

The freehold property is a mixture of that remaining out of the original endowment or acquired from the proceeds of part or all of the endowed land and that acquired since 1659 out of general funds. The Governors are unable to identify the land and buildings acquired out of the original endowment.

Where restricted or unrestricted funds have been expended on additions to freehold land and buildings, a transfer is made from the relevant fund.

COLFE'S SCHOOL
NOTES TO THE ACCOUNTS (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2023

12c RESTRICTED FUNDS: MOVEMENTS IN THE YEAR

	Balance at 1 September 2022 £'000	Income £'000	Expenditure £'000	Fund Transfers £'000	Investment Gains/(Losses) £'000	Balance at 31 August 2023 £'000
Grants and Donations	18	361	(24)	(337)	-	18
Prizes and other bequest funds	343	31	-	-	-	374
	<u>361</u>	<u>392</u>	<u>(24)</u>	<u>(337)</u>	<u>0</u>	<u>392</u>
	2021 £'000	£'000	£'000	£'000	£'000	2022 £'000
Grants and Donations	18	369	(10)	(359)	-	18
Prizes and other bequest funds	991	29	-	(677)	-	343
	<u>1,009</u>	<u>398</u>	<u>(10)</u>	<u>(1,036)</u>	<u>-</u>	<u>361</u>

Prizes and other bequest funds comprise accumulated undistributed income from endowed funds

Where funds are used for scholarships or bursaries these are shown as transfers from the restricted funds to unrestricted funds.

13 COMMITMENTS UNDER OPERATING LEASES

At 31 August 2023 the charity had aggregate annual commitments under non-cancellable operating leases of £148k

A total of £50k was expensed on lease costs in 2022/23

	Group		Colfe's School	
	2023 £'000	2022 £'000	2023 £'000	2022 £'000
Amounts falling due :				
Within one year	55	22	55	22
Due within 2 - 5 years	93	41	93	41
Due in more than 5 years	-	-	-	-
	<u>148</u>	<u>63</u>	<u>148</u>	<u>63</u>

COLFE'S SCHOOL
CONSOLIDATED STATEMENT OF FINANCIAL ACTIVITIES
FOR THE YEAR ENDED 31 AUGUST 2022

14 CONSOLIDATED STATEMENT OF FINANCIAL ACTIVITIES - COMPARATIVE FIGURE BY FUND TYPE

		Unrestricted Funds	Restricted Funds	Freehold Property Funds	Endowed Funds	Total Funds
	Notes	£'000	£'000	£'000	£'000	2022 £'000
INCOME AND EXPENDITURE						
Income from :						
Charitable activities						
School fees	2	18,429	-	-	-	18,429
Other educational & ancillary activities	4	2,093	-	-	-	2,093
Other trading activities						
Colfe's Leisure Services Ltd	3	924	-	-	-	924
Investments	8d	124	29	-	-	153
Donations & Legacies (restricted)		-	369	-	-	369
Total Income		21,570	398	-	-	21,968
Expenditure on :						
Raising funds						
Colfe's Leisure Services Ltd	6a	525	-	-	-	525
Charitable activities						
Provision of education	6b	19,754	10	650	66	20,480
Total expenditure		20,279	10	650	66	21,005
Net income / (expenditure) before investment and actuarial gains / (losses)		1,291	388	(650)	(66)	963
Pension scheme actuarial gains / (losses)	15	71	-	-	-	71
Net investment gains	8	(85)	0	-	(34)	(119)
Net income / (expenditure)		1,277	388	(650)	(100)	915
Transfers between funds	12	1,261	(1,036)	158	(383)	-
Net movement in funds		2,538	-	648	(483)	915
Fund Balance brought forward at 1 September 2021 as previously stated		2,580	1,009	12,907	3,260	19,756
FUND BALANCES at 31 August 2022	12	5,118	361	12,415	2,777	20,671

COLFE'S SCHOOL
NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2023

15 PENSION SCHEMES

Teaching Staff

The Teacher's Pension Scheme (TPS)

The School is registered in Phased Withdrawal from the Teachers' Pension Scheme (the "TPS"). Staff appointed from September 2022 onwards are offered a defined contribution scheme. The pension charge for the year includes contributions payable to the TPS of £2,016,799 (2021/22 £2,11,798) and at the year-end £165,845 was accrued in respect of the contributions to this scheme.

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

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

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

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

The Aviva Pension Scheme

Teaching staff who were appointed from September 2022 onwards are offered the Aviva APTIS defined contribution pension scheme. The pension charge for the year includes contributions to the Aviva Pension Scheme of £194,612 and at the year-end £18,795 was accrued in respect of contributions to this scheme.

Support Staff

TPT Retirement Solutions (formerly the Pensions Trust) – The Growth Plan

The company participates in the scheme, a multi-employer scheme which provides benefits to some 1,300 non-associated participating employers. The scheme is a defined benefit scheme in the UK. It is not possible for the company to obtain sufficient information to enable it to account for the scheme as a defined benefit scheme. Therefore, it accounts for the scheme as a defined contribution scheme.

Contributions paid into the Plan up to and including September 2001 were converted to defined amounts of pension payable from Normal Retirement Date. From October 2001 contributions were invested in personal.

COLFE'S SCHOOL
NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2023

funds which have a capital guarantee and which are converted to pension on retirement, either within the Plan or by the purchase of an annuity.

The rules of the Plan give the Trustee the power to require employers to pay additional contributions in order to ensure that the statutory funding objective under the Pensions Act 2004 is met. The statutory funding objective is that a pension scheme should have sufficient assets to meet its past service liabilities, known as Technical Provisions.

The Group paid contributions at the rate of 14.1% or 10% dependent on the employee during the accounting period. Under current service members paid contributions at the optional rates of 6% or 7% during the accounting period. Auto-enrolment was implemented on 1 April 2014, which gave the additional option for members to pay a rate, which rose in 2018/19 from 3% to 5% with a Group contribution rising in 2018/19 from 2% to 3%. Support staff are required to notify the group if they do not wish to join this pension scheme. In addition, the School paid contributions totalling £16,238 (2022: £21,306) in respect of the past service deficit.

As at the balance sheet date there were 99 active members (2022: 90) of the Plan employed by the Group and contributions paid during the year were £396,830 (2022: £379,787). The Group continues to offer membership of the Plan to its employees.

A full actuarial valuation for the scheme was carried out at 30 September 2017. This valuation showed assets of £794.9m, liabilities of £926.4m and a deficit of £131.5m. To eliminate this funding shortfall, the Trustee has asked the participating employers to pay additional contributions to the scheme as follows:

Deficit contributions

From 1 Apr 2022 – 31 Jan 2025 £3,312,000 p.a payable monthly

Unless a concession has been agreed with the Trustee the term to 31 Jan 2025 applies.

Note that the scheme's previous valuation was carried out with an effective date of 30 Sept 2014. This valuation showed assets of £794.9m, liabilities of £926.4m and a deficit of £131.5m. To eliminate this funding shortfall, the Trustee has asked the participating employers to pay additional contributions to the scheme as follows:

Deficit contributions

From 1 Apr 2019 – 30 Sept 2025 £11,243,000 p.a payable monthly and increasing by 3% each on 1st April.

The recovery plan contributions are allocated to each participating employer in line with their estimated share of the Series 1 and Series 2 scheme liabilities.

Where the scheme is in deficit and where the company has agreed to a deficit funding arrangement, the company recognises a liability for this obligation. The amount recognised is the net present value of the deficit reduction contributions payable under the agreement that relates to the deficit. The present value is calculated using the discount detailed in these disclosures. The unwinding of the discount rate is recognised as a finance cost.

COLFE'S SCHOOL
NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2023

Present Value of Provision

	31 August 2023 £000	31 August 2022 £000	31 August 2021 £000
Present Value of Provision	10	18	89

Reconciliation of Opening & Closing Provisions

	2023 £000	2022 £000
Provision at start of period	18	89
Unwinding of the discount factor (interest expense)	-	1
Deficit contribution paid	(8)	(18)
Remeasurements - impact of any change in assumptions	-	(1)
Remeasurements - amendments to the contribution schedule	-	(53)
Provision at the end of period	10	18

Income and Expenditure Impact

	2023 £000	2022 £000
Interest expense	-	1
Remeasurements - impact of any change in assumptions	-	(1)
Remeasurements - amendments to the contribution schedule	-	(53)

Assumptions

	31st August 2023 % per annum	31st August 2022 % per annum	31st August 2021 % per annum
Rate of discount	6.04	4.46	0.63

The discount rates shown above are the equivalent single discount rates which, when used to discount the future recovery plan contributions due, would give the same results as using a full AA corporate bond yield curve to discount the same recovery plan contributions.

Following a change in legislation in September 2005 there is a potential debt on the employer that could be levied by the Trustee of the Plan. The Pensions Act 2011 has more recently altered the definition of Series 3 of the Growth Plan so that a liability arises to employers from membership of any Series except Series 4. The debt is due in the event of the employer ceasing to participate in the Plan or the Plan winding up.

COLFE'S SCHOOL
NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2023

The Group has been notified by The Pensions Trust of the estimated employer debt on withdrawal from the Plan based on the financial position of the Plan as at 30 September 2016. As of this date, the estimated employer debt for the Group was £806,658 (30 September 2015: £716,577).

16 CONTROLLING ENTITY AND CONNECTED PARTY TRANSACTIONS

The School is controlled by its sole member, The Leathersellers' Company which is entitled to nominate eight of the fifteen Governors. The Master of the Company is also a Governor (ex officio).

Colfe's Leisure Centre (CLS) (company number 02586190) is a subsidiary of Colfe's School. During the year there were payments made from CLS of £41,183 to Colfe's School in respect of payroll recharges and payments from Colfe's School to CLS of £29,000 in respect of goods and services paid for by CLS. At the year-end there was an intercompany debtor balance in the school of £357,953 (2022: debtor balance of £357,953). A gift aid cash donation of £357,953 (accrued at the end of August 2022) was paid during the year to 31 August 2023, with a further £490,947 being accrued as at 31st August 2023 in respect of the profits for 2022/23.

The School is indirectly associated with a number of charities for which the Leathersellers' Company acts as a trustee or appoints some of the trustees. Of these, Colfe's Charitable Trust, which raises monies for the benefit of the School, made grants to the School of £50,000 (2022: £50,000) in the year; and the Leathersellers' Company Charitable Fund made a grant to the School of £240,000 (2022: £300,000). As at 31 August 2023, an amount of £496,550 was due to Colfe's Charitable Trust. This includes a legacy payment referred to in this accounts of £484,530 plus interest accrued (2022: Debtor £1,140).

The School is not aware of any related party transactions with its Governors.

17 CAPITAL COMMITMENTS

At 31 August 2023 the group had outstanding capital commitments of £68k (2022 : £179k).

Accounts

COLFE'S SCHOOL

ANNUAL REPORT AND FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 AUGUST 2022

Company Number: 05352523
Registered in England

Charity Registration Number: 1109650

**COLFE'S SCHOOL
ANNUAL REPORT AND FINANCIAL STATEMENTS
YEAR ENDED 31 AUGUST 2022**

Contents	Page
Governors, Officers and Advisers	I
Annual Report of the Governors	3
Strategic Report	10
Statement of Accounting and Reporting Responsibilities	17
Independent Auditor's Report	18
Consolidated Statement of Financial Activities	22
Consolidated and Colfe's School Balance Sheets	23
Consolidated Statement of Cash Flows	24
Notes to the Financial Statements	25-43

COLFE'S SCHOOL
ANNUAL REPORT AND FINANCIAL STATEMENTS
YEAR ENDED 31 AUGUST 2022

GOVERNORS, DIRECTORS AND CHARITY TRUSTEES

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

		1	2	3	4	5
Mr M P E Pellereau	(Chair of Governors)	•	•	•	•	•
Mr S M G Williams	(Deputy Chair of Governors) (until 31 st August 2022))	•		•	•	
Mrs C Lennon	(Master of the Leathersellers' Company (from 20 th July 2022))					
Mr G G Bacon	(Master of the Leathersellers' Company (until 19 th July 2022))					
Mrs J A Bradley		•	•		•	
Prof A B Brueggemann				•		
Mrs B W Canham				•	•	
Miss S H Cooke			•			•
Mr D G Coulson	(Deputy Chair of Governors) (from 1 st September 2022))		•			•
Mr J B Guyatt				•	•	
Dr N K Jones				•		
Mr T N Lister		•			•	
Mr J O Mafe		•				
Mr C D Ramsey				•		
Mr J P K Russell		•			•	
Mr M G Williams	(until 31 st August 2022)	•				

¹ - Member of the Finance and General Purposes Committee

² - Member of the Estates Committee

³ - Member of the Education Committee

⁴ - Member of the Risk Management Committee

⁵ - Member of the Health, Safety and Security Committee

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

Except in the case of the Governors who are appointed on an ex-officio basis, service on the Board is for a term of three years. Retiring Governors can be re-elected provided that no Governor serves for a period in excess of twelve years unless a resolution is passed by the Board of Governors granting a final three-year term.

OFFICERS

Mr R F Russell	Headmaster
Mr Max Adamson	Bursar, Company Secretary and Clerk to the Governors
Mrs D F Graham	Deputy Head
Miss C M Macleod	Head of Junior School (Autumn term 2021)
Mr L T Rogers	Interim Head of the Junior School (Spring and Summer terms 2022)

PRINCIPAL ADDRESS AND REGISTERED OFFICE

Horn Park Lane, London, SE12 8AW

AUDITORS

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

BANKERS

HSBC Bank plc, 100 Old Broad Street, London, EC2N 1BG

INSURANCE BROKERS

Marsh Brokers Limited, Education Practice, Capital House, 1-5 Perrymount Road, Haywards Heath, West Sussex, RH16 3SY

SOLICITORS

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

Lewis Silkin, 5 Chancery Lane, London, EC4A 1BL

Veale Wasbrough Vizards, Orchard Court, Orchard Lane, Bristol, BS1 5WS

WEBSITE

www.colfes.com

COLFE'S SCHOOL ANNUAL REPORT OF THE GOVERNORS YEAR ENDED 31 AUGUST 2022

The members of Colfe's School Governing Body present their Annual Report for the year ended 31 August 2022 under the Charities Act 2011, including the Directors' and Strategic Reports, under the Companies Act 2006, together with the audited financial statements for the year. The financial statements consolidate the accounts of Colfe's School ("the School"), Colfe's Educational Foundation ("the Foundation") and Colfe's Leisure Services Ltd ("CLS"), a wholly owned subsidiary of the School. The School is the corporate trustee of Colfe's Educational Foundation.

REFERENCE AND ADMINISTRATIVE INFORMATION

Originally established by John Glyn in 1574, Colfe's School was re-founded in 1652 by Reverend Abraham Colfe, Vicar of Lewisham. When Reverend Colfe died in 1657 he took the enlightened step of entrusting the School to the Worshipful Company of Leathersellers' in the City of London. Today the School principally provides coeducational day education for children from a wide range of backgrounds in its Junior (ages 3-11) and Senior (ages 11-18) Schools. Colfe's Leisure Services Limited, the trading subsidiary, offers sports and leisure facilities for the benefit of the local community as well as the School.

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

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing Documents

The School is governed by its Articles of Association last amended on 5 May 2015. The Articles of Association forbid the distribution of any income, which is to be applied solely towards the objects of the company.

Governing Body

Under the Articles of Association, the members of the Board of Governors are the Directors and Charity Trustees of Colfe's School. When complete, this body comprises fifteen persons, being the Master of the Leathersellers' Company (ex-officio), eight others nominated by the Leathersellers' Company and six co-optative governors.

Each Governor is elected to hold office for three years after which they may be considered for re-election. Normally the maximum period of service is twelve consecutive years although in a special circumstance a governor may serve a final three-year term if approved by a resolution of the Governors.

Recruitment and Training of Governors

When determining the appointment of Governors, the Board and the Leathersellers' Company look to ensure a mix of skills and select new Governors taking into account the knowledge, qualifications and experience of each candidate. The Head, Bursar and wider staff provide new Governors with induction training which introduces them to the workings of the School and the Company as a registered charity. They are encouraged to attend training workshops run by a number of organisations, including AGBIS (the Association of Governing Bodies of Independent Schools). Continuing Governors are also encouraged to attend relevant training courses to keep them up to date on key issues. Governors attend an annual training day.

Organisational Management

The members of the Governing Body, as the charity trustees, are legally responsible for the overall management and control of the School. They usually meet four times a year as a full Board to determine the general policy of the School and review its overall management and control. The work of implementing most of their policies is carried out by the following sub-committees:

COLFE'S SCHOOL
ANNUAL REPORT OF THE GOVERNORS (CONTINUED)
YEAR ENDED 31 AUGUST 2022

- The Education Committee, which is chaired by Mr S Williams, met three times in the year. The Education Committee, reporting directly to the Governing Body, actively considers educational and pastoral policy and performance.
- The Finance and General Purposes Committee (F&GP), which is chaired by Mr M Williams, met four times during the year. The Committee, which reports directly to the Governing Body, scrutinises revenue, the budget and capital expenditure in addition to receiving reports from the Estates committee and on any other non-educational aspect of the School. The Committee also finalises the audited financial statements and annual report for approval by the Governing Body.
- The Pensions Committee, which is chaired by Mr S Williams, is convened as a sub-committee of the F&GP to manage all aspects of the consultation on teachers pensions and met six times in the year
- The Estates Committee, which is chaired by Mrs J Bradley, met three times in the year, Reporting to the Finance and General Purposes Committee, the Estates Committee supervises and monitors capital building projects and the maintenance of the School and Foundation estate
- The Risk Management Committee, which is chaired by Mr J Russell, met twice in the year. The Committee monitors all strategic risks facing the School and reports directly to the Governing Body.
- The Health, Safety and Security Committee, which is chaired by Mr M Pellereau, met twice in the year. The committee, which reports directly to the Governing Body, is tasked with scrutinising the health, safety and security procedures and mechanisms within the School.
- The Strategic Planning Group, which is chaired by Mr M Pellereau and to which all governors are invited to attend, met once in the year. Working closely with those in key management positions, the group is responsible for the development and monitoring of the School strategic plan.

The day-to-day management of the School is delegated to the Headmaster and Key Officer's. They are also supported by their Senior Management teams and wider senior staff. The Headmaster and the Bursar attended all committees. All Governing Body meetings are also attended by the Deputy Head and Junior School Head. Various members of the Senior Management Team attended governor and subcommittee meetings during the year. The Chairman receives the minutes of Senior Management Team meetings and attends in person regularly.

The remuneration of the Headmaster and Bursar is set by the Board, with other key management remuneration being determined by the Headmaster. The overarching policy objective is to provide appropriate incentives to encourage enhanced performance and reward key management fairly and responsibly for their individual contributions to the School's success.

The appropriateness and relevance of the remuneration policy is reviewed annually, including reference to comparisons with other independent schools through anonymous benchmarking surveys, to ensure that the School remains sensitive to the broader issue of pay and employment conditions elsewhere. The School aims to offer competitive salaries, subject to experience, ensuring that there is scope for rewarding excellence. Delivery of the School's charitable vision and purpose is primarily dependent on key management personnel, and staff costs overall are the largest single element of charitable expenditure.

**COLFE'S SCHOOL
ANNUAL REPORT OF THE GOVERNORS (CONTINUED)
YEAR ENDED 31 AUGUST 2022**

Group Structure and relationships

On 1 September 2005, all the activities and net assets of Colfe's Educational Foundation were transferred to Colfe's School, with the exception of permanent endowment funds, restricted funds and freehold land and buildings. On the same date, Colfe's School was appointed the sole trustee of Colfe's Educational Foundation and ownership of Colfe's Leisure Services Limited (Company Registration No. 02586190 registered in England) was transferred to Colfe's School from Colfe's Educational Foundation.

On 24 August 2006, Colfe's School and Colfe's Educational Foundation were granted a Uniting Direction by the Charity Commission, directing that Colfe's Educational Foundation be treated as forming a part of Colfe's School for the purposes of registration and accounting. The sole member of Colfe's School is the Worshipful Company of Leathersellers.

Colfe's Leisure Services Limited is a wholly owned non-charitable trading subsidiary. The trading activities of Colfe's Leisure Services primarily comprise membership and hire revenue from letting the school campus and sports facilities when not in use by the School.

Through its sole member, the Leathersellers' Company, the School is associated indirectly with many charitable bodies including the Leathersellers' Company Charitable Fund from which it received grants totalling £300,000 for the year ended 31 August 2022 (2021: £420,000). Colfe's Charitable Trust, registered charity number 275447, is run independently of the school and by its own Board of Trustees, donated £50,000 during the year (2021: £50,000).

Other Relationships

The Headmaster is a member of the Headmasters' and Headmistresses' Conference whilst the School is a member of the Independent Schools' Bursars' Association. Both memberships permit the sharing of expertise and experience across the independent sector which ensures the School remains abreast of current developments and ideas in the independent sector. The School is also a member of the Association of Governing Bodies of Independent Schools and the Independent Association of Prep Schools.

Employment Policy

The School is an equal opportunities employer and is committed to creating a diverse and inclusive workplace. Full and fair consideration is given to job applications from disabled persons and due consideration is given to their training and employment needs.

Investment policy and objectives

The School's investment objectives are to maximise total return at an acceptable level of risk, which should maintain a percentage return higher than inflation, balancing the current and future needs by:

- maintaining (at least) the value of the investments in real terms;
- producing a consistent and sustainable amount to support expenditure; and
- delivering these objectives within acceptable levels of risk.

To meet these objectives the School's investments are managed to maintain diversification across a range of asset classes in order to produce an appropriate balance between risk and return. An investment property is also held from which income rental is received and regularly reviewed. The investment strategy and policy are monitored by the Finance and General Purposes Committee, as is investment performance, which is reported below, within the Strategic Report.

**COLFE'S SCHOOL
ANNUAL REPORT OF THE GOVERNORS (CONTINUED)
YEAR ENDED 31 AUGUST 2022**

Charity Governance Code

The Governing body take their governance responsibilities seriously and aim to have a governance framework that is fit for purpose, compliant and efficient. The Board reviews its structure and practices against the Charity Code of Governance to ensure the School's governance framework is robust and fit for purpose.

Fundraising Practice

The Governing Body is aware of the Code of Fundraising Practice and the advice and recommendations contained therein. The School is undertaking fundraising activities to raise funds in support of its means-tested scholarship programme in the form of donations or legacy giving to the Colfe's Charitable Trust. The School has no fundraising activities requiring disclosure under s162A of the Charities Act 2011.

OBJECTS, AIMS, OBJECTIVES AND ACTIVITIES

Charitable Objects

The School's Objects, as set out in the Articles of Association are the advancement of education for the benefit of the public by the provision and conduct of a day school for boys and girls in or near the London Borough of Lewisham and, in so far as it is incidental or ancillary to the advancement of education, such other purposes for the benefit of the local community as shall be exclusively charitable.

In furtherance of these Objects for the benefit of the public the School has established and administers bursaries, scholarships and other benefactions, and acts as the trustee and manager of property, endowments, bequests, and gifts given or established in pursuance of these Objects. The Board is mindful of the long-standing need to provide public benefit and of the requirements of the Charities Act 2011. In this connection the Board has monitored closely the guidance on public benefit produced by the Charity Commission together with its supplementary guidance on fee-charging.

Intended impact

Within its charitable Objects, the School aims to achieve its objectives in ways that are consistent with the principles of its founder Abraham Colfe, ensuring the safeguarding of all pupils, maintaining the financial stability of the School providing public benefit.

Aims

The School's aims for the public benefit are:

- To promote excellence in all areas of school life and to develop each pupil's abilities and character to the full, whilst ensuring that each child is happy and developing their unique potential;
- to provide innovative academic teaching which adds value and fosters learning and scholarship of the highest quality together with a wide range of cultural, sporting and co-curricular activities;
- to nurture an awareness of spiritual and moral values amongst its pupils in accordance with the principles of the Founder, Abraham Colfe;
- to maintain a balanced and diverse community of children from varied backgrounds within the context of an academically selective school;
- to promote a purposeful, disciplined, supportive and respectful atmosphere in which all pupils are encouraged to achieve their full potential, staff can find vocational fulfilment in

COLFE'S SCHOOL
ANNUAL REPORT OF THE GOVERNORS (CONTINUED)
YEAR ENDED 31 AUGUST 2022

their careers and all can use their talents for the greater good of the community and society as a whole.

Primary objectives

The key objectives of the School to fulfil these aims are:

- to provide an educational experience which is consistent with its stated aims and philosophy and which is recognised for its excellence within a learning culture in which pupils are encouraged to aim high and work systematically towards the achievement of their goals;
- to maintain and improve the performance of its pupils in public examinations relative to their potential so as to enhance the academic reputation of Colfe's, whilst maintaining the strength of the School's cultural, sporting and co-curricular activities;
- to ensure that all pupils who leave the Senior School are prepared and equipped to meet the challenges and opportunities which they will face on entering the wider world;
- to ensure that the aspirational culture of the school is reflected in all parts of the school. In achieving this objective, the Junior School also aims to become an important source of academically able and well-rounded pupils for Colfe's Senior School;
- to develop a distinctive learning culture within the whole school to promote mental strength and resilience;
- to attract and retain key members of staff;
- to continue our improvement of the fabric of the school estate in the context of providing enhanced facilities in which to deliver and achieve our educational objectives;
- to provide a clear, simple and effective governance and management structure capable of taking timely decisions and allocating necessary resources appropriately;
- to provide the necessary administrative and logistical framework to meet the needs of pupils and staff alike; and
- to be the coeducational independent day school of choice in South East London.

The aims and objectives set for Colfe's Leisure Services are to facilitate the achievement of the School's aims and objectives as above.

Strategies to achieve the primary objectives

To achieve these objectives the School continues to pursue its strategy of investing in its broad educational proposition, its staffing and its infrastructure.

In terms of the educational proposition, our objective is to improve the academic performance of the school without sacrificing its inclusiveness, social mix, or its broad educational experience or our commitment to pastoral care. The School continues to focus on strengthening our offer in the sixth form level. High performance in the sixth form will help strengthen the School's academic standing, drive improved academic performance through the School and increase the attractiveness of the School to parents.

This strategy is supported by the School's partnership programme with state schools across Greenwich and Lewisham including the Leathersellers' Federation of schools. The Leathersellers' Scholarship Programme is allowing up to 12 students in each of the sixth form years to benefit from free places and contributes to the learning environment and academically standards of the sixth-form.

COLFE'S SCHOOL
ANNUAL REPORT OF THE GOVERNORS (CONTINUED)
YEAR ENDED 31 AUGUST 2022

To support this broad educational proposition our staffing strategy is to recruit and retain teachers of high calibre. In the Senior School we will continue to recruit bright and capable graduates and train them through our successful in-house teacher training programme. We will invest in the continuing professional development of our existing staff to maintain and improve high standards of teaching. We intend to remain competitive in the market for attracting new teachers.

Investment in our infrastructure is also a necessary part of our strategy. The Estates Committee is responsible for providing oversight of facilities development at Colfe's. The near-term imperative is to improve facilities in the Senior School.

In addition, we will continue to utilise our facilities commercially through Colfe's Leisure Services.

Principal activity

The School's principal activity, as specified in the Articles of Association, is the advancement of education. The School continues to fulfil its principal activity with much success. The school roll for 2021/22 averaged 1,255 (2020/21: 1,201) pupils with 813 in the senior school (2020/21: 764) and 442 in the junior school (2020/21: 437).

Public Benefit

Colfe's School remains committed to the aim of providing public benefit in accordance with its founding principles. The governors have complied with the duty prescribed in the Charities Act 2011 to have due regard to guidance published by the Charity Commission, including public benefit guidance.

As a former state grammar school, Colfe's attaches great importance to widening participation and playing a full part in the life of its local community. Abraham Colfe, our Founder, was Vicar of St Mary's Church in Lewisham during the period of the English Civil War. The School maintains an active link with St Mary's Church in Lewisham and Father Hall is the school Chaplain. We still attach great value to our historic links with the Borough of Lewisham, as well as with Greenwich.

Colfe's School is a charitable company and seeks to benefit the public through the pursuit of its stated aims. As a charity, the parents of the school have the reassurance that all of the income of the School must be applied for educational purposes. Our fees are set at a level to ensure the financial viability of the School whilst being consistent with our aim of providing first-class education to boys and girls.

The Promotion of Education

In accordance with our objects, we provide education to children 'in or near the London Borough of Lewisham'. During the year, Colfe's School educated an average of 1,255 children between the ages of 3 to 18. All of these children reside in the UK and they experience an above average level of educational training. The School has a broad curriculum and seeks to ensure that all children reach their academic potential. We believe that access to our educational services is vital to our success and that our successful outcomes must be shared by the local communities that use our facilities.

Ukrainian refugees

The School responded swiftly to the onset of the war in Ukraine by making places available to child refugees on full scholarships. By the end of the year, 12 Ukrainian refugee pupils, aged 6 – 16 years, were on the School register, with two more joining for the next academic year. The School's community gave generously to the Colfe's Charitable Trust's Ukrainian Relief Fund which was established to cover incidental costs such as uniforms, school trips and personal laptops, as

COLFE'S SCHOOL
ANNUAL REPORT OF THE GOVERNORS (CONTINUED)
YEAR ENDED 31 AUGUST 2022

well as essential English language tuition. Staff and pupils have made these children and their families feel safe and valued and their presence at Colfe's is of great benefit to the school community.

Bursaries and Scholarships

The awarding of means-tested bursaries is a measurable means of providing public benefit. The Governing Body takes the view that bursaries awarded to those who would not otherwise be able to afford the fees are important, but not to the exclusion of the much wider benefit that the school provides within the community. Those pupils who attend our school and who receive financial support contribute to the school community in a variety of ways, and so the benefit is not purely to these pupils but to the whole School and, in some cases, to the wider community.

The Governors view means-tested bursaries and scholarships as an important means of helping children from families who would otherwise not be able to afford the fees to access the education we offer. As a matter of policy, Colfe's School provides access to children from less affluent backgrounds. Bursaries are available to candidates who would otherwise be unable to attend the school due to financial circumstance, provided that such candidates pass the entrance examination and demonstrate a high level of academic potential. The awards range from 10% to 100% remission of fees. Our scholarships are awarded on the basis of the individual's educational and extra-curricular potential and are usually awarded as a fixed remission amount (approximately 10% to 50%) and can be supplemented further by a bursary.

During the year, Colfe's School has provided means tested bursaries to 81 children, to the value of £1,130,000 maintaining the increase in means-tested awards in recent years (2020/21 91 children to the value of £1,253,000). 79 pupils received a bursary or combined bursary and scholarship of 50% or more including 51 children who benefited from a fully funded place. It is important to note that a number of pupils who currently benefit from academic scholarships, which are awarded for up to five years, would otherwise be prevented from attending the school for financial reasons.

The School is particularly grateful to the Leathersellers' Company Charitable Fund which has granted the School a total of £1,857,500 to be spent on fully funded bursaries in the Leathersellers' Scholarship Programme. The first of these bursaries were awarded to pupils joining the sixth form in September 2014.

Relationship with Local Schools

Non-selective comprehensive Schools with which we have regular contact include Conisborough College, Deptford Green School, Addey and Stanhope, Bonus Pastor, St Paul's Academy, St Thomas More, St Ursula's, Trinity School, Prendergast Ladywell School, and Prendergast Vale School. These schools tend to have a higher percentage of children eligible for free school meals than is average for the boroughs they are located in (averages: Southwark 34.2%, Lewisham 28% and Greenwich 23.8%). Our work with these schools continues to evolve and includes:

- A member of staff is responsible for schools' partnerships and has a significant proportion of their timetable dedicated to this work. They are aided by other members of the staff body.
- Colfe's teachers run A-level taster sessions and regular GCSE enrichment activities in Latin, Modern Foreign Languages, Science, Mathematics and debating which are attended by pupils and staff from local schools.
- Pupils from our partner school join our own year 10 students for joint trips to Oxford and Cambridge Universities. Pupils in Year 8,10 and 12 join in with The Catalyst - a joint

COLFE'S SCHOOL
ANNUAL REPORT OF THE GOVERNORS (CONTINUED)
YEAR ENDED 31 AUGUST 2022

program with seven state schools, Colfe's and St Catherine's College, Oxford. We also invite state schools to join our university information evening.

- The Leathersellers' Scholarship Programme is now in its eighth year and there are currently 24 sixth form pupils from local 11-16 state schools attending Colfe's on fully funded places.

The School also participates in the governance of a number of local state schools:

- The Deputy Head serves as a governor of Conisborough College.
- The Bursar serves on the Local Academy Council of Millennium and Timbercroft Primary schools.

Other Areas of Public Benefit

The School actively seeks opportunities to assist its wider community. Charitable events enjoy a high profile throughout the school year and all pupils have numerous opportunities to contribute to a wide range of projects. Colfe's School has a longstanding partnership with a school in The Gambia. The objectives of the school partnership are to further the development of Kotu Senior Secondary School and to provide a safe and responsible opportunity for Colfe's pupils to gain first-hand experience of life in a developing country.

Where possible Colfe's School makes facilities available to adults and children in the community. This is facilitated through both Colfe's Leisure Services and in conjunction with Colfeian Grounds Ltd, the latter using the School's Horn Park sports ground to provide a community sports club that is available to young people and other members of the local community.

Volunteers

The Parents and Friends Association (PAFA) and Old Colfeians help with fundraising and social and cultural activities. The Board continues to be extremely grateful for PAFA's continuing and valuable support to the School.

STRATEGIC REPORT

ACHIEVEMENTS AND PERFORMANCE

Review of achievements and performance for the year

School examinations were unable to take place because of the Coronavirus pandemic, therefore grades were awarded by application of the Department for Education's guidance for Teacher Assessed Grades.

In the context of standards rising nationally, A-level students recorded their best-ever results with 89.2% of A level exams graded A* to B (2021: 95.5%) and 71.7% at A* or A (2021: 71.5%). At GCSE, 94.6% were graded at 9-6 (2021: 90%) and 83.8% at 9-7 (2021: 71%). 37.5% of awards were graded 9 (2021: 23%).

69% of students were accepted onto Russell Group 'Plus' universities. One pupil gained an Oxbridge place (2021: 10 pupils), three are reading medicine and six enrolled on Art Foundation courses.

The School continued to build upon its success in recruiting pupils from a wide range of feeder schools including both state and independent schools. Record numbers sat the 11+ entrance examination in January 2022. Demand for places in the Junior School remains healthy.

COLFE'S SCHOOL
ANNUAL REPORT OF THE GOVERNORS (CONTINUED)
YEAR ENDED 31 AUGUST 2022

2021/22 saw a return to normality for the pupils, parents and staff at Colfe's as Coronavirus pandemic restrictions lifted. School trips, drama productions, sports fixtures, and parent events all made a welcome return. There were many highlights in the course of the year, including victory in the U15 mixed water polo National Champions; A-level photography work exhibited at Tate Modern; three National Youth Theatre places; winners of the National Reading Championships; productions of Cinderella, Grease! and Into the Woods; outdoor pursuits trips to the Lake District, Snowdonia and Dorset; musical performances at St Alfege Church in Greenwich, St Mary the Virgin in Lewisham and Buckingham Palace for the Queen's Jubilee Celebrations.

Investment Performance

At the year-end, the School's long-term investments, combining the listed and property investments, totalled £3.7 million. This represents a decrease in market value of £(119,000) in the year to 31 August 2022.. The income yield on investments is 4.1% (2021: 3.6%). No investments were realised, and no new investments were undertaken during the year.

FINANCIAL REVIEW

Results for the year - Colfe's School

The income of the School and its subsidiary, Colfe's Leisure Services Ltd, derives from school fees and other income streams in the form of fees paid for the public use of the sports centre and other facilities, donations, and from investments. The funds generated are for the unrestricted use by the Governors in the furtherance of the School's objectives, except for those funds generated from certain Prizes and Bequests Fund investments whose application is restricted to the uses specified by the original bequests, and donations and grants received for specific purposes.

The School's operations returned to normal after two years of disruption from the Coronavirus pandemic. Level of income reflect a full programme of sports and trips and ancillary revenue from lunches and wrap-around care. The School's Cost base is under pressure from high levels of inflation following Russia's invasion of Ukraine. The school's energy contract protected it from energy price rises and it is anticipated that the main impact of this will be felt in subsequent years.

Expenditure on estates refurbishment increased relative to the prior two years of the Coronavirus pandemic. The main areas renovated were the Senior school's Hamp Library and the Senior Hall.

The net income of the School and its subsidiary for the year amounted to £915,000, of which £(119,000) relates to unrealised losses on investments. This surplus is a strategic imperative to improve the School's contingent reserves and to position the finances for planned development of the estates and to navigate a period of economic uncertainty ahead.

The total consolidated funds of the School thus increased from £19,756,000 as at 31 August 2021 to £20,671,000 as at 31 August 2022. More details are provided in the Consolidated Statement of Financial Activities on page 22 and the Consolidated Balance Sheet on page 23.

COLFE'S SCHOOL
ANNUAL REPORT OF THE GOVERNORS (CONTINUED)
YEAR ENDED 31 AUGUST 2022

Going concern

The pupil roll has increased to a record number for the 2022/23 academic year and the School continues to see healthy interest at all levels and at 11+ and 16+ in particular, helped by the excellent performance in the 2021 public examinations.

Inflation and interest rates rose in the year and continued to do so after the year-end. The risks from inflation in the School's cost base and its impact on bad debts and parental affordability are being closely monitored in financial reporting and through Key Performance Indicators. Governors acknowledge heightened risks facing the independent school sector, especially the loss of charitable reliefs such as Business Rate Relief or the imposition of VAT on school fees. The potential impacts of these and the School's response are being explored through scenario forecasting.

The School is considering modest borrowing to fund new facilities, and this will be on fixed terms. Debt service costs are manageable if the development is undertaken.

CLS is popular and its membership numbers are increasing and there is confidence that the current level of contribution to the School can be sustained.

Governors continue to monitor admissions and the School's and CLS' financial position carefully. They consider the financial position of the School and its subsidiary to be satisfactory therefore have prepared the financial statements on a going concern basis.

Results for the year - Colfe's Leisure Services Limited

Colfe's Leisure Services Limited (CLS) is a wholly owned trading subsidiary of Colfe's School. It provides sports and leisure facilities to the Colfe's community and the general public through operation of the CLS membership club and letting of the School's facilities.

The activities of CLS were unconstrained by the restrictions seen during the Coronavirus pandemic and participation in both the Swim Academy and Leisure club increased to record levels under its new management. Letting income from facilities increased significantly, mainly due to negotiating a new 5 year contract with Camp Beaumont to run their holiday-camp.

Its income for the year was £922,000 (2021: £518,000, of which £114,000 related to CJRS grants claimed), resulting in a net profit of £357,000 before tax and gift aid payments (2021: £52,000). A gift aid payment of £49,984 was made during the year in respect of the profit made in 2020/21, and a further £357,953 has been accrued as a gift aid payment in relation to the profits made in 2021/22. Net assets at 31 August 2022 amounted to £242,000 (2021: £290,000).

Reserves Level and Policy and Financial Viability

The School's reserves policy is to maintain sufficient unrestricted income reserves to enable it to meet its short-term financial obligations in the event of an unexpected revenue shortfall. It is the policy of the Governing Body to retain sufficient reserves to allow:

- the continuing operations of the School, equating to three months' running costs;
- the replacement of its tangible fixed assets as they end their useful working lives;
- continuous assistance to pupils of the School by awarding bursaries and scholarships; and
- the enhancement and expansion of the School's facilities from time to time.

COLFE'S SCHOOL
ANNUAL REPORT OF THE GOVERNORS (CONTINUED)
YEAR ENDED 31 AUGUST 2022

The School's Reserves Policy is to hold sufficient unrestricted income reserves to cover three month's essential running costs. This reserve is defined as unrestricted cash, readily realisable investments (unrestricted stocks and shares), less Net Current Assets (excluding entrance deposits held).

Current unrestricted reserves at £5m are in line with the policy target of £4.7m. This is due to two successive years of surpluses resulting from reductions in capital and facilities expenditure. The School has also taken legal advice to determine which purposes its restricted investments and income can be applied towards. This identified £1,060k as unrestricted for general purposes. Governors are giving consideration as to whether it will be used for means-tested scholarships, capital development or held in reserves. The Board is mindful of the level of reserves when considering financial and strategic decisions affecting the school.

PRINCIPAL RISKS AND UNCERTAINTIES

The importance of Health, Safety and Security (HSS) is the principal concern for risk management and the School is ever mindful of the need to provide a safe environment for its pupils, staff and visitors. Risks are wide ranging from educational visits and outdoor pursuits to infrastructure and fire. An enormous range of activities are offered and facilitated by the School and the associated risks of all activities are minimised by thorough planning and risk assessment. These risks are monitored and managed through the operational HSS Sub-committee; Governors oversight is at the HSS Committee.

The Governing Body considers the affordability of fees by parents across the independent sector to be a major risk faced by the school, and one that is being exacerbated by the challenging outlook for the UK economy, high-inflation and rising interest rates. The removal of charitable business rate relief for independent schools is now considered probable in the next 2-3 years and is incorporated into financial plans. The debate on applying VAT to school fees has once again risen to prominence on the political agenda and is a risk bearing careful consideration.

The principal financial risks arising from these factors are that fee income cannot be sustained at levels needed to support necessary operational and capital expenditure, and inflationary pressure on the cost base – particularly energy and staff costs.

The Governing Body of Colfe's School is responsible for the management of the risks faced by the School. Detailed consideration of the risks faced by Colfe's School is delegated to the Risk Management Committee, who met twice during the year. Risks are identified, assessed and controls established. A review of Colfe's School's risk management processes is undertaken on a bi-annual basis. The key controls used by Colfe's School include:

- a. Formal agendas for all meetings of the Governing Body and Committees;
- b. Detailed terms of reference for all Committees;
- c. Comprehensive strategic planning, budgeting and management accounting;
- d. Established and identifiable organisational structure and reporting lines;
- e. Comprehensive formal written policies and the monitoring of these policies;
- f. Clear authorisation and approval levels;
- g. Vetting procedures as required by law for the protection of the vulnerable.

Through the risk management processes established for the School, the Governing Body is satisfied that the major risks identified have been adequately mitigated where necessary and to the extent reasonably possible. It is recognised that systems can only provide reasonable but not absolute assurance that the major risks have been adequately managed.

COLFE'S SCHOOL
ANNUAL REPORT OF THE GOVERNORS (CONTINUED)
YEAR ENDED 31 AUGUST 2022

STREAMLINED ENERGY AND CARBON REPORTING (SECR)

SECR is a mandatory reporting requirement for large companies which is designed to increase internal awareness of energy usage and cost and drive adoption of energy efficiency measures. The School has developed an Environmental Sustainability Policy and is receiving expert advice on adaptations to operate the School's estates more sustainably.

Annual energy use and carbon emissions:

	Year to 31 Aug 2022	Year to 31 Aug 2021
UK energy use kwh¹		
- electricity	948,811	900,715
- gas	2,204,737	2,610,441
- total	3,153,548	3,511,156
Associated Greenhouse gas emissions tonnes CO₂ equivalent²		
- electricity	200	208
- gas	397	478
- total	597	686
Intensity ratio emissions - tonnes per m³ floor area		
- electricity	0.01	0.01
- gas	0.03	0.03
- total	0.04	0.05
Intensity ratio emissions tonnes per headcount (student & staff FTE)		
- electricity	0.13	0.14
- gas	0.26	0.33
- total	0.39	0.47

Notes

1. UK energy use covers educational and related activities of Colfe's School and its subsidiary Colfe's Leisure Services Ltd.

2. Associated Greenhouse gases are calculated on metered energy consumption. Energy use in accommodated property and fuel for school vehicles is excluded as de-minimus.

FUTURE PLANS

The School's key objectives, as reported in the Strategic Plan, are broadly unchanged. These objectives underpin development plans which are in place for each of the areas of the School so that the School continues to enhance its ability to provide a first-class education and pastoral care to its pupils.

All pupils in the Senior school will have a personal digital device to support blended learning over the course of the next two years and the School is upgrading its wireless IT network to facilitate this strategy.

**COLFE'S SCHOOL
ANNUAL REPORT OF THE GOVERNORS (CONTINUED)
YEAR ENDED 31 AUGUST 2022**

The School is developing new classroom and changing room facilities to accommodate the increase in pupil numbers more comfortably, and the importance of sustainability is emphasised, and the School has developed and is implementing an Environmental Sustainability Policy.

SECTION 172(1) STATEMENT

Under the revised UK Corporate Governance Code, Governors are required to explain how they have considered the interests of key stakeholders and the broader matters set out in section 172(1) (A) to (F) of the Companies Act 2006 ('S172') when performing their duty to promote the success of the Company.

Promotion of the success of the organisation to benefit its members

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

S 172(1) A. The likely consequences of any decision in the long term

The long-term sustainability of the operating model is considered by the Governors as set out in the Future Plans and Going Concern sections of the Annual Report of the Governors. Specifically, Governors consider both short- and longer-term financial projections and the key risks that could negatively impact the sustainability of the School. Governors monitor progress against financial plans by review of management information and financial sensitivities. The principal financial risks are explored through the preparation of risk scenario forecasts and management action plans for scrutiny by the Finance and General Purposes Committee.

Risk management is embedded at all levels across the School. The most significant risks are considered at the Risk Committee. See information within the Principal Risks and Uncertainties for further details.

Governors are involved in key decisions in relation to capital expenditure and investment decisions, for example approval of Estate masterplan and the individual phases of development.

S 172(1) B. The interests of the company's employees

Governors are kept apprised of staff morale and engagement at Governors' meetings, through the Chairman's attendance at Senior Leadership meetings, and regular communication with the Headmaster and Bursar. Governors have the opportunity to meet staff on visits to the School and at events such as prizegiving and Founder's day.

The School has a strategic objective to recruit and retain teachers of high calibre. Governors receive annual salary benchmarking reports to inform pay decisions and ensure the School remain competitive in its market. The School has agreed a voluntary recognition agreement with the two main teaching unions; this has established a Joint Consultative Committee as the forum for engaging with staff on matters pertaining to pay, hours and holidays and pensions.

The Company has complied with the UK's Equality Act 2010 Regulations 2017 that require the publication of information on the gender pay gap for UK employees annually. The report is available on the School's website.

COLFE'S SCHOOL
ANNUAL REPORT OF THE GOVERNORS (CONTINUED)
YEAR ENDED 31 AUGUST 2022

S 172(1) C. The need to foster the company's business relationships with suppliers, customers and others

The Governors and Senior Leadership are mindful that parents are the key customers and arbiters of the School's success. Admission to the school is contingent on signing the School's Terms & Conditions that are the basis of a legal contract for educational services. Most aspects of the School's operations are governed by policies designed to ensure its contractual obligations are fully and consistently met. There is regular communication with the Parent body by the School, and Senior leadership is informed by parental feedback when making key decisions.

Colfe's is an important employer and contractor of services in the context of its local area. The School has a policy of paying suppliers promptly and always seeks to resolve supplier disputes amicably and fairly.

The School is grateful to its Parents and Friends Association and its alumni network for the voluntary and charitable support they provide.

S 172(1) D. The impact of the company's operations on the community and the environment

The School's pupils and staff show concern for the environment and demonstrate a commitment to sustainable living. 'Sustainability' is now a priority objective of the School Strategic Plan. The strategy is supported by the Environmental Sustainability Policy and the Estates Committee has oversight of how the School is delivering its sustainability agenda. Recent progress includes establishing the Ecology Working group and planning improvements to the School estate to improve carbon management.

The Company has completed the Energy Savings Opportunity Scheme (ESOS) reporting requirements and has met obligations for disclosures under Streamlined Energy and Carbon Reporting (SECR).

S 172(1) E. The desirability of the company maintaining a reputation for high standards of business conduct

The School works with trusted and reputable suppliers who are vetted and expected to comply with school procedures and risk assessments. The School ensures its procurement processes demonstrate fairness and integrity, comply with relevant laws and regulations, and keep information confidential and secure. The Bursary are aware of Money Laundering risks in Independent Schools undertake appropriate vetting and screening of sources of funds.

S 172(1) F. The need to act fairly as between members of the company.

The School is a member of Association of Governing Bodies of Independent Schools (AGBIS) and seeks to comply with the Charity Code of Governance. All Governors receive training on avoiding and disclosing potential conflicts of interest and these are declared at the start of committee meetings. Related Party Disclosures are completed in preparation of the annual Report and Accounts.

COLFE'S SCHOOL
ANNUAL REPORT OF THE GOVERNORS (CONTINUED)
YEAR ENDED 31 AUGUST 2022

STATEMENT OF ACCOUNTING AND REPORTING RESPONSIBILITIES

The members of the Governing Body (who are also the directors of Colfe's School for the purposes of company law) are responsible for preparing the Annual Report and the financial statements in accordance with applicable law and United Kingdom Generally Accepted Accounting Practice (United Kingdom Accounting Standards)

Company law requires the Governing Body to prepare financial statements for each financial year. Under that law the Governing Body have elected to prepare the financial statements in accordance with United Kingdom Generally Accepted Accounting Practice (United Kingdom Accounting Standards) and applicable law. Under company law the Governing Body must not approve the financial statement unless they are satisfied that they give a true and fair view of the state of affairs of the charitable company and the group and of the income and expenditure, of the charitable group for that period. In preparing these financial statements, the Governing Body are required to:

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

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

Relevant Audit Information

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

Approved by the Governing Body of Colfe's School on 14 March 2023, including, in their capacity as company directors, approving the Directors' and Strategic reports contained therein, and signed on its behalf by:



M P E Pellereau
Chairman of the Governing Body

**COLFE'S SCHOOL
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2021**

Independent Auditor's Report to the Members of Colfe's School

Opinion

We have audited the financial statements of Colfe's School ('the charitable company') for the year ended 31 August 2022 which comprise the Consolidated Statement of Financial Activities, the Consolidated and Company Balance Sheets, the Consolidated Summary Income and Expenditure Account, the Consolidated Cash Flow Statement and notes to the financial statements, including significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the group's and the charitable company's affairs as at 31 August 2022 and of the group's income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for opinion

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

Conclusions relating to going concern

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

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

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

Other information

The trustees are responsible for the other information contained within the annual report. The other information comprises the information included in the annual report, other than the financial statements and our auditor's report thereon. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

Our responsibility is to read the other information and, in doing so, consider whether the other

COLFE'S SCHOOL
NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2022

information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Opinions on other matters prescribed by the Companies Act 2006

In our opinion based on the work undertaken in the course of our audit

- the information given in the trustees' report, which includes the directors' report and the strategic report prepared for the purposes of company law, for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the strategic report and the directors' report included within the trustees' report have been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

In light of the knowledge and understanding of the group and charitable company and their environment obtained in the course of the audit, we have not identified material misstatements in the strategic report or the directors' report included within the trustees' report.

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

- adequate and proper accounting records have not been kept; or
- the financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit

Responsibilities of trustees

As explained more fully in the trustees' responsibilities statement set out on page 17, the trustees (who are also the directors of the charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

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

Auditor's responsibilities for the audit of the financial statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but

COLFE'S SCHOOL
NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2022

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

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

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

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

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

We obtained an understanding of the legal and regulatory frameworks within which the charitable company and group operates, focusing on those laws and regulations that have a direct effect on the determination of material amounts and disclosures in the financial statements. The laws and regulations we considered in this context were the Companies Act 2006 and taxation legislation, together with the Charities SORP (FRS 102). We assessed the required compliance with these laws and regulations as part of our audit procedures on the related financial statement items.

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

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

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

Owing to the inherent limitations of an audit, there is an unavoidable risk that we may not have detected some material misstatements in the financial statements, even though we have properly planned and performed our audit in accordance with auditing standards. For example, the further removed non-compliance with laws and regulations (irregularities) is from the events and transactions reflected in the financial statements, the less likely the inherently limited procedures required by auditing standards would identify it. In addition, as with any audit, there

COLFE'S SCHOOL
NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2022

remained a higher risk of non-detection of irregularities, as these may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal controls. We are not responsible for preventing non-compliance and cannot be expected to detect non-compliance with all laws and regulations.

Use of our report

This report is made solely to the charitable company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the charitable company's members those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company and the charitable company's members as a body, for our audit work, for this report, or for the opinions we have formed.



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

London

Date 2 May 2023

COLFE'S SCHOOL
CONSOLIDATED STATEMENT OF FINANCIAL ACTIVITIES
FOR THE YEAR ENDED 31 AUGUST 2022

		Unrestricted Funds	Restricted Funds	Freehold Property Funds	Endowed Funds	Total Funds	Total Funds
	Notes	£'000	£'000	£'000	£'000	2022 £'000	2021 £'000
INCOME AND EXPENDITURE							
Income from :							
Charitable activities							
School fees	2	18,429	-	-	-	18,429	16,904
Other educational & ancillary activities	4	2,093	-	-	-	2,093	1,173
Other trading activities							
Colfe's Leisure Services Ltd	3	924	-	-	-	924	403
Other Income		-	-	-	-	-	288
Investments	8d	124	29	-	-	153	133
Grants and Donations		-	369	-	-	369	488
Total Income		21,570	398	-	-	21,968	19,389
Expenditure on :							
Raising funds							
Colfe's Leisure Services Ltd	6a	525	-	-	-	525	425
Charitable activities							
Provision of education	6b	19,754	10	650	66	20,480	18,215
Total expenditure		20,279	10	650	66	21,005	18,640
Net income / (expenditure) before investment and actuarial gains / (losses)		1,291	388	(650)	(66)	963	749
Pension scheme actuarial gains	15	71	-	-	-	71	23
Net Investment (losses) / gains	8	(85)	-	-	(34)	(119)	643
Net income / (expenditure)		1,277	388	(650)	(100)	915	1,415
Transfers between funds	12	1,261	(1,036)	158	(383)	-	-
Net movement in funds		2,538	(648)	(492)	(483)	915	1,415
Fund balances at 1 September 2021		2,580	1,009	12,907	3,260	19,756	18,341
FUND BALANCES at 31 August 2022	12	5,118	361	12,415	2,777	20,671	19,756

There is no difference between the net expenditure or income above and the historical cost equivalent. All of the group's activities are in respect of continuing operations.

Net income/(losses) under the Companies Act 2006 excludes investment gains and losses on endowed funds and is therefore £949k for the year (2021: £1,314k)

The notes on pages 25 to 43 form part of these accounts.

COLFE'S SCHOOL
BALANCE SHEETS
AS AT 31 AUGUST 2022

		Group		Colfe's School	
	Notes	2022 £'000	2021 £'000	2022 £'000	2021 £'000
FIXED ASSETS					
Tangible Fixed Assets	7	16,597	16,938	16,594	16,933
Investment assets	8	3,667	3,786	3,909	4,077
		<u>20,264</u>	<u>20,724</u>	<u>20,503</u>	<u>21,010</u>
CURRENT ASSETS					
Debtors	9	664	439	975	411
Cash at bank and in hand		<u>4,770</u>	<u>3,883</u>	<u>4,154</u>	<u>3,554</u>
		5,434	4,322	5,129	3,965
CREDITORS: due within one year	10	<u>(4,355)</u>	<u>(4,005)</u>	<u>(4,289)</u>	<u>(3,934)</u>
NET CURRENT ASSETS		<u>1,079</u>	<u>317</u>	<u>840</u>	<u>31</u>
TOTAL ASSETS LESS CURRENT LIABILITIES		21,343	21,041	21,343	21,041
LONG TERM LIABILITIES					
Creditors due after one year	11	<u>(672)</u>	<u>(1,285)</u>	<u>(672)</u>	<u>(1,285)</u>
TOTAL NET ASSETS		<u>20,671</u>	<u>19,756</u>	<u>20,671</u>	<u>19,756</u>
Represented by :					
ENDOWED FUNDS	12a	2,777	3,260	2,777	3,260
FREEHOLD PROPERTY FUND	12b	12,415	12,907	12,415	12,907
RESTRICTED FUNDS	12c	361	1,009	361	1,009
UNRESTRICTED FUNDS					
General funds		<u>5,118</u>	<u>2,580</u>	<u>5,118</u>	<u>2,580</u>
TOTAL FUNDS	12	<u>20,671</u>	<u>19,756</u>	<u>20,671</u>	<u>19,756</u>

Approved by the Board of Governors of Colfe's School on 29th March 2023
and signed on its behalf by:



Chair of Governors
Matthew P E Pellereau



Deputy Chair of Governors
Daniel Coulson

The notes on pages 25 to 43 form part of these accounts.

COLFE'S SCHOOL
CONSOLIDATED STATEMENT OF CASH FLOWS
FOR THE YEAR ENDED 31 AUGUST 2022

		2022 £'000	2021 £'000
Net cash flow from operating activities			
Net cash provided by operating activities	A	2,372	2,207
Cash flows from investing activities	B	(926)	(633)
Cash flows from financing activities	C	(559)	(324)
Change in cash and cash equivalents in the year		887	1,250
Reconciliation of net cash flow to movement in net funds :			
Cash and cash equivalents at 1 September 2022		3,883	2,633
Cash and cash equivalents at the end of the year	D	4,770	3,883
A Reconciliation of net movements in funds to net cash provided by operating activities			
Net movement in funds (as per the statement of financial activities)		915	1,415
Depreciation charge		1,420	1,250
(Increase) / Decrease in Debtors		(225)	32
Increase in Creditors		289	210
Loan interest		78	99
Investment income		(153)	(133)
Net investment losses / (gains)		119	(643)
Pension scheme gains		(71)	(23)
Net cash provided by operating activities		2,372	2,207
B Cash flows from investing activities			
Purchase of tangible fixed assets		(1,079)	(766)
Investment income		153	133
Net cash used in investing activities		(926)	(633)
C Cash flows from financing activities			
Repayments of borrowing		(559)	(324)
Cash inflows from new borrowing		-	-
Net cash used in financing activities		(559)	(324)
D Cash and cash equivalents			
Cash at bank and in hand		4,770	3,883

Note

Charity law requires separate administration of the cashflows on endowed and other restricted funds of the charity.
This constraint has not adversely affected group cashflows as stated above.

The notes on pages 25 to 43 form part of these accounts.

**COLFE'S SCHOOL
NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2022**

I ACCOUNTING POLICIES

Basis of Accounting

The financial statements have been prepared in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102), the Companies Act 2006 and the Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) – effective 1 January 2015. In preparing the financial statements, the Governors have considered whether the accounting policies required by the standard require the restatement of information.

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

Demand for places in the school continues. The School's projected cash flows are reviewed regularly at Governor level and as a result there is reasonable expectation that the School has adequate resources to continue its activities for the foreseeable future and consider that there were no material uncertainties over the School's financial viability.

Accordingly, they also continue to adopt the going concern basis in preparing the financial statements as outlined in the Statement of Accounting and Reporting Responsibilities on page 17.

On 24 August 2006 the Charity Commission issued a Uniting Direction directing that Colfe's Educational Foundation should be treated as forming part of Colfe's School for the purposes of registration and accounting. References to Colfe's School therefore refer to the aggregated results of Colfe's School and Colfe's Educational Foundation. The financial statements have been prepared under the historical cost convention, as modified by the inclusion of investments at market value, and in accordance with the requirements of the Companies Act 2006 and the Charities Act 2011.

The accounts present the consolidated statement of financial activities (SOFA), the consolidated cash flow statement and the consolidated and Charity balance sheets comprising the consolidation of the School and with its wholly owned subsidiary Colfe's Leisure Services Ltd. No separate SOFA has been presented for the Charity alone, as permitted by Section 408 of the Companies Act 2006 as the results of its subsidiary are separately identified in the Consolidated SOFA and the related Note 3.

The School is a Public Benefit Entity registered as a charity in England and Wales and a company limited by guarantee. It was incorporated on 4 February 2005 (company number: 1109650) and registered as a charity on 24 May 2005 (charity number: 5352523)

Critical accounting judgements and key sources of estimation uncertainty

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

COLFE'S SCHOOL
NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2022

I. ACCOUNTING POLICIES (continued)

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

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

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

I.1 Fees and similar earned income

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

I.2 Investment income

Income from investments, interest on deposits and rental income are accounted for on an accruals basis. Membership subscriptions to the sports and leisure centre relating to future accounting periods are carried forward as deferred income within creditors.

I.3 Donations, legacies, grants and other voluntary incoming resources

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

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

Government grants are recognised on the accruals basis, when there is reasonable assurance that the School will comply with the conditions attaching to the grant and the grant will be received. The grant in connection to the job retention scheme, has been recognised in the period to which the underlying furloughed staff costs relate to.

COLFE'S SCHOOL
NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2022

I. ACCOUNTING POLICIES (continued)

Government grants are recognised on the accruals basis, when there is reasonable assurance that the School will comply with the conditions attaching to the grant and the grant will be received. The grant in connection to the job retention scheme, has been recognised in the period to which the underlying furloughed staff costs relate to.

I.4 Expenditure

Expenditure is accrued as soon as a liability is considered probable, discounted to present value for longer-term liabilities. Expenditure attributed to more than one cost category in the SOFA is apportioned to them on the basis of the estimated amount attributable to each activity in the year, either by reference to staff time or the use made of the underlying asset, as appropriate. The irrecoverable element of VAT is included with the item of expense to which it relates.

Governance costs comprise the costs of running the charity, including strategic planning, for its future development, internal and external audit fees, any legal advice for Colfe's School Governors and the costs of complying with constitutional and statutory requirements, such as the costs of Board and Committee meetings and of preparing statutory financial statements and satisfying public accountability.

Intra-group income and expenses between the School and its subsidiaries are excluded from trading income and expenditure.

I.5 Tangible fixed assets

Tangible fixed assets are stated at cost less accumulated depreciation. All assets costing more than £500 and with an expected useful life exceeding one year are capitalised in the School and Colfe's Leisure Services Limited. Care however is taken to be consistent in considering whether to capitalise similar items that may fall below this threshold.

I.6 Depreciation

Depreciation is provided at the following rates in order to write off the expenditure on each asset over its estimated useful life. No depreciation is provided on freehold land.

Buildings	on cost at 2% to 10% p.a.
Temporary buildings & fixtures	on cost at 6.67% to 20% p.a.
Gymnasium and sports equipment	on cost at 20% to 33.3% p.a.
Furniture and equipment	on cost at 10% to 33.3% p.a.
Motor vehicles	on cost at 33.3% p.a.
Major refurbishments	on cost at 6.67% to 10% p.a.

COLFE'S SCHOOL
NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2022

I. ACCOUNTING POLICIES (continued)

I.7 Investments

Quoted investments are stated in the Balance Sheet at market value. Investment properties are stated in the Balance Sheet at market value as assessed by the Governors, having taken professional advice.

Realised and unrealised gains and losses are included in the Statement of Financial Activities in the year to which they relate and are calculated by reference to the market value at the beginning of the year. Realised and unrealised gains and losses on investments are reflected in the funds to which they relate.

The unquoted investment in Colfe's Leisure Services Limited is included in the financial statements at the value of net assets, as shown by the financial statements.

I.8 Fund accounting

Endowed Funds

These are funds which have been endowed for a particular purpose where the capital must remain intact. Permanent endowments are those where the capital must remain indefinitely. In certain cases, restrictions as to the use of income are in place.

Freehold Property Fund

The Freehold Property Fund represents the net book value of the land and buildings of Colfe's Educational Foundation

Restricted Funds

Restricted Funds are subject to donor-imposed conditions or have been raised for a particular purpose. Restrictions may apply to the capital sums alone or to the capital and income generated from them. The Governors are bound by the restrictions and may not vary them.

Unrestricted Funds

General Funds are available to the Governors for unrestricted use, subject to law, and the Articles of Association.

Where general funds have been set aside for a particular purpose by the Governors they are termed 'designated funds'. The designation may be removed at any time at the Governors' discretion.

I.9 Pension costs

Retirement benefits to employees of the School are provided through two pension schemes, on defined benefit and one defined contribution. The pension costs charged in the Statement of Financial Activities are determined as follows:

**COLFE'S SCHOOL
NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2022**

ACCOUNTING POLICIES (continued)

The Teachers' Pension Scheme

This scheme is a multi-employer pension scheme. It is not possible to identify the School's share of the underlying assets and liabilities of the Teachers' Pension Scheme on a consistent and reasonable basis and therefore, as required by FRS 102, the School accounts for the scheme as if it were a defined contribution scheme. The School's contributions, which are in accordance with the recommendations of the Government Actuary, are charged in the period in which the salaries to which they relate are payable.

Growth Plan

This is a defined contribution group personal pension plan with TPT Retirement Solutions (formerly The Pension's Trust). Employer's pensions costs are charged in the period in which the salaries to which they relate are payable.

For deficit recovery contributions, the present value of the expected future contributions is recognised as a liability at the balance sheet date. The amount is reviewed annually taking into account any changes to the deficit contribution rate or the implicit rate of interest used in discounting the liability. More detail is provided in note 15.

1.10 Operating leases

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

1.11 Taxation

Colfe's School is exempt from corporation and income tax on its charitable activities by virtue of its status as a registered charity. Colfe's Leisure Services Limited is subject to corporation tax and the charge for the year is based on the profit or loss for the period as adjusted for disallowable and non-taxable items and after taking account of losses brought forward.

1.12 Financial Instruments

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

At the balance sheet date the School held financial assets at fair value of £3,667k (2021 £3,786k).

COLFE'S SCHOOL
NOTES TO THE ACCOUNTS (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2022

2 SCHOOL FEES

	Unrestricted Funds	
	2022	2021
	£'000	£'000
The School's fee income comprised:		
Gross fees	21,201	19,550
Less: Total bursaries, grants and allowances	(2,772)	(2,646)
	18,429	16,904

3 SUMMARY INFORMATION

The results and balance sheets of the two charities, Colfe's School and Colfe's Educational Foundation, and the subsidiary company, Colfe's Leisure Services Limited (CLS) are summarised below:

	School	Foundation	CLS	Adjustments	2022	2021
	£'000	£'000	£'000	£'000	Total £'000	Total £'000
Income	21,433	585	924	(974)	21,968	19,389
Expenditure	(20,389)	(617)	(973)	974	(21,005)	(18,640)
Net investment (losses) / gains	(134)	(34)	-	49	(119)	643
Pension scheme gains	71	-	-	-	71	23
Net movement in funds	<u>981</u>	<u>(66)</u>	<u>(49)</u>	<u>49</u>	<u>915</u>	<u>1,415</u>
Tangible fixed assets	2,212	14,382	3	-	16,597	16,938
Investments	<u>3,133</u>	<u>774</u>	<u>-</u>	<u>(240)</u>	<u>3,667</u>	<u>3,786</u>
Total Fixed Assets	<u>5,345</u>	<u>15,156</u>	<u>3</u>	<u>(240)</u>	<u>20,264</u>	<u>20,724</u>
Current assets	16,258	933	664	(12,421)	5,434	4,322
Current liabilities	<u>(4,288)</u>	<u>(12,062)</u>	<u>(426)</u>	<u>12,421</u>	<u>(4,355)</u>	<u>(4,005)</u>
Net Current Assets / (Liabilities)	<u>11,970</u>	<u>(11,129)</u>	<u>238</u>	<u>-</u>	<u>1,079</u>	<u>317</u>
Total Assets less Current Liabilities	17,315	4,027	241	(240)	21,343	21,041
Long term creditors	(672)	-	-	-	(672)	(1,285)
Total net assets	<u>16,643</u>	<u>4,027</u>	<u>241</u>	<u>(240)</u>	<u>20,671</u>	<u>19,756</u>

Colfe's School owns the whole of the share capital of Colfe's Leisure Services Limited, which provides sports and leisure facilities for the School and for the public, during non-school hours, via its Roebuck Club.

CLS expenditure includes £12,687 (2021: £12,687) management charge from the School and includes £29,000 (2021: £29,000) in respect of facility charges paid to the Foundation

There was a donation paid by CLS to the school during the year of £48,984 in relation to 2020/21 (2020 : nil)

A trust deed signed during the year, changed the basis of accounting for CLS to accrue a donation within the year to which it relates rather to recognise such donation on a cash basis. The amount accrued for 2021/22 is £357,953

COLFE'S SCHOOL
NOTES TO THE ACCOUNTS (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2022

		Unrestricted Funds	
		2022	2021
		£'000	£'000
4	OTHER INCOME		
Other educational activities			
	Examination Fees	92	82
	Registration fees	63	66
	Outdoor Pursuits and Educational visits	487	215
	Other income	118	75
		760	438
Other ancillary activities			
	Catering Income	618	423
	Wraparound care	206	117
	Other school trips	282	62
	Other income	227	133
		1,333	735
	Total Other Income	2,093	1,173
5	STAFF COSTS		
		2022	2021
		£'000	£'000
Total staff costs comprised:			
	Wages and salaries	10,562	10,123
	Social security costs	1,138	1,062
	Pension contributions	1,744	1,716
		13,444	12,901
The average number of employees in the year was:			
	School	298	290
	Subsidiary	58	52
		356	342

Neither Colfe's School Governors nor persons connected with them received any remuneration, other benefits or reimbursement of expenses from the School or any connected organisation apart from reimbursed Governors' travelling and accommodation expenses of £3,427 (2021: £1,055). The number of Governors claiming travel and accommodation expenses was 5 (2021: 1)

The number of higher paid employees was:		2022	2021
		No.	No.
Taxable emoluments band:			
£60,001 - £70,000		19	16
£70,001 - £80,000		4	6
£80,001 - £90,000		-	1
£90,001 - £100,000		2	1
£100,001 - £110,000		2	2
£120,001 - £130,000		-	1
£130,001 - £140,000		1	-
The number with retirement benefits accruing in			
- Defined Benefit Schemes		24	23

Aggregate employee-benefits for key management personnel including pension contributions total £ 1,145,282 in 2021/22 (2020 £1,115,779)
These emoluments also include accommodation benefits. There were termination payments totalling £170,650 in 2020/21 (2021: £10,896k)

COLFE'S SCHOOL
NOTES TO THE ACCOUNTS (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2022

6 ANALYSIS OF TOTAL EXPENDITURE

	Staff costs £'000	Other costs £'000	Depreciation £'000	2022 Total £'000	2021 Total £'000
(a) Costs of raising funds					
Trading costs of the subsidiary	453	70	2	525	425
(b) Charitable activities					
Teaching	10,597	1,186	346	12,129	11,646
Other activities	-	2,078	-	2,078	1,193
Buildings depreciation	-	-	716	716	622
Premises	963	2,233	356	3,552	2,808
Support costs of schooling	1,431	528	-	1,959	1,911
Governance cost	-	35	-	35	25
School's operating costs	12,991	6,060	1,418	20,469	18,205
Awards and prizes	-	11	-	11	10
	<u>12,991</u>	<u>6,071</u>	<u>1,418</u>	<u>20,480</u>	<u>18,215</u>
Total expenditure	<u>13,444</u>	<u>6,141</u>	<u>1,420</u>	<u>21,005</u>	<u>18,640</u>

Governance costs include auditor's remuneration for audit services of £31k (2020/21: £29k).

COLFE'S SCHOOL
NOTES TO THE ACCOUNTS (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2022

7 TANGIBLE FIXED ASSETS

	Freehold Land and Buildings £'000	Assets under Construction £'000	Motor Vehicles £'000	Furniture & Equipment £'000	School Total £'000	Furniture & Equipment £'000	Subsidiary Total £'000	Group Total £'000
Cost								
1 September 2021	27,381	378	71	4,870	32,700	154	154	32,854
Transfers	327	(327)	-	-	-	-	-	-
Additions	159	49	37	834	1,079	-	-	1,079
Disposals	-	-	(20)	(689)	(709)	(18)	(18)	(727)
31 August 2022	27,867	100	88	5,015	33,070	136	136	33,206
Depreciation								
1 September 2021	12,100	116	68	3,483	15,767	149	149	15,916
Transfers	116	(116)	-	-	-	-	-	-
Charge for year	716	-	13	689	1,418	2	2	1,420
Disposals	-	-	(20)	(689)	(709)	(18)	(18)	(727)
31 August 2022	12,932	-	61	3,483	16,476	133	133	16,609
Net book values								
31 August 2022	14,935	100	27	1,532	16,594	3	3	16,597
31 August 2021	15,281	262	3	1,387	16,933	5	5	16,938

HSBC have taken a charge over the land and buildings of the Horn Park Lane site as security for the 10 year loan facility which assisted in financing the 6th form centre.

COLFE'S SCHOOL
NOTES TO THE ACCOUNTS (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2022

8 INVESTMENTS

	2022 £'000	2021 £'000
Market value:		
Listed investments	8a 2,792	2,911
Investment Property	8b 875	875
Group total	<u>3,667</u>	<u>3,786</u>
At fair value		
Investment in Subsidiary	8c 242	291
School total	<u>3,909</u>	<u>4,077</u>

Group unrealised gains on investments included above:

8a Listed Investments

	£'000
Market value at 1 September 2021	2,911
Net unrealised gain	(119)
Market value at 31 August 2022	<u>2,792</u>
Historic cost at 31 August 2022	<u>1,704</u>

All listed investments are held in unit trusts or common investment funds.

8b Investment Property

	£'000
Market value at 1 September 2021	875
Unrealised Gain on investment	-
Market value at 31 August 2022	<u>875</u>
Historic cost at 31 August 2022	<u>413</u>

8c Investment in Subsidiary

	£'000
Fair value	
At 1 September 2021	291
Gain for the year	(49)
At 31 August 2022	<u>242</u>

Colfe's Leisure Services made a gift aid payment of £49k to the school during 2021/22 in respect of profits made in 2020/21. In addition to the payment made, an accrual of the profits made in 2021/22 of £358k has been recognised within the year. The accounting basis has changed in 2021/22 from a cash basis to an accrual basis.

8d Investment income comprises:

	Unrestricted Funds	Restricted Funds	2022 Total £'000	2021 Total £'000
Quoted investments	94	29	123	110
Bank deposits	12	-	12	5
Property Investment	18	-	18	18
Total 2022	<u>124</u>	<u>29</u>	<u>153</u>	<u>133</u>
Total 2021	<u>106</u>	<u>27</u>		<u>133</u>

COLFE'S SCHOOL
NOTES TO THE ACCOUNTS (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2022

9 DEBTORS

	Group		Colfe's School	
	2022	2021	2022	2021
	£'000	£'000	£'000	£'000
Amounts due from subsidiary company	-	-	358	-
School fees	32	76	32	76
Stock	4	-	-	-
Trade debtors	32	13	-	-
Sundry debtors	124	75	124	75
Prepayments & Accrued Income	472	275	461	260
	664	439	975	411

10 CREDITORS DUE WITHIN ONE YEAR

	Group		Colfe's School	
	2022	2021	2022	2021
	£'000	£'000	£'000	£'000
Bank loan	637	637	637	637
Trade creditors	607	531	602	528
Taxation and social security	504	486	486	475
Other creditors and accruals	917	728	874	671
Pupil Deposits	1,345	1,292	1,345	1,292
Pension deficit recovery payments (note 15)	8	25	8	25
Fees received in advance	337	306	337	306
	4,355	4,005	4,289	3,934

11 CREDITORS DUE AFTER MORE THAN ONE YEAR

	Group		Colfe's School	
	2022	2021	2022	2021
	£'000	£'000	£'000	£'000
Pension deficit recovery payments (note 15)	10	64	10	64
Bank loan 1-2 years	662	637	662	637
Bank loan 2 - 5 years	-	584	-	584
	672	1,285	672	1,285

The bank loan balance relates to a loan with a term of 10 years. This started in October 2014 at an interest rate of 4.84% and is secured by a charge over the land and buildings of the Horn Park Lane site.

COLFE'S SCHOOL
NOTES TO THE ACCOUNTS (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2022

12 NET ASSETS OF THE FUNDS OF COLFE'S SCHOOL AND GROUP

Colfe's School's net assets belong to the various funds as follows:

	Fixed Assets	Investments	Net Current Assets / (Liabilities)	Long Term Liabilities	Fund Balance 2022
	£'000	£'000	£'000	£'000	£'000
Endowment funds	2,575	191	11	-	2,777
Freehold Property fund	12,415	-	-	-	12,415
Restricted funds	-	7	354	-	361
Unrestricted funds	1,604	3,711	475	(672)	5,118
Colfe's School	16,594	3,909	840	(672)	20,671
Colfe's Leisure Services Limited	3	(242)	239	-	-
Group	16,597	3,667	1,079	(672)	20,671

	Fixed Assets	Investments	Net Current Assets	Long Term Liabilities	Fund Balances 2021
	£'000	£'000	£'000	£'000	£'000
Endowment funds	2,641	619	-	-	3,260
Freehold Property fund	12,907	-	-	-	12,907
Restricted funds	-	201	808	-	1,009
Unrestricted funds	1,385	3,257	(777)	(1,285)	2,580
Colfe's School	16,933	4,077	31	(1,285)	19,756
Colfe's Leisure Services Limited	5	(291)	286	-	-
Group	16,938	3,786	317	(1,285)	19,756

COLFE'S SCHOOL
NOTES TO THE ACCOUNTS (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2022

12a ENDOWED FUNDS: MOVEMENTS IN THE YEAR

	Balance at 1 September 2021 £'000	Expenditure £'000	Investment Gains / (losses) £'000	Funds Transfer	Balance at 31 August 2022 £'000
Endowments:					
Property	2,641	(66)	-		2,575
Prizes and other bequest funds	619	-	(34)	(383)	202
Total	3,260	(66)	(34)	(383)	2,777
	<i>1st September 2020 £000</i>	<i>£000</i>	<i>£000</i>	<i>£000</i>	<i>31st August 2021 £000</i>
Property	2,707	(66)	-	-	2,641
Prizes and other bequest funds	518	-	101	-	619
Total	3,225	(66)	101	-	3,260

The prizes and other bequest funds are permanent endowments which have been made from time to time by benefactors of the Foundation. The income arising is to be used for specific or general purposes of the Foundation, as specified by the endowments.

12b FREEHOLD PROPERTY FUND: MOVEMENTS IN THE YEAR

	Balance at 1 September 2021 £'000	Income £'000	Expenditure £'000	Fund Transfers £'000	Balance at 31 August 2022 £'000
Freehold property fund	12,907	-	(650)	158	12,415
	<i>2020 £000</i>				<i>2021 £000</i>
Freehold property fund	13,420	-	(556)	43	12,907

The Freehold Property Fund represents the net book value of the land and buildings of the School and Foundation. The root of the title to the properties held by the Foundation is the Will of Abraham Colfe dated 7 September 1656, probate of which was granted on 25 January 1659.

The freehold property is a mixture of that remaining out of the original endowment or acquired from the proceeds of part or all of the endowed land and that acquired since 1659 out of general funds. The Governors are unable to identify the land and buildings acquired out of the original endowment.

Where restricted or unrestricted funds have been expended on additions to freehold land and buildings, a transfer is made from the relevant fund.

COLFE'S SCHOOL
NOTES TO THE ACCOUNTS (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2022

12c RESTRICTED FUNDS: MOVEMENTS IN THE YEAR

	Balance at 1 September 2021 £'000	Income £'000	Expenditure £'000	Fund Transfers £'000	Investment Gains/(Losses) £'000	Balance at 31 August 2022 £'000
Grants and Donations	18	369	(10)	(359)	-	18
Prizes and other bequest funds	991	29	-	(677)	-	343
	<u>1,009</u>	<u>398</u>	<u>(10)</u>	<u>(1,036)</u>	<u>0</u>	<u>361</u>
	2020 £'000	£'000	£'000	£'000	£'000	2021 £'000
Grants and Donations	18	488	(10)	(478)	-	18
Prizes and other bequest funds	933	27	-	-	31	991
	<u>951</u>	<u>515</u>	<u>(10)</u>	<u>(478)</u>	<u>31</u>	<u>1,009</u>

Prizes and other bequest funds comprise accumulated undistributed income from endowed funds

Where funds are used for scholarships or bursaries these are shown as transfers from the restricted funds to unrestricted funds.

13 COMMITMENTS UNDER OPERATING LEASES

At 31 August 2022 the charity had aggregate annual commitments under non-cancellable operating leases of £63k

	Group		Colfe's School	
	2022 £'000	2021 £'000	2022 £'000	2021 £'000
Amounts falling due :				
Within one year	22	43	22	43
Due within 2 - 5 years	41	43	41	43
Due in more than 5 years	-	10	-	10
	<u>63</u>	<u>96</u>	<u>63</u>	<u>96</u>

COLFE'S SCHOOL
CONSOLIDATED STATEMENT OF FINANCIAL ACTIVITIES
FOR THE YEAR ENDED 31 AUGUST 2021

14 CONSOLIDATED STATEMENT OF FINANCIAL ACTIVITIES - COMPARATIVE FIGURE BY FUND TYPE

		Unrestricted Funds	Restricted Funds	Freehold Property Funds	Endowed Funds	Total Funds
	Notes	£'000	£'000	£'000	£'000	2021 £'000
INCOME AND EXPENDITURE						
Income from :						
Charitable activities						
School fees	2	16,904	-	-	-	16,904
Other educational & ancillary activities	4	1,173	-	-	-	1,173
Other trading activities						
Colfe's Leisure Services Ltd	3	403	-	-	-	403
Other Income		288				288
Investments	8d	106	27	-	-	133
Donations & Legacies (restricted)		-	488	-	-	488
Total Income		18,874	515	-	-	19,389
Expenditure on :						
Raising funds						
Colfe's Leisure Services Ltd	6a	425	-	-	-	425
Charitable activities						
Provision of education	6b	17,583	10	556	66	18,215
Total expenditure		18,008	10	556	66	18,640
Net income / (expenditure) before investment and actuarial gains / (losses)		866	505	(556)	(66)	749
Pension scheme actuarial gains / (losses)	15	23	-	-	-	23
Net Investment gains	8	511	31	-	101	643
Net income / (expenditure)		1,400	536	(556)	35	1,415
Transfers between funds	12	435	(478)	43	-	-
Net movement in funds		1,835	58	(513)	35	1,415
Fund Balance brought forward at 1 September 2019 as previously stated		745	951	13,420	3,225	18,341
FUND BALANCES at 31 August 2020	12	2,580	1,009	12,907	3,260	19,756

COLFE'S SCHOOL
NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2022

15 PENSION SCHEMES

Teaching Staff

The School participates in the Teachers' Pension Scheme (the "TPS") for its teaching staff. The pension charge for the year includes contributions payable to the TPS of £2,11,798 (2021: £2,097,142) and at the year-end £180,291 was accrued in respect of the contributions to this scheme.

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

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

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

Support Staff

TPT Retirement Solutions (formerly the Pensions Trust) – The Growth Plan

The company participates in the scheme, a multi-employer scheme which provides benefits to some 1,300 non-associated participating employers. The scheme is a defined benefit scheme in the UK. It is not possible for the company to obtain sufficient information to enable it to account for the scheme as a defined benefit scheme. Therefore, it accounts for the scheme as a defined contribution scheme.

Contributions paid into the Plan up to and including September 2001 were converted to defined amounts of pension payable from Normal Retirement Date. From October 2001 contributions were invested in personal funds which have a capital guarantee and which are converted to pension on retirement, either within the Plan or by the purchase of an annuity.

The rules of the Plan give the Trustee the power to require employers to pay additional contributions in order to ensure that the statutory funding objective under the Pensions Act 2004 is met. The statutory funding objective is that a pension scheme should have sufficient assets to meet its past service liabilities, known as Technical Provisions.

The Group paid contributions at the rate of 14.1% or 10% dependent on the employee during the accounting period. Under current service members paid contributions at the optional rates of 6% or 7% during the accounting period. Auto-enrolment was implemented on 1 April 2014, which gave the additional option for members to pay a rate, which rose in 2018/19 from 3% to 5% with a Group contribution rising in 2018/19 from 2% to 3%. Support staff are required to notify the group if they do not wish to join this pension scheme. In addition, the School paid contributions totalling £21,306 (2021: £24,563) in respect of the past service deficit.

COLFE'S SCHOOL
NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2022

As at the balance sheet date there were 90 active members (2021: 99) of the Plan employed by the Group and contributions paid during the year were £379,787 (2021: £368,759). The Group continues to offer membership of the Plan to its employees.

A full actuarial valuation for the scheme was carried out at 30 September 2017. This valuation showed assets of £794.9m, liabilities of £926.4m and a deficit of £131.5m. To eliminate this funding shortfall, the Trustee has asked the participating employers to pay additional contributions to the scheme as follows:

Deficit contributions

From 1 Apr 2019 – 31 Jan 2025	£11,243,000 p.a payable monthly and increasing by 3% each on 1 st April)
-------------------------------	---

Unless a concession has been agreed with the Trustee the term to 31 Jan 2025 applies.

Note that the scheme's previous valuation was carried out with an effective date of 30 Sept 2014. This valuation Showed assets of £793.4m, liabilities of £969.9m and a deficit of £176.5m. To eliminate this funding shortfall, the Trustee has asked the participating employers to pay additional contributions to the scheme as follows:

Deficit contributions

From 1 Apr 2019 – 30 Sept 2025	£12,945,440 p.a payable monthly and increasing by 3% each on 1 st April.
From 1 April 2016 – 30 Sept 2028	£54,560 p.a payable monthly and increasing by 3% each on 1 st April

The recovery plan contributions are allocated to each participating employer in line with their estimated share of the Series 1 and Series 2 scheme liabilities.

Where the scheme is in deficit and where the company has agreed to a deficit funding arrangement, the company recognises a liability for this obligation. The amount recognised is the net present value of the deficit reduction contributions payable under the agreement that relates to the deficit. The present value is calculated using the discount detailed in these disclosures. The unwinding of the discount rate is recognised as a finance cost.

COLFE'S SCHOOL
NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2022

Present Value of Provision

	31 August 2022 £000	31 August 2021 £000	31 August 2020 £000
Present Value of Provision	<u>18</u>	<u>89</u>	<u>112</u>

Reconciliation of Opening & Closing Provisions

	2022 £000	2021 £000
Provision at start of period	89	112
Unwinding of the discount factor (interest expense)	1	1
Deficit contribution paid	(18)	(24)
Remeasurements - impact of any change in assumptions	(1)	-
Remeasurements - amendments to the contribution schedule	(53)	-
Provision at the end of period	<u>18</u>	<u>89</u>

Income and Expenditure Impact

	2022 £000	2021 £000
Interest expense	1	1
Remeasurements - impact of any change in assumptions	(1)	0
Remeasurements - amendments to the contribution schedule	(53)	-

Assumptions

	31st August 2022 % per annum	31st August 2021 % per annum	31st August 2020 % per annum
Rate of discount	4.46	0.63	0.55

The discount rates shown above are the equivalent single discount rates which, when used to discount the future recovery plan contributions due, would give the same results as using a full AA corporate bond yield curve to discount the same recovery plan contributions.

Following a change in legislation in September 2005 there is a potential debt on the employer that could be levied by the Trustee of the Plan. The Pensions Act 2011 has more recently altered the definition of Series 3 of the Growth Plan so that a liability arises to employers from membership of any Series except Series 4. The debt is due in the event of the employer ceasing to participate in the Plan or the Plan winding up.

The Group has been notified by The Pensions Trust of the estimated employer debt on withdrawal from the Plan based on the financial position of the Plan as at 30 September 2016. As of this date, the estimated employer debt for the Group was £806,658 (30 September 2015: £716,577).

COLFE'S SCHOOL
NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2022

16 CONTROLLING ENTITY AND CONNECTED PARTY TRANSACTIONS

The School is controlled by its sole member, The Leathersellers' Company which is entitled to nominate eight of the fifteen Governors. The Master of the Company is also a Governor (ex officio).

Colfe's Leisure Centre (CLS) (company number 02586190) is a subsidiary of Colfe's School. During the year there were payments made from CLS of £41,183 to Colfe's School in respect of payroll recharges and payments from Colfe's School to CLS of £29,000 in respect of goods and services paid for by CLS. At the year end there was an intercompany debtor balance in the school of £357,953 (2021: creditor balance of £621). A gift aid cash donation of £49,584 paid during the year to 31 August 2021, with a further £357,953 being accrued as at 31st August 2022. (2021 : no gift aid was paid).

The School is indirectly associated with a number of charities for which the Leathersellers' Company acts as a trustee or appoints some of the trustees. Of these, Colfe's Charitable Trust, which raises monies for the benefit of the School, made grants to the School of £50,000 (2021: £50,000) in the year; and the Leathersellers' Company Charitable Fund made a grant to the School of £30,000 (2021: £427,500). As at 31 August 2022, an amount of £1,140 was due to Colfe's Charitable Trust (2021: Debtor £1,173).

The School is not aware of any related party transactions with its Governors.

17 CAPITAL COMMITMENTS

At 31 August 2022 the group had no outstanding capital commitments £179k (2021 : nil).

Accounts

COLFE'S SCHOOL

ANNUAL REPORT AND FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 AUGUST 2021

Company Number: 05352523
Registered in England

Charity Registration Number: 1109650

**COLFE'S SCHOOL
ANNUAL REPORT AND FINANCIAL STATEMENTS
YEAR ENDED 31 AUGUST 2021**

Contents	Page
Governors, Officers and Advisers	I
Annual Report of the Governors	3
Strategic Report	10
Statement of Accounting and Reporting Responsibilities	17
Independent Auditor's Report	18
Consolidated Statement of Financial Activities	22
Consolidated and Colfe's School Balance Sheets	23
Consolidated Statement of Cash Flows	24
Notes to the Financial Statements	25-43

**COLFE'S SCHOOL
GOVERNORS, OFFICERS AND ADVISERS
YEAR ENDED 31 AUGUST 2021**

GOVERNORS, DIRECTORS AND CHARITY TRUSTEES

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

		1	2	3	4	5
Mr M P E Pellereau	(Chairman)	•	•	•	•	•
Mr S M G Williams	(Deputy Chairman)	•		•	•	
Mr G G Bacon	(Master of the Leathersellers' Company (from 22 July 2021))					
Mrs J A Bradley		•	•		•	
Prof A B Brueggemann				•		
Mrs B W Canham				•	•	
Miss S H Cooke			•			•
Mr D G Coulson			•			•
Mr J B Guyatt				•	•	
Dr N K Jones	(From 1 st December 2020)			•		
Mr T N Lister		•			•	
Mr J O Mafe	(From 18th May 2021)	•				
Mr C D Ramsey				•		
Mr J P K Russell		•			•	
Mr D B Sheppard	(Until 1 st December 2020)					
Mr M G Williams		•				

- 1 - Member of the Finance and General Purposes Committee
- 2 - Member of the Estates Committee
- 3 - Member of the Education Committee
- 4 - Member of the Risk Management Committee
- 5 - Member of the Health, Safety and Security Committee

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

Except in the case of the Governors who are appointed on an ex-officio basis, service on the Board is for a term of three years. Retiring Governors can be re-elected provided that no Governor serves for a period in excess of twelve years unless a resolution is passed by the Board of Governors granting a final three-year term.

**COLFE'S SCHOOL
GOVERNORS, OFFICERS AND ADVISERS (CONTINUED)
YEAR ENDED 31 AUGUST 2021**

OFFICERS (key management personnel currently and throughout the year)

Mr R F Russell	Headmaster
Mr Max Adamson	Bursar, Company Secretary and Clerk to the Governors
Mrs D F Graham	Deputy Head
Miss C M Macleod	Head of Junior School

PRINCIPAL ADDRESS AND REGISTERED OFFICE

Horn Park Lane, London, SE1 2 8AV

AUDITORS

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

BANKERS

HSBC Bank plc, 100 Old Broad Street, London, EC2N 1BG

INSURANCE BROKERS

Marsh Brokers Limited, Education Practice, Capital House, 1-5 Perrymount Road, Haywards Heath, West Sussex, RH16 3SY

SOLICITORS

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

Lewis Silkin, 5 Chancery Lane, London, EC4A 1BL

Veale Wasbrough Vizards, Orchard Court, Orchard Lane, Bristol, BS1 5WS

WEBSITE

www.colfes.com

COLFE'S SCHOOL ANNUAL REPORT OF THE GOVERNORS YEAR ENDED 31 AUGUST 2021

The members of Colfe's School Governing Body present their Annual Report for the year ended 31 August 2021 under the Charities Act 2011, including the Directors' and Strategic Reports, under the Companies Act 2006, together with the audited financial statements for the year. The financial statements consolidate the accounts of Colfe's School ("the School"), Colfe's Educational Foundation ("the Foundation") and Colfe's Leisure Services Ltd ("CLS"), a wholly owned subsidiary of the School. The School is the corporate trustee of Colfe's Educational Foundation.

REFERENCE AND ADMINISTRATIVE INFORMATION

Originally established by John Glyn in 1574, Colfe's School was re-founded in 1652 by Reverend Abraham Colfe, Vicar of Lewisham. When Reverend Colfe died in 1657 he took the enlightened step of entrusting the School to the Worshipful Company of Leathersellers' in the City of London. Today the School principally provides coeducational day education for children from a wide range of backgrounds in its Junior (ages 3-11) and Senior (ages 11-18) Schools. Colfe's Leisure Services Limited, the trading subsidiary, offers sports and leisure facilities for the benefit of the local community as well as the School.

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

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing Documents

The School is governed by its Articles of Association last amended on 5 May 2015. The Articles of Association forbid the distribution of any income, which is to be applied solely towards the objects of the company.

Governing Body

Under the Articles of Association, the members of the Board of Governors are the Directors and Charity Trustees of Colfe's School. When complete, this body comprises fifteen persons, being the Master of the Leathersellers' Company (ex-officio), eight others nominated by the Leathersellers' Company and six co-optative governors.

Each Governor is elected to hold office for three years after which they may be considered for re-election. Normally the maximum period of service is twelve consecutive years although in a special circumstance a governor may serve a final three-year term if approved by a resolution of the Governors.

Recruitment and Training of Governors

When determining the appointment of Governors, the Board and the Leathersellers' Company look to ensure a mix of skills and select new Governors taking into account the knowledge, qualifications and experience of each candidate. The Head, Bursar and wider staff provide new Governors with induction training which introduces them to the workings of the School and the Company as a registered charity. They are encouraged to attend training workshops run by a number of organisations, including AGBIS (the Association of Governing Bodies of Independent Schools). Continuing Governors are also encouraged to attend relevant training courses to keep them up to date on key issues. Governors attend an annual training day.

Organisational Management

The members of the Governing Body, as the charity trustees, are legally responsible for the overall management and control of the School. They usually meet four times a year as a full Board to determine the general policy of the School and review its overall management and control. An additional two Extraordinary full Board meetings were convened to provide oversight of the

**COLFE'S SCHOOL
ANNUAL REPORT OF THE GOVERNORS (CONTINUED)
YEAR ENDED 31 AUGUST 2021**

School's consultation on teachers' pensions. The work of implementing most of their policies is carried out by the following sub-committees:

- The Education Committee, which is chaired by Mr S Williams, met three times in the year. The Education Committee, reporting directly to the Governing Body, actively considers educational and pastoral policy and performance.
- The Finance and General Purposes Committee (F&GP), which is chaired by Mr M Williams, met four times during the year. The Committee, which reports directly to the Governing Body, scrutinises revenue, the budget and capital expenditure in addition to receiving reports from the Estates committee and on any other non-educational aspect of the School. The Committee also finalises the audited financial statements and annual report for approval by the Governing Body.
- The Pensions Committee, which is chaired by Mr S Williams, is convened as a sub-committee of the F&GP to manage all aspects of the consultation on teachers pensions and met seven times in the year
- The Estates Committee, which is chaired by Mrs J Bradley, met four times in the year, inclusive of an Extraordinary meeting to review the Old Colfeians' Rugby Club's plans for development at Horn Park. Reporting to the Finance and General Purposes Committee, the Estates Committee supervises and monitors capital building projects and the maintenance of the School and Foundation estate
- The Risk Management Committee, which is chaired by Mr J Russell, met twice in the year. The Committee monitors all strategic risks facing the School and reports directly to the Governing Body.
- The Health, Safety and Security Committee, which is chaired by Mr M Pellereau, met twice in the year. The committee, which reports directly to the Governing Body, is tasked with scrutinising the health, safety and security procedures and mechanisms within the School.
- The annual meeting of the Strategic Planning Group, which is chaired by Mr M Pellereau, was deferred until Spring 2022 as the School's immediate focus is dealing with the Coronavirus pandemic. Working closely with those in key management positions, the group is responsible for the development and monitoring of the School strategic plan.

The day-to-day management of the School is delegated to the Headmaster and key management personnel. They are also supported by their Senior Management teams and wider senior staff. The Headmaster and the Bursar attended all committees. All Governing Body meetings are also attended by the Deputy Head and Junior School Head. Various members of the Senior Management Team attended governor and subcommittee meetings during the year. The Chairman receives the minutes of Senior Management Team meetings and attends in person regularly.

The remuneration of the Headmaster and Bursar is set by the Board, with other key management remuneration being determined by the Headmaster. The overarching policy objective is to provide appropriate incentives to encourage enhanced performance and reward key management fairly and responsibly for their individual contributions to the School's success.

The appropriateness and relevance of the remuneration policy is reviewed annually, including reference to comparisons with other independent schools through anonymous benchmarking surveys, to ensure that the School remains sensitive to the broader issue of pay and employment

**COLFE'S SCHOOL
ANNUAL REPORT OF THE GOVERNORS (CONTINUED)
YEAR ENDED 31 AUGUST 2021**

conditions elsewhere. The School aims to offer competitive salaries, subject to experience, ensuring that there is scope for rewarding excellence. Delivery of the School's charitable vision and purpose is primarily dependent on key management personnel, and staff costs overall are the largest single element of charitable expenditure.

Group Structure and relationships

On 1 September 2005, all the activities and net assets of Colfe's Educational Foundation were transferred to Colfe's School, with the exception of permanent endowment funds, restricted funds and freehold land and buildings. On the same date, Colfe's School was appointed the sole trustee of Colfe's Educational Foundation and ownership of Colfe's Leisure Services Limited (Company Registration No. 02586190 registered in England) was transferred to Colfe's School from Colfe's Educational Foundation.

On 24 August 2006, Colfe's School and Colfe's Educational Foundation were granted a Uniting Direction by the Charity Commission, directing that Colfe's Educational Foundation be treated as forming a part of Colfe's School for the purposes of registration and accounting. The sole member of Colfe's School is the Worshipful Company of Leathersellers.

Colfe's Leisure Services Limited is a wholly owned non-charitable trading subsidiary. The trading activities of Colfe's Leisure Services primarily comprise membership and hire revenue from letting the school campus and sports facilities when not in use by the School.

Through its sole member, the Leathersellers' Company, the School is associated indirectly with many charitable bodies including the Leathersellers' Company Charitable Fund from which it received grants totalling £420,000 for the year ended 31 August 2021 (2020: £427,500). Colfe's Charitable Trust, registered charity number 275447, is run independently of the school and by its own Board of Trustees, donated £50,000 during the year (2020: £82,717).

Other Relationships

The Headmaster is a member of the Headmasters' and Headmistresses' Conference whilst the School is a member of the Independent Schools' Bursars' Association. Both memberships permit the sharing of expertise and experience across the independent sector which ensures the School remains abreast of current developments and ideas in the independent sector. The School is also a member of the Association of Governing Bodies of Independent Schools and the Independent Association of Prep Schools.

Employment Policy

The School is an equal opportunities employer and is committed to creating a diverse and inclusive workplace. Full and fair consideration is given to job applications from disabled persons and due consideration is given to their training and employment needs.

Investment policy and objectives

The School's investment objectives are to maximise total return at an acceptable level of risk, which should maintain a percentage return higher than inflation, balancing the current and future needs by:

- maintaining (at least) the value of the investments in real terms;
- producing a consistent and sustainable amount to support expenditure; and
- delivering these objectives within acceptable levels of risk.

To meet these objectives the School's investments are managed to maintain diversification across a range of asset classes in order to produce an appropriate balance between risk and return. An investment property is also held from which income rental is received and regularly reviewed.

COLFE'S SCHOOL
ANNUAL REPORT OF THE GOVERNORS (CONTINUED)
YEAR ENDED 31 AUGUST 2021

The investment strategy and policy are monitored by the Finance and General Purposes Committee, as is investment performance, which is reported below, within the Strategic Report.

Charity Governance Code

The Governing body take their governance responsibilities seriously and aim to have a governance framework that is fit for purpose, compliant and efficient. The Board reviews its structure and practices against the Charity Code of Governance to ensure the School's governance framework is robust and fit for purpose.

Fundraising Practice

The Governing Body is aware of the Code of Fundraising Practice and the advice and recommendations contained therein. The School is undertaking an appeal to raise funds in support of its means-tested scholarship programme. Alumni may also donate to the unrelated charity, Colfe's Charitable Trust, or choose to remember it in their wills. The School has no fundraising activities requiring disclosure under s162A of the Charities Act 2011.

OBJECTS, AIMS, OBJECTIVES AND ACTIVITIES

Charitable Objects

The School's Objects, as set out in the Articles of Association are the advancement of education for the benefit of the public by the provision and conduct of a day school for boys and girls in or near the London Borough of Lewisham and, in so far as it is incidental or ancillary to the advancement of education, such other purposes for the benefit of the local community as shall be exclusively charitable.

In furtherance of these Objects for the benefit of the public the School has established and administers bursaries, scholarships and other benefactions, and acts as the trustee and manager of property, endowments, bequests, and gifts given or established in pursuance of these Objects. The Board is mindful of the long-standing need to provide public benefit and of the requirements of the Charities Act 2011. In this connection the Board has monitored closely the guidance on public benefit produced by the Charity Commission together with its supplementary guidance on fee-charging.

Intended impact

Within its charitable Objects, the School aims to achieve its objectives in ways that are consistent with the principles of its founder Abraham Colfe, ensuring the safeguarding of all pupils, maintaining the financial stability of the School providing public benefit.

Aims

The School's aims for the public benefit are:

- to promote excellence in all areas and to develop each pupil's abilities and character to the full;
- to provide innovative academic teaching which adds value and fosters learning and scholarship of the highest quality together with a wide range of cultural, sporting and extra-curricular activities;
- to nurture an awareness of spiritual and moral values amongst its pupils in accordance with the principles of the Founder, Abraham Colfe;
- to maintain a balanced community of children from varied backgrounds within the context of an academically selective school; and

**COLFE'S SCHOOL
ANNUAL REPORT OF THE GOVERNORS (CONTINUED)
YEAR ENDED 31 AUGUST 2021**

- to promote a purposeful and disciplined atmosphere in which boys and girls are encouraged to achieve their full potential, staff can find vocational fulfilment in their careers and all can use their talents for the greater good of the community and society as a whole.

Primary objectives

The key objectives of the School to fulfil these aims are:

- to provide an educational experience which is consistent with its stated aims and philosophy and which is recognised for its excellence within a learning culture in which pupils are encouraged to aim high and work systematically towards the achievement of their goals;
- to maintain and improve the performance of its pupils in public examinations (especially at A and GCSE levels) so as to enhance the academic reputation of Colfe's, whilst maintaining the strength of the School's cultural, sporting and co-curricular activities;
- to ensure that all pupils who leave the Senior School are prepared and equipped to meet the challenges and opportunities which they will face on entering the wider world;
- to ensure that the aspirational culture of the school is reflected in all parts of the school;
- to develop a distinctive learning culture within the whole school to promote mental strength and resilience;
- to attract and retain key members of staff;
- to continue our improvement of the fabric of the school estate in the context of providing enhanced facilities in which to deliver and achieve our educational objectives;
- to provide a clear, simple and effective governance and management structure capable of taking timely decisions and allocating necessary resources appropriately;
- to provide the necessary administrative and logistical framework to meet the needs of pupils and staff alike; and
- to be the coeducational independent day school of choice in South East London.

The aims and objectives set for Colfe's Leisure Services are to facilitate the achievement of the School's aims and objectives as above.

Strategies to achieve the primary objectives

To achieve these objectives the School continues to pursue its strategy of investing in its broad educational proposition, its staffing and its infrastructure.

In terms of the educational proposition, our objective is to improve the academic performance of the school without sacrificing its inclusiveness, social mix, or its broad educational experience or our commitment to pastoral care. The School continues to focus on strengthening our offer in the sixth form level. High performance in the sixth form will help strengthen the School's academic standing, drive improved academic performance through the School and increase the attractiveness of the School to parents.

This strategy is supported by our work with state schools across Lewisham and links with a range of individual schools including the Leathersellers' Federation. The Leathersellers' Scholarship Programme has allowed up to 16 students in each of the sixth form years to benefit from free places and contributes to the learning environment and academically standards of the sixth-form.

To support this broad educational proposition our staffing strategy is to recruit and retain teachers of high calibre. In the Senior School we will continue to recruit bright and capable graduates and train them through our successful in-house teacher training programme. We will invest in the continuing professional development of our existing staff to maintain and improve

COLFE'S SCHOOL
ANNUAL REPORT OF THE GOVERNORS (CONTINUED)
YEAR ENDED 31 AUGUST 2021

high standards of teaching. We intend to remain competitive in the market for attracting new teachers.

Investment in our infrastructure is also a necessary part of our strategy. A site master plan has been approved by governors comprising the prioritisation of estates development at Colfe's. A review of the facilities required by the Senior School is underway and the plan will be updated following its conclusion.

In addition, we will continue to utilise our facilities commercially through Colfe's Leisure Services.

Principal activity

The School's principal activity, as specified in the Articles of Association, is the advancement of education. The School continues to fulfil its principal activity with much success. The school roll for 2020/21 averaged 1,201 (2019/20 1,162) pupils with 764 in the senior school (2019/20: 729) and 437 in the junior school (2019/20: 433). Registrations for the Junior School and to sit the 11+ Senior School entrance examination are healthy.

Public Benefit

Colfe's School remains committed to the aim of providing public benefit in accordance with its founding principles. The governors have complied with the duty prescribed in the Charities Act 2011 to have due regard to guidance published by the Charity Commission, including public benefit guidance.

As a former state grammar school, Colfe's attaches great importance to widening participation and playing a full part in the life of its local community. Abraham Colfe, our Founder, was Vicar of St Mary's Church in Lewisham during the period of the English Civil War. The School maintains an active link with St Mary's Church in Lewisham and Father Hall is the school Chaplain. We still attach great value to our historic links with the Borough of Lewisham, as well as with Greenwich.

Colfe's School is a charitable company and seeks to benefit the public through the pursuit of its stated aims. As a charity, the parents of the school have the reassurance that all of the income of the School must be applied for educational purposes. Our fees are set at a level to ensure the financial viability of the School whilst being consistent with our aim of providing first-class education to boys and girls.

The Promotion of Education

In accordance with our objects, we provide education to children 'in or near the London Borough of Lewisham'. During the year, Colfe's School educated an average of 1,201 children between the ages of 3 to 18. All of these children reside in the UK and they experience an above average level of educational training. The School has a broad curriculum and seeks to ensure that all children reach their academic potential. We believe that access to our educational services is vital to our success and that our successful outcomes must be shared by the local communities that use our facilities.

Bursaries and Scholarships

The awarding of means-tested bursaries is a measurable means of providing public benefit. The Governing Body takes the view that bursaries awarded to those who would not otherwise be able to afford the fees are important, but not to the exclusion of the much wider benefit that the school provides within the community. Those pupils who attend our school and who receive financial support contribute to the school community in a variety of ways, and so the benefit is not purely to these pupils but to the whole School and, in some cases, to the wider community.

**COLFE'S SCHOOL
ANNUAL REPORT OF THE GOVERNORS (CONTINUED)
YEAR ENDED 31 AUGUST 2021**

The Governors view means-tested bursaries and scholarships as an important means of helping children from families who would otherwise not be able to afford the fees to access the education we offer. As a matter of policy, Colfe's School provides access to children from less affluent backgrounds. Bursaries are available to candidates who would otherwise be unable to attend the school due to financial circumstance, provided that such candidates pass the entrance examination and demonstrate a high level of academic potential. The awards range from 10% to 100% remission of fees. Our scholarships are awarded on the basis of the individual's educational and extra-curricular potential and are usually awarded as a fixed remission amount (approximately 10% to 50%) and can be supplemented further by a bursary.

During the year, Colfe's School has provided means tested bursaries to 91 children, to the value of £1,253,000 maintaining the increase in means tested awards in recent years (2019/20: 105 children to the value of £1,132,000). 83 pupils received a bursary or combined bursary and scholarship of 50% or more including 49 children who benefited from a fully funded place. Included in these figures are 19 Covid-related hardship bursaries, totalling £46,925 (2019/20 : £32,500). 14% of the senior school pupils received a means tested award and 55% of the sixth form received either a bursary or scholarship. It is important to note that a number of pupils who currently benefit from academic scholarships, which are awarded for up to five years, would otherwise be prevented from attending the school for financial reasons.

The School is particularly grateful to the Leathersellers' Company Charitable Fund which has granted the School a total of £1,797,500 to be spent on fully funded bursaries in the Leathersellers' Scholarship Programme. The first of these bursaries were awarded to pupils joining the sixth form in September 2014.

Relationship with Local Schools

Non-selective comprehensive Schools with which we have regular contact include Conisborough College, Deptford Green School, Addey and Stanhope, Bonus Pastor, St Paul's Academy, St Thomas More, St Ursula's, Trinity School, Prendergast Ladywell School, and Prendergast Vale School. These schools tend to have a higher percentage of children eligible for free school meals than is average for the boroughs they are located in (averages: Southwark 33.3%, Lewisham 26.3% and Greenwich 22.6%). Our work with these schools continues to evolve and includes:

- A member of staff is responsible for schools' partnerships and has half of their timetable dedicated to this work. They are aided by other members of the staff body.
- Colfe's teachers run A-level taster sessions and regular enrichment activities in Latin, Modern Foreign Languages, Science, Mathematics and debating which are attended by pupils and staff from local schools.
- Pupils from our partner school join our own year 10 students for joint trips to Oxford and Cambridge Universities. Pupils in Year 8, 10 and 12 join in with The Catalyst - a joint program with seven state schools, Colfe's and St Catherine's College, Oxford. We also invite state schools to join our university information evening.
- Our Leathersellers' Scholarship Programme is now in its seventh year and we currently have 27 sixth form pupils from local 11-16 state schools attending Colfe's on fully funded places.

The School also participates in the governance of a number of local state schools:

- The Deputy Head serves as a governor of Conisborough College.
- The Bursar serves on the Local Academy Council of Millennium and Timbercroft Primary schools.

COLFE'S SCHOOL
ANNUAL REPORT OF THE GOVERNORS (CONTINUED)
YEAR ENDED 31 AUGUST 2021

- The Director of Admissions and Communications serves on the Governing Board of the Leathersellers' Federation which comprises three state comprehensive schools.
- The Director of Schools' Partnerships serves as a governor (link for SEND and deputy safeguarding) of Addey and Stanhope School.

Other Areas of Public Benefit

The School actively seeks opportunities to assist its wider community. Charitable events enjoy a high profile throughout the school year and all pupils have numerous opportunities to contribute to a wide range of projects. Colfe's School has a longstanding partnership with a school in The Gambia. The objectives of the school partnership are to further the development of Kotu Senior Secondary School and to provide a safe and responsible opportunity for Colfe's pupils to gain first-hand experience of life in a developing country.

Where possible Colfe's School makes facilities available to adults and children in the community and there have been numerous examples of this throughout the year. In particular, the School's Horn Park sports ground, in conjunction with Colfeian Grounds Ltd, provides a community sports club that is available to young people and other members of the local community.

Volunteers

The Parents and Friends Association (PAFA) and Old Colfeians help with fundraising and social and cultural activities. The Board continues to be extremely grateful for PAFA's continuing and valuable support to the School.

STRATEGIC REPORT

ACHIEVEMENTS AND PERFORMANCE

Review of achievements and performance for the year

School examinations were unable to take place because of the Coronavirus pandemic, therefore grades were awarded by application of the Department for Education's guidance for Teacher Assessed Grades.

In the context of standards rising nationally, A-level students recorded their best-ever results with 95.5% of A level exams graded A* to B (2020: 89.9%) and 72% at A* or A (2020: 67.3%). At GCSE, 90% were graded at 9-6 (2020: 87%) and 71% at 9-7 (2020: 68%). 23% of awards were graded 9.

A record ten students gained Oxbridge places including those that deferred their entry in September 2020.

The School continued to build upon its success in recruiting pupils from a wide range of feeder schools including both state and independent schools. Record numbers sat the 11+ entrance examination in January 2021. Demand for places in the Junior School remains strong.

Opportunities for co-curricular were limited by Coronavirus restrictions, however, the Autumn term was eventful with musical performances and drama productions filmed rather than performed in front of a live audience. Pupils in Years 3, 5 and 7 were able to experience the Outdoor Education programme with day trips in place of residential trips and by the Summer term over 100 clubs were on offer to pupils across the school – within year group bubbles and held outdoors where possible. With the ease of restrictions it was possible to run some academic

**COLFE'S SCHOOL
ANNUAL REPORT OF THE GOVERNORS (CONTINUED)
YEAR ENDED 31 AUGUST 2021**

trips, including Reculver Country Park for GCSE Geography pupils, London Zoo for Year 12 Psychology students and Horton Kirby Environmental Centre for Nursery.

Investment Performance

At the year-end, the School's long-term investments, combining the listed and property investments, totalled £3.6 million. This represents an increase in market value of £0.5million in the year to 31 August to the year end. The income yield on investments is 3.6% (2020: 4.3%). No investments were realised and no new investments were undertaken during the year.

FINANCIAL REVIEW

Results for the year - Colfe's School

The income of the School and its subsidiary, Colfe's Leisure Services Ltd, derives from school fees and other income streams in the form of fees paid for the public use of the sports centre and other facilities, donations, and from investments. The funds generated are for the unrestricted use by the Governors in the furtherance of the School's objectives, except for those funds generated from certain Prizes and Bequests Fund investments whose application is restricted to the uses specified by the original bequests, and donations and grants received for specific purposes.

The operation of the School continued to be impacted by the Coronavirus pandemic. Following a Summer term of remote Hybrid learning, the School reopened in September 2020 following the Department of Education's Coronavirus guidance for Schools at all times. Learning continued with pupils on site throughout the Autumn term, however, schools nationally were closed on the 4th January 2021 and Hybrid learning recommenced until a phased reopening took place between February and March 2021. Thereafter the School remained open for the rest of the academic year aided by the commencement of the vaccination programme and a regime of lateral flow testing in the Senior school.

Fee discounts were not offered for the period of closure in the Spring 2021 term as the School had invested in Hybrid IT and the remote learning provision was much improved compared to the first lock-down closure in 2020.

Staffing requirements in School and CLS were reviewed during closure and the Government's Coronavirus Job Retention Scheme (CJRS) was used to retain jobs that were not required because of closure. The additional costs of making the School Covid-19 secure and loss of ancillary income from school extras and clubs was offset by careful financial management, in particular reductions in academic and maintenance expenditure. Savings were made from the programme of capital expenditure by deferring non-essential investment.

The net income of the School and its subsidiary for the year amounted to £1,415,000, of which £643,000 relates to unrealised gain on investments as asset prices recovered in the year. The total consolidated funds of the School thus increased from £18,341,000 as at 31 August 2020 to £19,756,000 as at 31 August 2021. More details are provided in the Consolidated Statement of Financial Activities on page 22 and the Consolidated Balance Sheet on page 23.

Going concern

The school has invested in Hybrid learning and has demonstrated it can continue to offer quality teaching to both children required to self-isolate and all pupils during periods of closure. This capability, together with the success of the vaccination programme, gives confidence that the School is withstanding the Coronavirus pandemic. The pupil roll increased to a record number

**COLFE'S SCHOOL
ANNUAL REPORT OF THE GOVERNORS (CONTINUED)
YEAR ENDED 31 AUGUST 2021**

for the 2021/22 academic year and we continue to see strong interest from prospective parents for entry to the Junior School and main Senior entry points, therefore an increase in Fee revenue is anticipated in 2022/23. Bad debts are being managed and the level of provision decreased in the year.

CLS is under new Management as of October 2022. Membership numbers have increased significantly, and the performance of the Swim School is encouraging, giving confidence that the level of donation to the School will at least return to pre-pandemic levels.

Governors continue to monitor admissions and the School's and CLS' financial position carefully and consider the financial position of the School and its subsidiary to be satisfactory therefore have prepared the financial statements on a going concern basis.

Results for the year - Colfe's Leisure Services Limited

Colfe's Leisure Services Limited (CLS) is a wholly owned trading subsidiary of Colfe's School. It provides sports and leisure facilities to the Colfe's community and the general public through operation of the CLS membership club and letting of the School's facilities.

The activities of CLS continued to be disrupted by the enforced closure of gyms and leisure centres with periods of closure in November 2020 and from 20th December under national Tier-4 Coronavirus restrictions until a period of full closure from 4th January to 12th April 2021. This resulted in a reduction in income as membership subscriptions were paused, facilities lettings curtailed, and the Swim Academy could not function. The CJRS was used to retain staff and meet some of the costs of their employment.

Activities have rebounded strongly after the Easter reopening and throughout the Summer. Member numbers and lettings activity have reached pre-pandemic levels and the cash reserves are healthy. Directors are not concerned for the solvency of CLS and are satisfied it is a going concern.

Its income for the year was £518,000 (2020: £540,000) of which £114,000 relates to CJRS grants claimed to protect jobs during closure (2020: £138,000), resulting in a net profit of £52,000 (2020: loss £2,000), significantly below its long-term performance. As a loss was made in 2019/20, there was no gift aid payment made during the year. Net assets at 31 August 2021 amounted to £290,000 (2020: £239,000).

Reserves Level and Policy and Financial Viability

The School's reserves policy is to maintain sufficient unrestricted income reserves to enable it to meet its short-term financial obligations in the event of an unexpected revenue shortfall. It is the policy of the Governing Body to retain sufficient reserves to allow:

- the continuing operations of the School, equating to three months' running costs;
- the replacement of its tangible fixed assets as they end their useful working lives;
- continuous assistance to pupils of the School by awarding bursaries and scholarships; and
- the enhancement and expansion of the School's facilities from time to time.

The School's Reserves Policy is to hold sufficient unrestricted income reserves to cover three months' essential running costs. This reserve is defined as unrestricted cash, readily realisable investments (unrestricted stocks and shares), less Net Current Assets (excluding entrance deposits held).

**COLFE'S SCHOOL
ANNUAL REPORT OF THE GOVERNORS (CONTINUED)
YEAR ENDED 31 AUGUST 2021**

Current unrestricted reserves at £2.6m are below the target under this policy of £4m and governors are mindful of this fact when considering financial and strategic decisions affecting the school. However current reserves are considered adequate to withstand the financial impacts arising from the ongoing Coronavirus pandemic.

PRINCIPAL RISKS AND UNCERTAINTIES

The importance of Health, Safety and Security (HSS) is the principal concern for risk management and the School is ever mindful of the need to provide a safe environment for its pupils, staff and visitors. Risks are wide ranging from educational visits and outdoor pursuits to infrastructure and fire. An enormous range of activities are offered and facilitated by the School and the associated risks of all activities are minimised by thorough planning and risk assessment. These risks are monitored and managed through the operational HSS Sub-committee; Governors oversight is at the HSS Committee.

The Governing Body considers the affordability of fees by parents across the independent sector and the economic turbulence associated with Brexit and the Coronavirus pandemic to be a significant risk faced by the School. Additional costs may arise from increases in employer pension contributions for teaching staff. Continued threats to the independent sector include the potential for the abolition of the charitable business rate relief and the potential for the VAT to be applied to school fees.

The Coronavirus pandemic continues to be as a key risk for the operational and financial management of the school. The School's Coronavirus risk assessment and operational protocols are frequently revised to be current with the Government's and DfE's guidance. Risk management in respect of the pandemic has been enhanced by Governors providing oversight to the School's response.

The Governing Body of Colfe's School is responsible for the management of the risks faced by the School. Detailed consideration of the risks faced by Colfe's School is delegated to the Risk Management Committee, who met twice during the year. Risks are identified, assessed and controls established. A review of Colfe's School's risk management processes is undertaken on a bi-annual basis. The key controls used by Colfe's School include:

- a. Formal agendas for all meetings of the Governing Body and Committees;
- b. Detailed terms of reference for all Committees;
- c. Comprehensive strategic planning, budgeting and management accounting;
- d. Established and identifiable organisational structure and reporting lines;
- e. Comprehensive formal written policies and the monitoring of these policies;
- f. Clear authorisation and approval levels;
- g. Vetting procedures as required by law for the protection of the vulnerable.

Through the risk management processes established for the School, the Governing Body is satisfied that the major risks identified have been adequately mitigated where necessary and to the extent reasonably possible. It is recognised that systems can only provide reasonable but not absolute assurance that the major risks have been adequately managed.

COLFE'S SCHOOL
ANNUAL REPORT OF THE GOVERNORS (CONTINUED)
YEAR ENDED 31 AUGUST 2021

STREAMLINED ENERGY AND CARBON REPORTING (SECR)

SECR is a mandatory reporting requirement for large companies which is designed to increase internal awareness of energy usage and cost and drive adoption of energy efficiency measures.

	Year to 31 Aug 2021	Year to 31 Aug 2020
UK energy use kwh		
- electricity	900,715	823,794
- gas	2,610,441	1,917,460
- total	3,511,156	2,741,254
 Associated Greenhouse gas emissions tonnes CO2 equivalent²		
- electricity	208,173	208,576
- gas	478,128	352,563
- total	686,301	561,139
 Intensity ratio emissions - per m³ floor area		
- electricity	14.14	14.17
- gas	32.48	23.95
- total	46.62	38.12
 Intensity ratio emissions per headcount (student & staff FTE)		
- electricity	142	153
- gas	326	259
- total	468	412

Annual energy use and carbon emissions:

Notes

1. UK energy use covers educational and related activities of Colfe's School and its subsidiary Colfe's Leisure Services Ltd.

2. Associated Greenhouse gases are calculated on metered energy consumption. Energy use in accommodated property and fuel for school vehicles is excluded as de-minimus.

FUTURE PLANS

The School's key objectives as reported per the Strategic Plan above, are unchanged. These objectives underpin development plans which have been developed for each of the areas of the School so that the School continues to enhance its ability to provide a first-class education to its pupils.

Whilst the School's aims remain unchanged, future plans have evolved in adaptation to the Coronavirus pandemic. In particular, the development of Hybrid learning has accelerated the School's digital transformation and the School is moving forward with a pupil mobile device strategy in the Senior School from September 2022.

The School's leadership and Governors are reviewing the strategic plan to ensure the School is on the right pathway for continuing success post the Coronavirus pandemic.

**COLFE'S SCHOOL
ANNUAL REPORT OF THE GOVERNORS (CONTINUED)
YEAR ENDED 31 AUGUST 2021**

SECTION 172(1) STATEMENT

Under the revised UK Corporate Governance Code, Governors are required to explain how they have considered the interests of key stakeholders and the broader matters set out in section 172(1) (A) to (F) of the Companies Act 2006 ('S172') when performing their duty to promote the success of the Company.

Promotion of the success of the organisation to benefit its members

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

S 172(1) A. The likely consequences of any decision in the long term

The long-term sustainability of the operating model is considered by the Governors as set out in the Future Plans and Going Concern sections of the Annual Report of the Governors. Specifically, Governors consider both short- and longer-term financial projections and the key risks that could negatively impact the sustainability of the School. Governors review management information, budgets, forecasts, cashflow projections and progress against the financial recovery plan on a regular basis.

Risk management is embedded at all levels across the School. The most significant risks are considered at the Risk Committee. See information within the Principal Risks and Uncertainties for further details.

Governors are involved in key decisions in relation to capital expenditure and investment decisions, for example approval of Estate masterplan and the individual phases of development.

S 172(1) B. The interests of the company's employees

Governors are kept apprised of staff morale and engagement at Governors' meetings, through the Chairman's attendance at Senior Leadership meetings, and regular correspondence with the Headmaster and Bursar. Governors have the opportunity to meet staff during visits to the School for governance meetings and to participate in events such as prizegiving and Founder's day.

A particular focus for Governors has been understanding how employee wellbeing is being affected by the experience of frontline work during the Coronavirus pandemic and ensuring the School is taking adequate measures to recognise and address any issues arising.

The School has a strategic objective to recruit and retain teachers of high calibre. Governors receive annual salary benchmarking reports to inform pay decisions and ensure the School remain competitive in its market. The School is negotiating a joint voluntary recognition agreement with the two main teaching unions and hopes to establish a Joint Consultative Committee as the forum for engaging with staff on matters pertaining to pay, hours and holidays.

The Company has complied with the UK's Equality Act 2010 Regulations 2017 that require the publication of information on the gender pay gap for UK employees annually. The report is available on the School's website.

COLFE'S SCHOOL
ANNUAL REPORT OF THE GOVERNORS (CONTINUED)
YEAR ENDED 31 AUGUST 2021

S 172(1) C. The need to foster the company's business relationships with suppliers, customers and others

The Governors and Senior Leadership are mindful that parents are the key customers and arbiters of the School's success. Admission to the school is contingent on signing the School's Terms & Conditions that are the basis of a legal contract for educational services. Most aspects of the School's operations are governed by policies designed to ensure its contractual obligations are fully and consistently met. There is regular communication with the Parent body by the School, and Senior leadership is informed by parental feedback when making key decisions.

Colfe's is an important employer and contractor of services in the context of its local area. The School has a policy of paying suppliers promptly and always seeks to resolve supplier disputes amicably and fairly. This was evidenced during the period of national lockdown when it was not possible for suppliers to provide a service and the School negotiated contract amendments that balanced achieving value with maintaining long-term relationships.

The School is grateful to its Parents and Friends Association and its alumni network for the voluntary and charitable support they provide.

S 172(1) D. The impact of the company's operations on the community and the environment

The School's pupils and staff are highly aware of environmental issues and are engaged in running the School sustainably. The Estates Committee has oversight of the Schools sustainability agenda and monitor its energy use. Steps taken this year include instalment of energy efficient lighting and reducing the use of disposable packaging in catering.

The Company has completed the Energy Savings Opportunity Scheme (ESOS) reporting requirements and has met obligations for disclosures under Streamlined Energy and Carbon Reporting (SECR).

S 172(1) E. The desirability of the company maintaining a reputation for high standards of business conduct

The School works with trusted and reputable suppliers who are vetted and expected to comply with school procedures and risk assessments. The School ensures its procurement processes demonstrate fairness and integrity, comply with relevant laws and regulations, and keep information confidential and secure. The Bursary are aware of Money Laundering risks in Independent Schools undertake appropriate vetting and screening of sources of funds.

S 172(1) F. The need to act fairly as between members of the company.

The School is a member of Association of Governing Bodies of Independent Schools (AGBIS) and seeks to comply with the Charity Code of Governance. All Governors receive training on avoiding and disclosing potential conflicts of interest and these are declared at the start of committee meetings. Related Party Disclosures are completed in preparation of the annual Report and Accounts.

**COLFE'S SCHOOL
ANNUAL REPORT OF THE GOVERNORS (CONTINUED)
YEAR ENDED 31 AUGUST 2021**

STATEMENT OF ACCOUNTING AND REPORTING RESPONSIBILITIES

The members of the Governing Body (who are also the directors of Colfe's School for the purposes of company law) are responsible for preparing the Annual Report and the financial statements in accordance with applicable law and United Kingdom Generally Accepted Accounting Practice (United Kingdom Accounting Standards)

Company law requires the Governing Body to prepare financial statements for each financial year. Under that law the Governing Body have elected to prepare the financial statements in accordance with United Kingdom Generally Accepted Accounting Practice (United Kingdom Accounting Standards) and applicable law. Under company law the Governing Body must not approve the financial statement unless they are satisfied that they give a true and fair view of the state of affairs of the charitable company and the group and of the income and expenditure, of the charitable group for that period. In preparing these financial statements, the Governing Body are required to:

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

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

Relevant Audit Information

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

Approved by the Governing Body of Colfe's School on 15 March 2022, including, in their capacity as company directors, approving the Directors' and Strategic reports contained therein, and signed on its behalf by:



M P E Pellereau
Chairman of the Governing Body

**COLFE'S SCHOOL
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2021**

Independent Auditor's Report to the Members of Colfe's School

Opinion

We have audited the financial statements of Colfe's School ('the charitable company') for the year ended 31 August 2021 which comprise the Consolidated Statement of Financial Activities, the Consolidated and Company Balance Sheets, the Consolidated Summary Income and Expenditure Account, the Consolidated Cash Flow Statement and notes to the financial statements, including significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the group's and the charitable company's affairs as at 31 August 2021 and of the group's income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for opinion

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

Conclusions relating to going concern

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

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

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

Other information

The trustees are responsible for the other information contained within the annual report. The other information comprises the information included in the annual report, other than the financial statements and our auditor's report thereon. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

Our responsibility is to read the other information and, in doing so, consider whether the other

COLFE'S SCHOOL
NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2021

Information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Opinions on other matters prescribed by the Companies Act 2006

In our opinion based on the work undertaken in the course of our audit

- the information given in the trustees' report, which includes the directors' report and the strategic report prepared for the purposes of company law, for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the strategic report and the directors' report included within the trustees' report have been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

In light of the knowledge and understanding of the group and charitable company and their environment obtained in the course of the audit, we have not identified material misstatements in the strategic report or the directors' report included within the trustees' report.

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

- adequate and proper accounting records have not been kept; or
- the financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit

Responsibilities of trustees

As explained more fully in the trustees' responsibilities statement set out on page 19, the trustees (who are also the directors of the charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

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

Auditor's responsibilities for the audit of the financial statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but

COLFE'S SCHOOL
NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2021

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

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

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

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

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

We obtained an understanding of the legal and regulatory frameworks within which the charitable company and group operates, focusing on those laws and regulations that have a direct effect on the determination of material amounts and disclosures in the financial statements. The laws and regulations we considered in this context were the Companies Act 2006 and taxation legislation, together with the Charities SORP (FRS 102). We assessed the required compliance with these laws and regulations as part of our audit procedures on the related financial statement items.

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

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

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

Owing to the inherent limitations of an audit, there is an unavoidable risk that we may not have detected some material misstatements in the financial statements, even though we have properly planned and performed our audit in accordance with auditing standards. For example, the further removed non-compliance with laws and regulations (irregularities) is from the events and transactions reflected in the financial statements, the less likely the inherently limited procedures required by auditing standards would identify it. In addition, as with any audit, there

COLFE'S SCHOOL
NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2021

remained a higher risk of non-detection of irregularities, as these may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal controls. We are not responsible for preventing non-compliance and cannot be expected to detect non-compliance with all laws and regulations.

Use of our report

This report is made solely to the charitable company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the charitable company's members those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company and the charitable company's members as a body, for our audit work, for this report, or for the opinions we have formed.



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

London

Date 20 April 2022

COLFE'S SCHOOL
CONSOLIDATED STATEMENT OF FINANCIAL ACTIVITIES
FOR THE YEAR ENDED 31 AUGUST 2021

		Unrestricted Funds	Restricted Funds	Freehold Property Funds	Endowed Funds	Total Funds	Total Funds
	Notes	£'000	£'000	£'000	£'000	2021 £'000	2020 £'000
INCOME AND EXPENDITURE							
Income from :							
Charitable activities							
School fees	2	16,904	-	-	-	16,904	15,104
Other educational & ancillary activities	4	1,173	-	-	-	1,173	1,470
Other trading activities							
Colfe's Leisure Services Ltd	3	403	-	-	-	403	402
Other Income		288	-	-	-	288	829
Investments	8d	106	27	-	-	133	153
Grants and Donations		-	488	-	-	488	578
Total Income		18,874	515	-	-	19,389	18,536
Expenditure on :							
Raising funds							
Colfe's Leisure Services Ltd	6a	425	-	-	-	425	502
Charitable activities							
Provision of education	6b	17,583	10	556	66	18,215	17,955
Total expenditure		18,008	10	556	66	18,640	18,457
Net income / (expenditure) before investment and actuarial gains / (losses)		866	505	(556)	(66)	749	79
Pension scheme actuarial gains	15	23	-	-	-	23	22
Net Investment gains / (losses)	8	511	31	-	101	643	(387)
Net income / (expenditure)		1,400	536	(556)	35	1,415	(286)
Transfers between funds	12	435	(478)	43	-	-	-
Net movement in funds		1,835	58	(513)	35	1,415	(286)
Fund balances at 1 September 2020		745	951	13,420	3,225	18,341	18,627
FUND BALANCES at 31 August 2021	12	2,580	1,009	12,907	3,260	19,756	18,341

There is no difference between the net expenditure or income above and the historical cost equivalent. All of the group's activities are in respect of continuing operations.

Net income/(losses) under the Companies Act 2006 excludes investment gains and losses on endowed funds and is therefore £1,314 for the year (2020: (£263k))

The notes on pages 25 to 43 form part of these accounts.

**COLFE'S SCHOOL
BALANCE SHEETS
AS AT 31 AUGUST 2021**

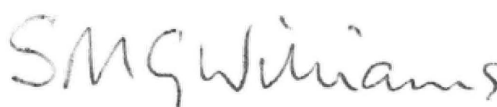
		Group		Colfe's School	
	Notes	2021 £'000	2020 £'000	2021 £'000	2020 £'000
FIXED ASSETS					
Tangible Fixed Assets	7	16,938	17,423	16,933	17,415
Investment assets	8	3,786	3,143	4,077	3,382
		<u>20,724</u>	<u>20,566</u>	<u>21,010</u>	<u>20,797</u>
CURRENT ASSETS					
Debtors	9	439	471	411	457
Cash at bank and in hand		<u>3,883</u>	<u>2,633</u>	<u>3,554</u>	<u>2,345</u>
		4,322	3,104	3,965	2,802
CREDITORS: due within one year	10	<u>(4,005)</u>	<u>(3,422)</u>	<u>(3,934)</u>	<u>(3,351)</u>
NET CURRENT ASSETS		<u>317</u>	<u>(318)</u>	<u>31</u>	<u>(549)</u>
TOTAL ASSETS LESS CURRENT LIABILITIES		21,041	20,248	21,041	20,248
LONG TERM LIABILITIES					
Creditors due after one year	11	<u>(1,285)</u>	<u>(1,907)</u>	<u>(1,285)</u>	<u>(1,907)</u>
TOTAL NET ASSETS		<u>19,756</u>	<u>18,341</u>	<u>19,756</u>	<u>18,341</u>
Represented by:					
ENDOWED FUNDS	12a	3,260	3,225	3,260	3,225
FREEHOLD PROPERTY FUND	12b	12,907	13,420	12,907	13,420
RESTRICTED FUNDS	12c	1,009	951	1,009	951
UNRESTRICTED FUNDS					
General funds		<u>2,580</u>	<u>745</u>	<u>2,580</u>	<u>745</u>
TOTAL FUNDS	12	<u>19,756</u>	<u>18,341</u>	<u>19,756</u>	<u>18,341</u>

Total net income for the School for the year to 31 August 2021 was £1,363k

Approved by the Board of Governors of Colfe's School on *15th March 2022*
and signed on its behalf by:



Governor
Matthew P E Pellereau



Governor
Sean M G Williams

The notes on pages 25 to 43 form part of these accounts.

COLFE'S SCHOOL
CONSOLIDATED STATEMENT OF CASH FLOWS
FOR THE YEAR ENDED 31 AUGUST 2021

		2021 £'000	2020 £'000
Net cash flow from operating activities			
Net cash provided by operating activities	A	2,207	1,118
Cash flows from investing activities	B	(633)	(428)
Cash flows from financing activities	C	(324)	(231)
Change in cash and cash equivalents in the year		1,250	459
Reconciliation of net cash flow to movement in net funds :			
Cash and cash equivalents at 1 September 2020		2,633	2,174
Cash and cash equivalents at the end of the year	D	3,883	2,633
A Reconciliation of net movements in funds to net cash provided by operating activities			
Net movement in funds (as per the statement of financial activities)		1,415	(286)
Depreciation charge		1,250	1,095
Decrease / (Increase) in Debtors		32	(86)
Increase in Creditors		210	78
Loan interest		99	105
Investment income		(133)	(153)
Net investment (gains) / losses		(643)	387
Pension scheme gains		(23)	(22)
Net cash provided by operating activities		2,207	1,118
B Cash flows from investing activities			
Purchase of tangible fixed assets		(766)	(581)
Investment income		133	153
Net cash used in investing activities		(633)	(428)
C Cash flows from financing activities			
Repayments of borrowing		(324)	(231)
Cash inflows from new borrowing		-	-
Net cash used in financing activities		(324)	(231)
D Cash and cash equivalents			
Cash at bank and in hand		3,883	2,633

Note

Charity law requires separate administration of the cashflows on endowed and other restricted funds of the charity.
This constraint has not adversely affected group cashflows as stated above.

The notes on pages 25 to 43 form part of these accounts.

**COLFE'S SCHOOL
NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2021**

I ACCOUNTING POLICIES

Basis of Accounting

The financial statements have been prepared in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102), the Companies Act 2006 and the Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) – effective 1 January 2015. In preparing the financial statements, the Governors have considered whether the accounting policies required by the standard require the restatement of information.

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

The School has continued to operate successfully during the Covid-19 pandemic in the 2020/2021 academic year. The School was physically open to students and safely operating under the Department for Education's Coronavirus guidance for most of the Autumn term. Increased infection rates from new-variants resulted in national school closures from the start of Springterm 2021 and the School again moved to deliver Hybrid learning to pupils and provide childcare for the children of Critical Workers.

Having reviewed the impacts of Covid-19 on the School's operations and finances, and taking into consideration the funding facilities available to the School together with the expected ongoing demand for places and the School's projected cash flows, the Governors have a reasonable expectation that the School has adequate resources to continue its activities for the foreseeable future and consider that there were no material uncertainties over the School's financial viability.

Accordingly, they also continue to adopt the going concern basis in preparing the financial statements as outlined in the Statement of Accounting and Reporting Responsibilities on page 14.

On 24 August 2006 the Charity Commission issued a Uniting Direction directing that Colfe's Educational Foundation should be treated as forming part of Colfe's School for the purposes of registration and accounting. References to Colfe's School therefore refer to the aggregated results of Colfe's School and Colfe's Educational Foundation. The financial statements have been prepared under the historical cost convention, as modified by the inclusion of investments at market value, and in accordance with the requirements of the Companies Act 2006 and the Charities Act 2011.

The accounts present the consolidated statement of financial activities (SOFA), the consolidated cash flow statement and the consolidated and Charity balance sheets comprising the consolidation of the School and with its wholly owned subsidiary Colfe's Leisure Services Ltd. No separate SOFA has been presented for the Charity alone, as permitted by Section 408 of the Companies Act 2006 as the results of its subsidiary are separately identified in the Consolidated SOFA and the related Note 3.

The School is a Public Benefit Entity registered as a charity in England and Wales and a company limited by guarantee. It was incorporated on 4 February 2005 (company number: 1109650) and registered as a charity on 24 May 2005 (charity number: 5352523)

COLFE'S SCHOOL
NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2021

I. ACCOUNTING POLICIES (continued)

Critical accounting judgements and key sources of estimation uncertainty

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

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

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

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

I.1 Fees and similar earned income

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

I.2 Investment income

Income from investments, interest on deposits and rental income are accounted for on an accruals basis. Membership subscriptions to the sports and leisure centre relating to future accounting periods are carried forward as deferred income within creditors.

I.3 Donations, legacies, grants and other voluntary incoming resources

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

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

COLFE'S SCHOOL
NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2021

I. ACCOUNTING POLICIES (continued)

Government grants are recognised on the accruals basis, when there is reasonable assurance that the School will comply with the conditions attaching to the grant and the grant will be received. The grant in connection to the job retention scheme, has been recognised in the period to which the underlying furloughed staff costs relate to.

I.4 Expenditure

Expenditure is accrued as soon as a liability is considered probable, discounted to present value for longer-term liabilities. Expenditure attributed to more than one cost category in the SOFA is apportioned to them on the basis of the estimated amount attributable to each activity in the year, either by reference to staff time or the use made of the underlying asset, as appropriate. The irrecoverable element of VAT is included with the item of expense to which it relates.

Governance costs comprise the costs of running the charity, including strategic planning for its future development, internal and external audit fees, any legal advice for Colfe's School Governors and the costs of complying with constitutional and statutory requirements, such as the costs of Board and Committee meetings and of preparing statutory financial statements and satisfying public accountability.

Intra-group income and expenses between the School and its subsidiaries are excluded from trading income and expenditure.

I.5 Tangible fixed assets

Tangible fixed assets are stated at cost less accumulated depreciation. All assets costing more than £500 and with an expected useful life exceeding one year are capitalised in the School and Colfe's Leisure Services Limited. Care however is taken to be consistent in considering whether to capitalise similar items that may fall below this threshold.

I.6 Depreciation

Depreciation is provided at the following rates in order to write off the expenditure on each asset over its estimated useful life. No depreciation is provided on freehold land.

Buildings	on cost at 2% to 10% p.a.
Temporary buildings & fixtures	on cost at 6.67% to 20% p.a.
Gymnasium and sports equipment	on cost at 20% to 33.3% p.a.
Furniture and equipment	on cost at 10% to 33.3% p.a.
Motor vehicles	on cost at 33.3% p.a.
Major refurbishments	on cost at 6.67% to 10% p.a.

COLFE'S SCHOOL
NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2021

I. ACCOUNTING POLICIES (continued)

I.7 Investments

Quoted investments are stated in the Balance Sheet at market value. Investment properties are stated in the Balance Sheet at market value as assessed by the Governors, having taken professional advice.

Realised and unrealised gains and losses are included in the Statement of Financial Activities in the year to which they relate and are calculated by reference to the market value at the beginning of the year. Realised and unrealised gains and losses on investments are reflected in the funds to which they relate.

The unquoted investment in Colfe's Leisure Services Limited is included in the financial statements at the value of net assets, as shown by the financial statements.

I.8 Fund accounting

Endowed Funds

These are funds which have been endowed for a particular purpose where the capital must remain intact. Permanent endowments are those where the capital must remain indefinitely. In certain cases, restrictions as to the use of income are in place.

Freehold Property Fund

The Freehold Property Fund represents the net book value of the land and buildings of Colfe's Educational Foundation

Restricted Funds

Restricted Funds are subject to donor-imposed conditions or have been raised for a particular purpose. Restrictions may apply to the capital sums alone or to the capital and income generated from them. The Governors are bound by the restrictions and may not vary them.

Unrestricted Funds

General Funds are available to the Governors for unrestricted use, subject to law, and the Articles of Association.

Where general funds have been set aside for a particular purpose by the Governors they are termed 'designated funds'. The designation may be removed at any time at the Governors' discretion.

I.9 Pension costs

Retirement benefits to employees of the School are provided through two pension schemes, on defined benefit and one defined contribution. The pension costs charged in the Statement of Financial Activities are determined as follows:

COLFE'S SCHOOL
NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2021

ACCOUNTING POLICIES (continued)

The Teachers' Pension Scheme

This scheme is a multi-employer pension scheme. It is not possible to identify the School's share of the underlying assets and liabilities of the Teachers' Pension Scheme on a consistent and reasonable basis and therefore, as required by FRS 102, the School accounts for the scheme as if it were a defined contribution scheme. The School's contributions, which are in accordance with the recommendations of the Government Actuary, are charged in the period in which the salaries to which they relate are payable.

Growth Plan

This is a defined contribution group personal pension plan with TPT Retirement Solutions (formerly The Pension's Trust). Employer's pensions costs are charged in the period in which the salaries to which they relate are payable.

For deficit recovery contributions, the present value of the expected future contributions is recognised as a liability at the balance sheet date. The amount is reviewed annually taking into account any changes to the deficit contribution rate or the implicit rate of interest used in discounting the liability. More detail is provided in note 15.

1.10 Operating leases

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

1.11 Taxation

Colfe's School is exempt from corporation and income tax on its charitable activities by virtue of its status as a registered charity. Colfe's Leisure Services Limited is subject to corporation tax and the charge for the year is based on the profit or loss for the period as adjusted for disallowable and non-taxable items and after taking account of losses brought forward.

1.12 Financial Instruments

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

At the balance sheet date the School held financial assets at fair value of £3,786k (2020 £3,143k).

COLFE'S SCHOOL
NOTES TO THE ACCOUNTS (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2021

2 SCHOOL FEES

	Unrestricted Funds	
	2021	2020
	£'000	£'000
The School's fee income comprised:		
Gross fees	19,550	17,597
Less: Total bursaries, grants and allowances	(2,646)	(2,493)
	<u>16,904</u>	<u>15,104</u>

3 SUMMARY INFORMATION

The results and balance sheets of the two charities, Colfe's School and Colfe's Educational Foundation, and the subsidiary company, Colfe's Leisure Services Limited (CLS) are summarised below:

	School	Foundation	CLS	Adjustments	2021	2020
	£'000	£'000	£'000	£'000	Total	Total
	£'000	£'000	£'000	£'000	£'000	£'000
Income	18,855	494	518	(478)	19,389	18,536
Expenditure	(18,123)	(529)	(466)	478	(18,640)	(18,457)
Net investment (losses) / gains	562	132	-	(51)	643	(387)
Pension scheme gains	23	-	-	-	23	22
Net movement in funds	<u>1,317</u>	<u>97</u>	<u>52</u>	<u>(51)</u>	<u>1,415</u>	<u>(286)</u>
Tangible fixed assets	1,983	14,950	5	-	16,938	17,423
Investments	<u>3,269</u>	<u>808</u>	<u>-</u>	<u>(291)</u>	<u>3,786</u>	<u>3,143</u>
Total Fixed Assets	<u>5,252</u>	<u>15,758</u>	<u>5</u>	<u>(291)</u>	<u>20,724</u>	<u>20,566</u>
Current assets	15,630	873	358	(12,539)	4,322	3,103
Current liabilities	<u>(3,934)</u>	<u>(12,538)</u>	<u>(72)</u>	<u>12,539</u>	<u>(4,005)</u>	<u>(3,421)</u>
Net Current Assets / (Liabilities)	<u>11,696</u>	<u>(11,665)</u>	<u>286</u>	<u>-</u>	<u>317</u>	<u>(318)</u>
Total Assets less Current Liabilities	16,948	4,093	291	(291)	21,041	20,248
Long term creditors	(1,285)	-	-	-	(1,285)	(1,907)
Total net assets	<u>15,663</u>	<u>4,093</u>	<u>291</u>	<u>(291)</u>	<u>19,756</u>	<u>18,341</u>

Colfe's School owns the whole of the share capital of Colfe's Leisure Services Limited, which provides sports and leisure facilities for the School and for the public, during non-school hours, via its Roebuck Club.

Included within the Income for CLS, are furlough grants of £114k.

CLS expenditure includes £12,687 (2020: £12,687) management charge from the School and includes £29,000 (2020: £29,000) in respect of facility charges paid to the Foundation

There was no donation paid by CLS to the school during the year (2019 : £83,418)

COLFE'S SCHOOL
NOTES TO THE ACCOUNTS (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2021

		Unrestricted Funds	
		2021	2020
		£'000	£'000
4	OTHER INCOME		
Other educational activities			
	Examination Fees	82	82
	Registration fees	66	57
	Outdoor Pursuits and Educational visits	215	354
	Other income	75	141
		438	634
Other ancillary activities			
	Catering Income	423	373
	Wraparound care	117	145
	Other school trips	62	216
	Other income	133	102
		735	836
	Total Other Income	1,173	1,470
5	STAFF COSTS	2021	2020
		£'000	£'000
Total staff costs comprised:			
	Wages and salaries	10,123	9,872
	Social security costs	1,062	1,025
	Pension contributions	1,716	1,678
		12,901	12,575
The average number of employees in the year was:			
	School	290	291
	Subsidiary	52	62
		342	353

Neither Colfe's School Governors nor persons connected with them received any remuneration, other benefits or reimbursement of expenses from the School or any connected organisation apart from reimbursed Governors' travelling and accommodation expenses of £1,055 (2020: £3,481). The number of Governors claiming travel and accommodation expenses was 1 (2020: 5)

The number of higher paid employees was:		2021	20
		No.	No.
Taxable emoluments band:			
	£60,001 - £70,000	16	13
	£70,001 - £80,000	6	4
	£80,001 - £90,000	1	2
	£90,001-£100,000	1	-
	£100,001 - £110,000	2	1
	£110,001-£120,000	-	1
	£200,001-£210,000	-	1
	£210,001 - £220,000	-	-
	£220,001 - £230,000	1	-
		23	19
The number with retirement benefits accruing in			
	- Defined Benefit Schemes	23	19

Aggregate employee-benefits for key management personnel including pension contributions total £1,129,676 in 2020/21 (2020 £1,115,779)
These emoluments also include accommodation benefits. There were termination payments totalling £10,896 in 2020/21 (2020: £0k)

COLFE'S SCHOOL
NOTES TO THE ACCOUNTS (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2021

6 ANALYSIS OF TOTAL EXPENDITURE

	Staff costs £'000	Other costs £'000	Depreciation £'000	2021 Total £'000	2020 Total £'000
(a) Costs of raising funds					
Trading costs of the subsidiary	382	41	2	425	502
(b) Charitable activities					
Teaching	10,217	999	430	11,646	11,331
Other activities	-	1,193	-	1,193	1,573
Buildings depreciation	-	-	622	622	504
Premises	915	1,697	196	2,808	2,459
Support costs of schooling	1,387	524	-	1,911	2,051
Governance cost	-	25	-	25	28
School's operating costs	12,519	4,438	1,248	18,205	17,946
Awards and prizes	-	10	-	10	9
	<u>12,519</u>	<u>4,448</u>	<u>1,248</u>	<u>18,215</u>	<u>17,955</u>
Total expenditure	<u>12,901</u>	<u>4,489</u>	<u>1,250</u>	<u>18,640</u>	<u>18,457</u>

Governance costs include auditor's remuneration for audit services of £29k (2019/20: £28k).

COLFE'S SCHOOL
NOTES TO THE ACCOUNTS (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2021

7 TANGIBLE FIXED ASSETS

	Freehold Land and Buildings £'000	Assets under Construction £'000	Motor Vehicles £'000	Furniture & Equipment £'000	School Total £'000	Furniture & Equipment £'000	Subsidiary Total £'000	Group Total £'000
Cost								
1 September 2020	27,345	371	68	4,150	31,934	172	172	32,106
Additions	36	7	3	720	766	-	-	766
Disposals	-	-	-	-	-	(18)	(18)	(18)
31 August 2021	27,381	378	71	4,870	32,700	154	154	32,854
Depreciation								
1 September 2020	11,594	-	68	2,857	14,519	165	165	14,683
Charge for year	506	116	-	626	1,248	2	2	1,250
Disposals	-	-	-	-	-	(18)	(18)	(18)
31 August 2021	12,100	116	68	3,483	15,767	149	149	15,916
Net book values								
31 August 2021	15,281	262	3	1,387	16,933	5	5	16,938
31 August 2020	15,751	371	-	1,293	17,415	8	8	17,423

HSBC have taken a charge over the land and buildings of the Horn Park Lane site as security for the 10 year loan facility which assisted in financing the 6th form centre.

COLFE'S SCHOOL
NOTES TO THE ACCOUNTS (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2021

8 INVESTMENTS

	2021	2020
	£'000	£'000
Market value:		
Listed investments	8a 2,911	2,393
Investment Property	8b 875	750
Group total	<u>3,786</u>	<u>3,143</u>
At fair value		
Investment in Subsidiary	8c 291	239
School total	<u>4,077</u>	<u>3,382</u>

Group unrealised gains on investments included above:

8a Listed Investments

	£'000
Market value at 1 September 2020	2,393
Net unrealised gain	518
Market value at 31 August 2021	<u>2,911</u>
Historic cost at 31 August 2021	<u>1,704</u>

All listed investments are held in unit trusts or common investment funds.

8b Investment Property

	£'000
Market value at 1 September 2020	750
Unrealised Gain on investment	125
Market value at 31 August 2021	<u>875</u>
Historic cost at 31 August 2021	<u>413</u>

8c Investment in Subsidiary

	£'000
Fair value	
At 1 September 2020	239
Gain for the year	52
At 31 August 2021	<u>291</u>

Colfe's Leisure Services did not make gift donation Colfe's School in 2020/21 as made no profit in 2019/20. The basis of accounting changed in 2017/18 from an accrual of this in the year to recognition on payment of the donation. There will be a gift aid payment made to the school from CLS during 2021/22

8d Investment income comprises:

	Unrestricted Funds	Restricted Funds	2021 Total £'000	2020 Total £'000
Quoted investments	83	27	110	124
Bank deposits	5	-	5	11
Property Investment	18	-	18	18
Total 2021	<u>106</u>	<u>27</u>	<u>133</u>	<u>153</u>
Total 2020	<u>121</u>	<u>32</u>		<u>153</u>

COLFE'S SCHOOL
NOTES TO THE ACCOUNTS (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2021

9 DEBTORS

	Group		Colfe's School	
	2021	2020	2021	2020
	£'000	£'000	£'000	£'000
Amounts due from subsidiary company	-	-	-	29
School fees	76	68	76	68
Trade debtors	13	34	-	33
Sundry debtors	75	74	75	32
Prepayments & Accrued Income	275	295	260	295
	<u>439</u>	<u>471</u>	<u>411</u>	<u>457</u>

10 CREDITORS DUE WITHIN ONE YEAR

	Group		Colfe's School	
	2021	2020	2021	2020
	£'000	£'000	£'000	£'000
Bank loan	637	265	637	265
Trade creditors	531	265	528	261
Taxation and social security	486	468	475	453
Other creditors and accruals	728	750	671	698
Pupil Deposits	1,292	1,237	1,292	1,237
Pension deficit recovery payments (note 15)	25	24	25	24
Fees received in advance	306	413	306	413
	<u>4,005</u>	<u>3,422</u>	<u>3,934</u>	<u>3,351</u>

11 CREDITORS DUE AFTER MORE THAN ONE YEAR

	Group		Colfe's School	
	2021	2020	2021	2020
	£'000	£'000	£'000	£'000
Pension deficit recovery payments (note 15)	64	89	64	89
Bank loan 1-2 years	637	324	637	324
Bank loan 2 - 5 years	584	1,494	584	1,494
	<u>1,285</u>	<u>1,907</u>	<u>1,285</u>	<u>1,907</u>

The bank loan balance relates to a loan with a term of 10 years. This started in October 2014 at an interest rate of 4.84% and is secured by a charge over the land and buildings of the Horn Park Lane site.

COLFE'S SCHOOL
NOTES TO THE ACCOUNTS (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2021

12 NET ASSETS OF THE FUNDS OF COLFE'S SCHOOL AND GROUP

Colfe's School's net assets belong to the various funds as follows:

	Fixed Assets	Investments	Net Current Assets / (Liabilities)	Long Term Liabilities	Fund Balance 2021
	£'000	£'000	£'000	£'000	£'000
Endowment funds	2,641	619	-	-	3,260
Freehold Property fund	12,907	-	-	-	12,907
Restricted funds	-	201	808	-	1,009
Unrestricted funds	1,385	3,257	(777)	(1,285)	2,580
Colfe's School	16,933	4,077	31	(1,285)	19,756
Colfe's Leisure Services Limited	5	(291)	286	-	-
Group	16,938	3,786	317	(1,285)	19,756

	Fixed Assets	Investments	Net Current Assets	Long Term Liabilities	Fund Balances 2020
	£'000	£'000	£'000	£'000	£'000
Endowment funds	2,707	518	-	-	3,225
Freehold Property fund	13,420	-	-	-	13,420
Restricted funds	-	159	792	-	951
Unrestricted funds	1,288	2,705	(1,341)	(1,907)	745
Colfe's School	17,415	3,382	(549)	(1,907)	18,341
Colfe's Leisure Services Limited	8	(239)	231	-	-
Group	17,423	3,143	(318)	(1,907)	18,341

COLFE'S SCHOOL
NOTES TO THE ACCOUNTS (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2021

12a ENDOWED FUNDS: MOVEMENTS IN THE YEAR

	Balance at 1 September 2020 £'000	Expenditure £'000	Investment Gains / (losses) £'000	Balance at 31 August 2021 £'000
Endowments:				
Property	2,707	(66)	-	2,641
Prizes and other bequest funds	518	-	101	619
Total	3,225	(66)	101	3,260
	1st September 2019 £000	£000	£000	31st August 2020 £000
Property	2,773	(66)	-	2,707
Prizes and other bequest funds	541	-	(23)	518
Total	3,314	(66)	(23)	3,225

The prizes and other bequest funds are permanent endowments which have been made from time to time by benefactors of the Foundation. The income arising is to be used for specific or general purposes of the Foundation, as specified by the endowments.

12b FREEHOLD PROPERTY FUND: MOVEMENTS IN THE YEAR

	Balance at 1 September 2020 £'000	Income £'000	Expenditure £'000	Fund Transfers £'000	Balance at 31 August 2021 £'000
Freehold property fund	13,420	-	(556)	43	12,907
	2019 £000				2020 £000
Freehold property fund	13,760	-	(438)	98	13,420

The Freehold Property Fund represents the net book value of the land and buildings of the School and Foundation. The root of the title to the properties held by the Foundation is the Will of Abraham Colfe dated 7 September 1656, probate of which was granted on 25 January 1659.

The freehold property is a mixture of that remaining out of the original endowment or acquired from the proceeds of part or all of the endowed land and that acquired since 1659 out of general funds. The Governors are unable to identify the land and buildings acquired out of the original endowment.

Where restricted or unrestricted funds have been expended on additions to freehold land and buildings, a transfer is made from the relevant fund.

COLFE'S SCHOOL
NOTES TO THE ACCOUNTS (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2021

12c RESTRICTED FUNDS: MOVEMENTS IN THE YEAR

	Balance at 1 September 2020 £'000	Income £'000	Expenditure £'000	Fund Transfers £'000	Investment Gains/(Losses) £'000	Balance at 31 August 2021 £'000
Grants and Donations	18	488	(10)	(478)	-	18
Prizes and other bequest funds	933	27	-	-	31	991
	<u>951</u>	<u>515</u>	<u>(10)</u>	<u>(478)</u>	<u>31</u>	<u>1,009</u>
	2019 £'000	£'000	£'000	£'000	£'000	2020 £'000
Grants and Donations	18	578	(9)	(569)	-	18
Prizes and other bequest funds	930	31	-	-	(28)	933
	<u>948</u>	<u>609</u>	<u>(9)</u>	<u>(569)</u>	<u>(28)</u>	<u>951</u>

Prizes and other bequest funds comprise accumulated undistributed income from endowed funds

Where funds are used for scholarships or bursaries these are shown as transfers from the restricted funds to unrestricted funds.

13 COMMITMENTS UNDER OPERATING LEASES

At 31 August 2021 the charity had aggregate annual commitments under non-cancellable operating leases

£72k

	Group		Colfe's School	
	2021 £'000	2020 £'000	2021 £'000	2020 £'000
Amounts falling due :				
Within one year	43	70	43	70
Due within 2 - 5 years	43	88	43	88
Due in more than 5 years	10	-	10	-
	<u>96</u>	<u>158</u>	<u>96</u>	<u>158</u>

COLFE'S SCHOOL
CONSOLIDATED STATEMENT OF FINANCIAL ACTIVITIES
FOR THE YEAR ENDED 31 AUGUST 2020

14 CONSOLIDATED STATEMENT OF FINANCIAL ACTIVITIES - COMPARATIVE FIGURE BY FUND TYPE

		Unrestricted Funds	Restricted Funds	Freehold Property Funds	Endowed Funds	Total Funds
	Notes	£'000	£'000	£'000	£'000	2020 £'000
INCOME AND EXPENDITURE						
Income from :						
Charitable activities						
School fees	2	15,104	-	-	-	15,104
Other educational & ancillary activities	4	1,470	-	-	-	1,470
Other trading activities						
Colfe's Leisure Services Ltd	3	402	-	-	-	402
Other Income		829				829
Investments	8d	122	31	-	-	153
Donations & Legacies (restricted)		-	578	-	-	578
Total Income		17,927	609	-	-	18,536
Expenditure on :						
Raising funds						
Colfe's Leisure Services Ltd	6a	502	-	-	-	502
Charitable activities						
Provision of education	6b	17,442	9	438	66	17,955
Total expenditure		17,944	9	438	66	18,457
Net income / (expenditure) before investment and actuarial gains / (losses)		(17)	600	(438)	(66)	79
Pension scheme actuarial gains / (losses)	15	22	-	-	-	22
Net Investment gains	8	(336)	(28)	-	(23)	(387)
Net income / (expenditure)		(331)	572	(438)	(89)	(286)
Transfers between funds	12	471	(569)	98	-	-
Net movement in funds		140	3	(340)	(89)	(286)
Fund Balance brought forward at 1 September 2019 as previously stated		605	948	13,760	3,314	18,627
FUND BALANCES at 31 August 2020	12	745	951	13,420	3,225	18,341

COLFE'S SCHOOL
NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2021

15 PENSION SCHEMES

Teaching Staff

The School participates in the Teachers' Pension Scheme (the "TPS") for its teaching staff. The pension charge for the year includes contributions payable to the TPS of £2,097,142 (2020 £2,044,653) and at the year-end £172,352 was accrued in respect of the contributions to this scheme.

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

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

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

Support Staff

TPT Retirement Solutions (formerly the Pensions Trust) – The Growth Plan

The company participates in the scheme, a multi-employer scheme which provides benefits to some 1,300 non-associated participating employers. The scheme is a defined benefit scheme in the UK. It is not possible for the company to obtain sufficient information to enable it to account for the scheme as a defined benefit scheme. Therefore, it accounts for the scheme as a defined contribution scheme.

Contributions paid into the Plan up to and including September 2001 were converted to defined amounts of pension payable from Normal Retirement Date. From October 2001 contributions were invested in personal funds which have a capital guarantee and which are converted to pension on retirement, either within the Plan or by the purchase of an annuity.

The rules of the Plan give the Trustees the power to require employers to pay additional contributions in order to ensure that the statutory funding objective under the Pensions Act 2004 is met. The statutory funding objective is that a pension scheme should have sufficient assets to meet its past service liabilities, known as Technical Provisions.

The Group paid contributions at the rate of 14.1% or 10% dependent on the employee during the accounting period. Under current service members paid contributions at the optional rates of 6% or 7% during the accounting period. Auto-enrolment was implemented on 1 April 2014, which gave the additional option for members to pay a rate, which rose in 2018/19 from 3% to 5% with a Group contribution rising in 2018/19 from 2% to 3%. Support staff are required to notify the group if they do not wish to join this pension scheme. In addition, the School paid contributions totalling £24,563 (2020: £23,848) in respect of the past service deficit.

COLFE'S SCHOOL
NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2021

As at the balance sheet date there were 99 active members (2020: 95) of the Plan employed by the Group and contributions paid during the year were £368,759 (2020: £367,703). The Group continues to offer membership of the Plan to its employees.

A full actuarial valuation for the scheme was carried out at 30 September 2017. This valuation showed assets of £794.9m, liabilities of £926.4m and a deficit of £131.5m. To eliminate this funding shortfall, the Trustee has asked the participating employers to pay additional contributions to the scheme as follows:

Deficit contributions

From 1 Apr 2019 – 31 Jan 2025	£11,243,000 p.a payable monthly and increasing by 3% each on 1 st April)
-------------------------------	---

Unless a concession has been agreed with the Trustee the term to 31 Jan 2025 applies.

Note that the scheme's previous valuation was carried out with an effective date of 30 Sept 2014. This valuation showed assets of £793.4m, liabilities of £969.9m and a deficit of £176.5m. To eliminate this funding shortfall, the Trustee has asked the participating employers to pay additional contributions to the scheme as follows:

Deficit contributions

From 1 Apr 2019 – 30 Sept 2025	£12,945,440 p.a payable monthly and increasing by 3% each on 1 st April.
From 1 April 2016 – 30 Sept 2028	£54,560 p.a payable monthly and increasing by 3% each on 1 st April

The recovery plan contributions are allocated to each participating employer in line with their estimated share of the Series 1 and Series 2 scheme liabilities.

Where the scheme is in deficit and where the company has agreed to a deficit funding arrangement, the company recognises a liability for this obligation. The amount recognised is the net present value of the deficit reduction contributions payable under the agreement that relates to the deficit. The present value is calculated using the discount detailed in these disclosures. The unwinding of the discount rate is recognised as a finance cost.

COLFE'S SCHOOL
NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2021

Present Value of Provision

	31 August 2021 £000	31 August 2020 £000	31 August 2019 £000
Present Value of Provision	89	112	134

Reconciliation of Opening & Closing Provisions

	2021 £000	2020 £000
Provision at start of period	112	134
Unwinding of the discount factor (interest expense)	1	1
Deficit contribution paid	(24)	(24)
Remeasurements - impact of any change in assumptions	-	1
Remeasurements - amendments to the contribution schedule	-	-
Provision at the end of period	89	112

Income and Expenditure Impact

	2021 £000	2020 £000
Interest expense	1	1
Remeasurements - impact of any change in assumptions	-	1
Remeasurements - amendments to the contribution schedule	-	-

Assumptions

	31st August 2021 % per annum	31st August 2020 % per annum	31st August 2019 % per annum
Rate of discount	0.63	0.55	0.97

The discount rates shown above are the equivalent single discount rates which, when used to discount the future recovery plan contributions due, would give the same results as using a full AA corporate bond yield curve to discount the same recovery plan contributions.

Following a change in legislation in September 2005 there is a potential debt on the employer that could be levied by the Trustee of the Plan. The Pensions Act 2011 has more recently altered the definition of Series 3 of the Growth Plan so that a liability arises to employers from membership of any Series except Series 4. The debt is due in the event of the employer ceasing to participate in the Plan or the Plan winding up.

The Group has been notified by The Pensions Trust of the estimated employer debt on withdrawal from the Plan based on the financial position of the Plan as at 30 September 2016. As of this date, the estimated employer debt for the Group was £806,658 (30 September 2015: £716,577).

COLFE'S SCHOOL
NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2021

16 CONTROLLING ENTITY AND CONNECTED PARTY TRANSACTIONS

The School is controlled by its sole member, The Leathersellers' Company which is entitled to nominate eight of the fifteen Governors. The Master of the Company is also a Governor (ex officio).

Colfe's Leisure Centre (CLS) (company number 02586190) is a subsidiary of Colfe's School. During the year there were payments made from CLS of £41,183 to Colfe's School in respect of payroll recharges and payments from Colfe's School to CLS of £29,000 in respect of goods and services paid for by CLS. At the year end there was an intercompany creditor balance in the school of £621 (2020: debtor balance of £29,490). A gift aid cash donation was not paid during the year to 31 August 2021 (2020 : £83,418 in respect of the year ending 31 August 2019).

The School is indirectly associated with a number of charities for which the Leathersellers' Company acts as a trustee or appoints some of the trustees. Of these, Colfe's Charitable Trust, which raises monies for the benefit of the School, made grants to the School of £50,000 (2020: £82,717) in the year; and the Leathersellers' Company Charitable Fund made a grant to the School of £427,500 (2020: £427,500). As at 31 August 2021, an amount of £1,173 was due from Colfe's Charitable Trust (2020: £30,920).

The School is not aware of any related party transactions with its Governors.

17 CAPITAL COMMITMENTS

At 31 August 2021 the group had no outstanding capital commitments (2020 : £186k).

Accounts

COLFE'S SCHOOL

**ANNUAL REPORT AND FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2020**

**Company Number: 5352523
Registered in England**

Charity Registration Number: 1109650

**COLFE'S SCHOOL
ANNUAL REPORT AND FINANCIAL STATEMENTS
YEAR ENDED 31 AUGUST 2020**

Contents	Page
Governors, Officers and Advisers	I
Annual Report of the Governors	3
Strategic Report	10
Statement of Accounting and Reporting Responsibilities	18
Independent Auditor's Report	19
Consolidated Statement of Financial Activities	22
Consolidated and Colfe's School Balance Sheets	23
Consolidated Statement of Cash Flows	24
Notes to the Financial Statements	25

**COLFE'S SCHOOL
GOVERNORS, OFFICERS AND ADVISERS
YEAR ENDED 31 AUGUST 2020**

GOVERNORS, DIRECTORS AND CHARITY TRUSTEES

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

		1	2	3	4	5
Mr M P E Pellereau	(Chairman)	•	•	•	•	•
Mr S M G Williams	(Deputy Chairman (from 8 October 2019)	•		•	•	
Dr D R E Abayasekara	(until 15 July 2020)			•		
Mr C Barrow	(Master of the Leathersellers' Company (until 22 July 2020))					
Mr J A M Muirhead	(Master of the Leathersellers' Company (from 23 July 2020))					
Mrs J A Bradley		•	•		•	
Prof A B Brueggemann				•		
Mrs B W Canham				•	•	
Miss S H Cooke			•			•
Mr D G Coulson			•			•
Mr J B Guyatt				•	•	
Mr T N Lister		•			•	
Mr C D Ramsey				•		
Mr J P K Russell		•			•	
Mr D B Sheppard						
Mr M G Williams		•			•	

¹ - Member of the Finance and General Purposes Committee

² - Member of the Estates Committee

³ - Member of the Education Committee

⁴ - Member of the Risk Management Committee

⁵ - Member of the Health, Safety and Security Committee

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

Except in the case of the Governors who are appointed on an ex-officio basis, service on the Board is for a term of three years. Retiring Governors can be re-elected provided that no Governor serves for a period in excess of twelve years unless a resolution is passed by the Board of Governors granting a final three-year term.

**COLFE'S SCHOOL
GOVERNORS, OFFICERS AND ADVISERS (CONTINUED)
YEAR ENDED 31 AUGUST 2020**

OFFICERS (key management personnel currently and throughout the year)

Mr R F Russell	Headmaster
Mr Max Adamson	Bursar, Company Secretary and Clerk to the Governors (from 15 th July 2020)
Mrs J E Lerbech	Bursar, Company Secretary and Clerk to the Governors (until 3 rd July 2020)
Mrs D F Graham	Deputy Head
Miss C M Macleod	Head of Junior School

PRINCIPAL ADDRESS AND REGISTERED OFFICE

Horn Park Lane, London, SE12 8AW

AUDITORS

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

BANKERS

HSBC Bank plc, 100 Old Broad Street, London, EC2N 1BG

INSURANCE BROKERS

Marsh Brokers Limited, Education Practice, Capital House, 1-5 Perrymount Road, Haywards Heath, West Sussex, RH16 3SY

SOLICITORS

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

Lewis Silkin, 5 Chancery Lane, London, EC4A 1BL

Veale Wasbrough Vizards, Orchard Court, Orchard Lane, Bristol, BS1 5WS

WEBSITE

www.colfes.com

COLFE'S SCHOOL ANNUAL REPORT OF THE GOVERNORS YEAR ENDED 31 AUGUST 2020

The members of Colfe's School Governing Body present their Annual Report for the year ended 31 August 2020 under the Charities Act 2011, including the Directors' and Strategic Reports, under the Companies Act 2006, together with the audited financial statements for the year. The financial statements consolidate the accounts of Colfe's School ("the School"), Colfe's Educational Foundation ("the Foundation") and Colfe's Leisure Services Ltd ("CLS"), a wholly owned subsidiary of the School. The School is the corporate trustee of Colfe's Educational Foundation.

REFERENCE AND ADMINISTRATIVE INFORMATION

Originally established by John Glyn in 1574, Colfe's School was re-founded in 1652 by Reverend Abraham Colfe, Vicar of Lewisham. When Reverend Colfe died in 1657 he took the enlightened step of entrusting the School to the Worshipful Company of Leathersellers' in the City of London. Today the School principally provides coeducational day education for children from a wide range of backgrounds in its Junior (ages 3-11) and Senior (ages 11-18) Schools. Colfe's Leisure Services Limited, the trading subsidiary, offers sports and leisure facilities for the benefit of the local community as well as the School.

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

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing Documents

The School is governed by its Articles of Association last amended on 5 May 2015. The Articles of Association forbid the distribution of any income, which is to be applied solely towards the objects of the company.

Governing Body

Under the Articles of Association, the members of the Board of Governors are the Directors and Charity Trustees of Colfe's School. When complete, this body comprises fifteen persons, being the Master of the Leathersellers' Company (ex-officio), eight others nominated by the Leathersellers' Company and six co-optative governors.

Each Governor is elected to hold office for three years after which they may be considered for re-election. Normally the maximum period of service is twelve consecutive years although in a special circumstance a governor may serve a final three-year term if approved by a resolution of the Governors.

Recruitment and Training of Governors

When determining the appointment of Governors, the Board and the Leathersellers' Company look to ensure a mix of skills and select new Governors taking into account the knowledge, qualifications and experience of each candidate. The Head, Bursar and wider staff provide new Governors with induction training which introduces them to the workings of the School and the Company as a registered charity. They are encouraged to attend training workshops run by a number of organisations, including AGBIS (the Association of Governing Bodies of Independent Schools). Continuing Governors are also encouraged to attend relevant training courses to keep them up to date on key issues. An annual governor training day is held at the School.

Organisational Management

The members of the Governing Body, as the charity trustees, are legally responsible for the overall management and control of the School. They usually meet four times a year as a full Board to determine the general policy of the School and review its overall management and control. An additional three Extraordinary full Board meetings were convened to provide oversight of the

COLFE'S SCHOOL
ANNUAL REPORT OF THE GOVERNORS (CONTINUED)
YEAR ENDED 31 AUGUST 2020

School's response to the coronavirus pandemic. The work of implementing most of their policies is carried out by the following sub-committees:

- The Education Committee, which is chaired by Mr S Williams, met three times in the year. The Education Committee, reporting directly to the Governing Body, actively considers educational and pastoral policy and performance.
- The Finance and General Purposes Committee, which is chaired by Mr M Williams, met seven times during the year, three more than usual. The Committee, which reports directly to the Governing Body, scrutinises revenue, the budget and capital expenditure in addition to receiving reports from the Estates committee and on any other non-educational aspect of the School. The Committee also finalises the audited financial statements and annual report for approval by the Governing Body.
- The Estates Committee, which is chaired by Mrs J Bradley, met three times in the year. Reporting to the Finance and General Purposes Committee, the Estates Committee supervises and monitors capital building projects and the maintenance of the School and Foundation estate.
- The Risk Management Committee, which is chaired by Mr J Russell, met twice in the year. The Committee monitors all strategic risks facing the School and reports directly to the Governing Body.
- The Health, Safety and Security Committee, which is chaired by Mr M Pellereau, met twice in the year. The committee, which reports directly to the Governing Body, is tasked with scrutinising the health, safety and security procedures and mechanisms within the School.
- The Strategic Planning Group, which is chaired by Mr M Pellereau, and to which all governors are invited to attend, met once in the year. Working closely with those in key management positions, the group is responsible for the development and monitoring of the School strategic plan.

The day to day management of the School is delegated to the Headmaster and key management personnel. They are also supported by their Senior Management teams and wider senior staff. The Headmaster and the Bursar attended all meetings of the Governing Body and subcommittees. All Governing Body meetings are also attended by the Deputy Head and Junior School Head. Various members of the Senior Management Team attended governor and subcommittee meetings during the year. The Chairman receives the minutes of Senior Management Team meetings and attends in person regularly.

The remuneration of the Headmaster and Bursar is set by the Board, with other key management remuneration being determined by the Headmaster. The overarching policy objective is to provide appropriate incentives to encourage enhanced performance and reward key management fairly and responsibly for their individual contributions to the School's success.

The appropriateness and relevance of the remuneration policy is reviewed annually, including reference to comparisons with other independent schools through anonymous benchmarking surveys, to ensure that the School remains sensitive to the broader issue of pay and employment conditions elsewhere. The School aims to offer competitive salaries, subject to experience, ensuring that there is scope for rewarding excellence. Delivery of the School's charitable vision and purpose is primarily dependent on key management personnel, and staff costs overall are the largest single element of charitable expenditure.

**COLFE'S SCHOOL
ANNUAL REPORT OF THE GOVERNORS (CONTINUED)
YEAR ENDED 31 AUGUST 2020**

Group Structure and relationships

On 1 September 2005, all the activities and net assets of Colfe's Educational Foundation were transferred to Colfe's School, with the exception of permanent endowment funds, restricted funds and freehold land and buildings. On the same date, Colfe's School was appointed the sole trustee of Colfe's Educational Foundation and ownership of Colfe's Leisure Services Limited (Company Registration No. 2586190 registered in England) was transferred to Colfe's School from Colfe's Educational Foundation.

On 24 August 2006, Colfe's School and Colfe's Educational Foundation were granted a Uniting Direction by the Charity Commission, directing that Colfe's Educational Foundation be treated as forming a part of Colfe's School for the purposes of registration and accounting. The sole member of Colfe's School is the Worshipful Company of Leathersellers.

Colfe's Leisure Services Limited is a wholly owned non-charitable trading subsidiary. The trading activities of Colfe's Leisure Services primarily comprise membership and hire revenue from letting the school campus and sports facilities when not in use by the School.

Through its sole member, the Leathersellers' Company, the School is associated indirectly with many charitable bodies including the Leathersellers' Company Charitable Fund from which it received grants totalling £427,500 during the year ended 31 August 2020 (2019: £300,000). Colfe's Charitable Trust, registered charity number 275447, is run independently of the school and by its own Board of Trustees, donated £82,717 during the year (2019: £79,536).

Other Relationships

The Headmaster is a member of the Headmasters' and Headmistresses' Conference whilst the School is a member of the Independent Schools' Bursars' Association. Both memberships permit the sharing of expertise and experience across the independent sector which ensures the School remains abreast of current developments and ideas in the independent sector. The School is also a member of the Association of Governing Bodies of Independent Schools and the Independent Association of Prep Schools.

Employment Policy

The School is an equal opportunities employer and is committed to creating a diverse and inclusive workplace. Full and fair consideration is given to job applications from disabled persons and due consideration is given to their training and employment needs.

Investment policy and objectives

The School's investment objectives are to maximise total return at an acceptable level of risk, which should maintain a percentage return higher than inflation, balancing the current and future needs by:

- maintaining (at least) the value of the investments in real terms;
- producing a consistent and sustainable amount to support expenditure; and
- delivering these objectives within acceptable levels of risk.

To meet these objectives the School's investments are managed to maintain diversification across a range of asset classes in order to produce an appropriate balance between risk and return. An investment property is also held from which income rental is received and regularly reviewed. The investment strategy and policy are monitored by the Finance and General Purpose Committee, as is investment performance, which is reported below, within the Strategic Report.

COLFE'S SCHOOL
ANNUAL REPORT OF THE GOVERNORS (CONTINUED)
YEAR ENDED 31 AUGUST 2020

Charity Governance Code

The Governing body take their governance responsibilities seriously and aim to have a governance framework that is fit for purpose, compliant and efficient. The Board reviews its structure and practices against the Charity Code of Governance to ensure the School's governance framework is robust and fit for purpose.

Fundraising Practice

The Governing Body is aware of the Code of Fundraising Practice and the advice and recommendations contained therein. The School is undertaking an appeal to raise funds in support of its means-tested scholarship programme. Alumni may also donate to the unrelated charity, Colfe's Charitable Trust, or choose to remember it in their wills. The School has no fundraising activities requiring disclosure under s162A of the Charities Act 2011.

OBJECTS, AIMS, OBJECTIVES AND ACTIVITIES

Charitable Objects

The School's Objects, as set out in the Articles of Association are the advancement of education for the benefit of the public by the provision and conduct of a day school for boys and girls in or near the London Borough of Lewisham and, in so far as it is incidental or ancillary to the advancement of education, such other purposes for the benefit of the local community as shall be exclusively charitable.

In furtherance of these Objects for the benefit of the public the School has established and administers bursaries, scholarships and other benefactions, and acts as the trustee and manager of property, endowments, bequests, and gifts given or established in pursuance of these Objects. The Board is mindful of the long-standing need to provide public benefit and of the requirements of the Charities Act 2011. In this connection the Board has monitored closely the guidance on public benefit produced by the Charity Commission together with its supplementary guidance on fee-charging.

Intended impact

Within its charitable Objects, the School aims to achieve its objectives in ways that are consistent with the Christian principles of its founder Abraham Colfe, ensuring the safeguarding of all pupils, maintaining the financial stability of the School providing public benefit.

Aims

The School's aims for the public benefit are:

- to promote excellence in all areas and to develop each pupil's abilities and character to the full;
- to provide innovative academic teaching which adds value and fosters learning and scholarship of the highest quality together with a wide range of cultural, sporting and extra-curricular activities;
- to nurture an awareness of spiritual and moral values amongst its pupils in accordance with the Christian principles of the Founder, Abraham Colfe;
- to maintain a balanced community of children from varied backgrounds within the context of an academically selective school; and
- to promote a purposeful and disciplined atmosphere in which boys and girls are encouraged to achieve their full potential, staff can find vocational fulfilment in their careers and all can use their talents for the greater good of the community and society as a whole.

COLFE'S SCHOOL
ANNUAL REPORT OF THE GOVERNORS (CONTINUED)
YEAR ENDED 31 AUGUST 2020

Primary objectives

The key objectives of the School to fulfil these aims are:

- to provide an educational experience which is consistent with its stated aims and philosophy and which is recognised for its excellence within a learning culture in which pupils are encouraged to aim high and work systematically towards the achievement of their goals;
- to maintain and improve the performance of its pupils in public examinations (especially at A and GCSE levels) so as to enhance the academic reputation of Colfe's, whilst maintaining the strength of the School's cultural, sporting and co-curricular activities;
- to ensure that all pupils who leave the Senior School are prepared and equipped to meet the challenges and opportunities which they will face on entering the wider world;
- to ensure that the aspirational culture of the school is reflected in all parts of the school;
- to develop a distinctive learning culture within the whole school to promote mental strength and resilience;
- to attract and retain key members of staff;
- to continue our improvement of the fabric of the school estate in the context of providing enhanced facilities in which to deliver and achieve our educational objectives;
- to provide a clear, simple and effective governance and management structure capable of taking timely decisions and allocating necessary resources appropriately;
- to provide the necessary administrative and logistical framework to meet the needs of pupils and staff alike; and
- to be the coeducational independent day school of choice in South East London.

The aims and objectives set for Colfe's Leisure Services are to facilitate the achievement of the School's aims and objectives as above.

Strategies to achieve the primary objectives

To achieve these objectives the School continues to pursue its strategy of investing in its broad educational proposition, its staffing and its infrastructure.

In terms of the educational proposition, our objective is to improve the academic performance of the school without sacrificing its inclusiveness, social mix, or its broad educational experience or our commitment to pastoral care. The School continues to focus on strengthening our offer in the sixth form level. High performance in the sixth form will help strengthen the School's academic standing, drive improved academic performance through the School and increase the attractiveness of the School to parents.

This strategy is supported by our work with state schools across Lewisham and links with a range of individual schools including the Leathersellers' Federation. The Leathersellers' Scholarship Programme allows up to 16 students in each of the sixth form years to benefit from free places and contributes to the learning environment and academically standards of the sixth-form.

To support this broad educational proposition our staffing strategy is to recruit and retain teachers of high calibre. In the Senior School we will continue to recruit bright and capable graduates and train them through our successful in-house teacher training programme. We will invest in the continuing professional development of our existing staff to maintain and improve high standards of teaching. We intend to remain competitive in the market for attracting new teachers.

Investment in our infrastructure is also a necessary part of our strategy. A site master plan has been approved by governors for implementation over the next decade. This exercise has

COLFE'S SCHOOL
ANNUAL REPORT OF THE GOVERNORS (CONTINUED)
YEAR ENDED 31 AUGUST 2020

identified a number of areas for development or refurbishment, subject to funding, over the next 10 years. The first project, involving improvements to the entrance and façade of the Senior School, was completed in December 2016. The second project, involving the linking of the two junior school buildings and the creation of a new reception, classroom, offices and meeting space was completed in Spring 2019.

In addition, we will continue to utilise our facilities commercially through Colfe's Leisure Services.

Principal activity

The School's principal activity, as specified in the Articles of Association, is the advancement of education. The School continues to fulfil its principal activity with much success. The school roll for 2019/20 averaged 1,162 (2018/19 1,157) pupils with 729 in the senior school (2018/19: 714) and 433 in the junior school (2018/19: 443). This is a record number for the school. The School continues to gain in popularity with more than 1,200 pupils currently on roll. Waiting lists for the Junior School remain strong and record numbers have registered to sit the 11+ Senior School entrance examination for each of the past three years.

Public Benefit

Colfe's School remains committed to the aim of providing public benefit in accordance with its founding principles. The governors have complied with the duty prescribed in the Charities Act 2011 to have due regard to guidance published by the Charity Commission, including public benefit guidance.

As a former state grammar school, Colfe's attaches great importance to widening participation and playing a full part in the life of its local community. Abraham Colfe, our Founder, was Vicar of St Mary's Church in Lewisham during the period of the English Civil War. The School maintains an active link with St Mary's Church in Lewisham and Father Hall is the school Chaplain. We still attach great value to our historic links with the Borough of Lewisham, as well as with Greenwich. Both boroughs contain a high proportion of low-income families.

Colfe's School is a charitable company and seeks to benefit the public through the pursuit of its stated aims. Our fees are set at a level to ensure the financial viability of the School whilst being consistent with our aim of providing first-class education to boys and girls.

The Promotion of Education

In accordance with our objects, we provide education to children 'in or near the London Borough of Lewisham'. During the year, Colfe's School educated an average of 1,162 children between the ages of 3 to 18. All of these children reside in the UK and they experience an above average level of educational training. The School has a broad curriculum and seeks to ensure that all children reach their academic potential. We believe that access to our educational services is vital to our success and that our successful outcomes must be shared by the local communities that use our facilities.

Bursaries and Scholarships

The awarding of bursaries for the needy is a measurable means of providing public benefit. The Governing Body takes the view that bursaries awarded to those who would not otherwise be able to afford the fees are important, but not to the exclusion of the much wider benefit that the school provides within the community. Those pupils who attend our school and who receive financial support contribute to the school community in a variety of ways, and so the benefit is not purely to these pupils but to the whole School and, in some cases, to the wider community.

The Governors view means-tested bursaries and scholarships as an important means of helping children from families who would otherwise not be able to afford the fees to access the education

COLFE'S SCHOOL
ANNUAL REPORT OF THE GOVERNORS (CONTINUED)
YEAR ENDED 31 AUGUST 2020

we offer. As a matter of policy, Colfe's School provides access to children from less affluent backgrounds. Bursaries are available to candidates who would otherwise be unable to attend the school due to financial circumstance, provided that such candidates pass the entrance examination and demonstrate a high level of academic potential. The awards range from 10% to 100% remission of fees. Our scholarships are awarded on the basis of the individual's educational and extra-curricular potential and are usually awarded as a fixed remission amount (approximately 10% to 50%) and can be supplemented further by a bursary.

During the year, Colfe's School has provided means tested bursaries to 105 children, to the value of £1,132,000 maintaining the increase in means tested awards in recent years (2018/19: 80 children to the value of £921,000). 130 pupils received a bursary or combined bursary and scholarship of 50% or more including 46 children who benefited from a fully funded place. Included in these figures are 19 Covid-related hardship bursaries, totalling £32,500. 14% of the senior school pupils received a means tested award and 55% of the sixth form received either a bursary or scholarship. It is important to note that a number of pupils who currently benefit from academic scholarships, which are awarded for up to five years, would otherwise be prevented from attending the school for financial reasons. Where possible new awards are now made as means-tested scholarships. A limited number of non-means tested scholarships will continue to be awarded each year. The parents of pupils receiving these scholarships have the option of taking an honorary scholarship to release additional money for the means-tested funds.

The School is particularly grateful to the Leathersellers' Company Charitable Fund which has granted the School a total of £1,820,000 to be spent on fully funded bursaries. The first of these bursaries were awarded to pupils joining the sixth form in September 2014.

Relationship with Local Schools

Schools with which we have regular contact include (percentage of secondary pupils eligible for free school meals at any time during the past six years in brackets – England average 27.7%): Conisborough College (49.8%), Deptford Green School (46.5%), Trinity School (13.5%), Prendergast Ladywell School (42.9%) and Prendergast Vale School (43.1%). Our work with these schools continues to evolve and includes:

- A member of staff is responsible for outreach and has half of their timetable dedicated to this work. A further member of staff assists with outreach activities as required.
- Colfe's teachers run regular enrichment activities in Latin, Modern Foreign Languages, Science, Mathematics and debating which are attended by pupils and staff from local schools.
- Pupils from our partner school joined our own year 10 students for a joint trips to Oxford and Cambridge Universities.
- Our Leathersellers' Scholarship Programme is now in its seventh year and we currently have 28 sixth form pupils from local 11-16 state schools attending Colfe's on these fully funded places.

Additionally, Colfe's Sixth Form students visit St James' primary school in Southwark to provide support in key curriculum areas including Maths and English. (52.8 % of St James' pupils have qualified for free school meals at any time during the past six years).

The School also participates in the governance of a number of local state schools:

- The Headmaster was appointed by the Secretary of State as a member of the Interim Executive Board of Deptford Green School to support it out of special measures (achieved in July 2014). In June 2015 he became Chair of the school's Teaching and Learning Committee having previously chaired the Resources Committee.
- The Deputy Head serves as a governor of Conisborough College.

**COLFE'S SCHOOL
ANNUAL REPORT OF THE GOVERNORS (CONTINUED)
YEAR ENDED 31 AUGUST 2020**

- The Bursar serves on the Local Academy Council of Millennium and Timbercroft Primary schools.
- The Director of Admissions and Communications serves on the Governing Board of the Leathersellers' Federation which comprises three state comprehensive schools.

Other Areas of Public Benefit

The School actively seeks opportunities to assist its wider community. Charitable events enjoy a high profile throughout the school year and all pupils have numerous opportunities to contribute to a wide range of projects. Colfe's School has a longstanding partnership with a school in The Gambia. The objectives of the school partnership are to further the development of Kotu Senior Secondary School and to provide a safe and responsible opportunity for Colfe's pupils to gain first-hand experience of life in a developing country.

Where possible Colfe's School makes facilities available to adults and children in the community and there have been numerous examples of this throughout the year. In particular, the School's Horn Park sports ground, in conjunction with Colfeian Grounds Ltd, provides a community sports club that is available to young people and other members of the local community. A number of local primary schools also make use of our swimming pool.

Volunteers

The Parents and Friends Association (PAFA) and Old Colfeians help with fundraising and social and cultural activities. The Board continues to be extremely grateful for PAFA's continuing and valuable support to the School.

STRATEGIC REPORT

ACHIEVEMENTS AND PERFORMANCE

Review of achievements and performance for the year

School examinations were unable to take place because of the Coronavirus pandemic, therefore grades were awarded by application of the Department for Education's guidance for Centre Assessed Grades.

In the context of standards rising nationally, A-level students recorded their best-ever results with 89% of A level exams graded A* to B (2019: 84%), 66.5% at A* or A (2019: 52%) and 27% at A* (2019: 19%). At GCSE, 87% were graded at 9-6 (A*-B, 2019: 76%) and 68% at 9-7 (A*-A, 2019: 53%), more than double the national average. 20% of awards were graded 9. The school was pleased that four A-level students achieved their Oxbridge offers.

The School continued to build upon its success in recruiting pupils from a wide range of feeder schools including both state and independent schools. Record numbers sat the 11+ entrance examination in January 2020. Demand for places in the Junior School remains strong.

Opportunities for co-curricular activities were restricted due to the Government-enforced school closure in March 2020. However, the Autumn terms was characteristically eventful with productions ranging from the charming tradition of the EYFS Nativity play to the Senior school production of the Alan Ayckbourn play, *A Chorus of Disapproval*. A joint enterprise spanning three generations came together when choirs from the Junior and Senior schools were joined by parents, grandparents and friends to perform *Captain Noah and His Floating Zoo* at St Alfege's Church in Greenwich. The sporting year began well with successes in both boys' and girls' football, cricket and hockey, and the U13 mixed water polo team (a new sport to Colfe's) won their first competitive tournament.

**COLFE'S SCHOOL
ANNUAL REPORT OF THE GOVERNORS (CONTINUED)
YEAR ENDED 31 AUGUST 2020**

Investment Performance

At the year-end, the School's long-term investments, combining the listed and property investments, totalled £3.1 million. This represents a reduction in market value of £(0.4)million in the year to 31 August due to concerns over the Coronavirus pandemic, however, the unrealised losses were substantially recovered as asset prices improved subsequent to the year end. The income yield on investments is 4.3% (2019: 4.1%). No investments were realised and no new investments were undertaken during the year.

FINANCIAL REVIEW

Results for the year - Colfe's School

As a charity, the parents of the school have the reassurance that all of the income of the School must be applied for educational purposes. As an educational charity we currently benefit from tax exemptions on educational activities and investment income and receive an 80% reduction on our business rates for the property we occupy for our charitable purposes. The financial benefits we receive from these tax exemptions are applied exclusively for educational purposes and indirectly help us to maintain our bursary funding and community links. The Governors are following closely the renewed political discussions on the taxation benefits afforded to charitable independent schools and are mindful that the extent of the above benefits we receive may change.

The income of the School and its subsidiary, Colfe's Leisure Services Ltd, derives from school fees and other income streams in the form of fees paid for the public use of the sports centre and other facilities, donations, and from investments. The funds generated are for the unrestricted use by the Governors in the furtherance of the School's objectives, except for those funds generated from certain Prizes and Bequests Fund investments whose application is restricted to the uses specified by the original bequests, and donations and grants received for specific purposes.

In line with the Government's guidance on Covid-19, the School closed for all pupils except children of key-workers on 23rd March 2020 and remained closed for the remainder of the academic year. The School was successful in quickly developing its distance learning provision, allowing virtual lessons to continue for pupils. The Governors agreed fee reductions for the Summer Term 2020 and the loss of this and ancillary commercial income has been mitigated by careful financial management and the use of the Government's Coronavirus Job Retention Scheme (CJRS) during the School's closure.

The net expenditure of the School and its subsidiary for the year amounted to £(286,000) after net realised and unrealised investment losses of £(387,000). The total consolidated funds of the School thus decreased from £18,627,000 as at 31 August 2019 to £18,341,000 as at 31 August 2020. More details are provided in the Consolidated Statement of Financial Activities on page 22 and the Consolidated Balance Sheet on page 23.

Going concern

Following the Summer term of fully remote learning, the school remained open to pupils throughout the Autumn term. Additional IT investment in Hybrid learning capability has enabled pupils to continue learning whether physically in lessons or at home self-isolating. This has been crucial in minimising the potential disruption from the high incidence of coronavirus seen throughout London in November and December 2020 and in the period of school closure from January 2021.

The School has continued to see strong interest from prospective parents and has increased its pupil roll in excess of 1200 for the 2020/2021 academic year.

COLFE'S SCHOOL
ANNUAL REPORT OF THE GOVERNORS (CONTINUED)
YEAR ENDED 31 AUGUST 2020

Governors are continuing to monitor admissions and the School's financial position carefully and consider the financial position of the School and its subsidiary to be satisfactory.

Results for the year - Colfe's Leisure Services Limited

Colfe's Leisure Services Limited (CLS) is a wholly owned trading subsidiary of Colfe's School. It continues to operate the Newton Sports Centre providing sports and leisure facilities to pupils of Colfe's School and to the general public through the Roebuck Club.

The activities of CLS were curtailed by the enforced closure of gyms and leisure centres on 20th March 2020. The centre remained closed until 25th July, when it was able to open with restrictions on capacity and the activities it could offer. This has affected income from membership subscriptions, the Swim Academy, and letting of facilities. The CJRS was used to retain staff and meet some of the costs of their employment.

The centre entered a further period of lockdown on 20th December and is expected to remain closed until at least March 2021. Its cash reserves are strong, and Directors are satisfied it is a going concern.

Its income for the year was £540,000 (2019: £578,000) of which £138,000 relates to CJRS grants claimed, resulting in a net loss of £2,000. A gift aid payment of £83,000 (2019: £157,000) was paid by the Company in respect of the profits of 2018/19 showing a total loss of £(85,455) in its accounts. Net assets at 31 August 2020 amounted to £239,000 (2019: £324,000).

Reserves Level and Policy and Financial Viability

The School's reserves policy is to maintain sufficient unrestricted income reserves to enable it to meet its short-term financial obligations in the event of an unexpected revenue shortfall. It is the policy of the Governing Body to retain sufficient reserves to allow:

- the continuing operations of the School, equating to three months' running costs;
- the replacement of its tangible fixed assets as they end their useful working lives;
- continuous assistance to pupils of the School by awarding bursaries and scholarships; and
- the enhancement and expansion of the School's facilities from time to time.

The School relies on the readily realisable investments (valued at £2.4million at the year-end) as adequate cover for the School's longer-term capital expenditure commitments and any longer-term financial obligations – including the deficit recovery contributions on the School's defined benefit staff pension scheme that under FRS102 are accrued as a liability (£113,000).

Unrestricted income reserves, excluding long term liabilities, of the School amount to £2.7 million. This approximates to three months' essential running costs for the School and is broadly in line with the reserves policy. Long term liabilities of £1.9 million comprise bank loan repayments and a provision for the pension scheme deficit recovery contributions.

Whilst the School's reserves are diminished, they are adequate to withstand the financial pressures of the pandemic. Governors are closely monitoring the liquidity position of the school and the level of reserves is a key consideration in long-term financial planning.

COLFE'S SCHOOL
ANNUAL REPORT OF THE GOVERNORS (CONTINUED)
YEAR ENDED 31 AUGUST 2020

PRINCIPAL RISKS AND UNCERTAINTIES

The importance of Health, Safety and Security is the principal concern for risk management and the School is ever mindful of the need to provide a safe environment for its pupils, staff and visitors. Risks are wide ranging from educational visits and outdoor pursuits to infrastructure and fire. An enormous range of activities are offered and facilitated by the School and the associated risks of all activities are minimised by thorough planning and risk assessment.

The Governing Body considers the affordability of fees by parents across the independent sector and the economic turbulence of recent years to be a significant risk faced by the School. The Governing Body is also mindful of the financial risks arising from the economic uncertainty around Brexit. Additional costs may arise from increases in employer pension contributions for teaching staff. Continued threats to the independent sector include the potential for the abolition of the charitable business rate relief and the potential for the VAT to be applied to school fees.

Although the School is currently experiencing an unprecedented number of applications and pupil numbers are at an all-time high there is no room for complacency. The Governing Body is mindful of the ability of our parents to pay fees when determining the fee increase each year.

The Coronavirus pandemic continues to be as a key risk for the operational and financial management of the school. A detailed risk assessment has been undertaken and the School is now familiar operating in accordance with Government guidance and dealing with tracing and isolation of positive cases. Risk management in respect of the pandemic has been enhanced by a significant number of extraordinary governance meetings providing oversight to the School's response.

The Governing Body of Colfe's School is responsible for the management of the risks faced by the School. Detailed consideration of the risks faced by Colfe's School is delegated to the Risk Management Committee, who met twice during the year. Risks are identified, assessed and controls established. A review of Colfe's School's risk management processes is undertaken on a bi-annual basis. The key controls used by Colfe's School include:

- a. Formal agendas for all meetings of the Governing Body and Committees;
- b. Detailed terms of reference for all Committees;
- c. Comprehensive strategic planning, budgeting and management accounting;
- d. Established and identifiable organisational structure and reporting lines;
- e. Comprehensive formal written policies and the monitoring of these policies;
- f. Clear authorisation and approval levels;
- g. Vetting procedures as required by law for the protection of the vulnerable.

Through the risk management processes established for the School, the Governing Body is satisfied that the major risks identified have been adequately mitigated where necessary and to the extent reasonably possible. It is recognised that systems can only provide reasonable but not absolute assurance that the major risks have been adequately managed.

STREAMLINED ENERGY AND CARBON REPORTING (SECR)

SECR is a mandatory reporting requirement for large companies which is designed to increase internal awareness of energy usage and cost and drive adoption of energy efficiency measures.

COLFE'S SCHOOL
ANNUAL REPORT OF THE GOVERNORS (CONTINUED)
YEAR ENDED 31 AUGUST 2020

Annual energy use and carbon emissions:

	Year to 31 Aug 2020	Year to 31 Aug 2019
UK energy use kwh¹		
- electricity	823,794	1,003,848
- gas	1,917,460	1,922,148
- total	2,741,254	2,925,996
Associated Greenhouse gas emissions tonnes CO₂ equivalent²		
- electricity	208,576	278,367
- gas	352,563	353,387
- total	561,139	631,754
Intensity ratio emissions - per m³ floor area		
- electricity	14.17	18.91
- gas	23.95	24.00
- total	38.12	42.91

Notes

1. UK energy use covers educational and related activities of Colfe's School and its subsidiary Colfe's Leisure Services Ltd.
2. Associated Greenhouse gases are calculated on metered energy consumption. Energy use in accommodated property and fuel for school vehicles is excluded as de minimus.

FUTURE PLANS

The School's Strategic Plan was approved by the Governors in October 2019 which covered the 2019/20 academic year. The key future plans for the School are:

- to provide an educational experience which is consistent with its stated aims and philosophy and which is recognised for its excellence within a learning culture in which pupils are encouraged to aim high and work systematically towards the achievement of their goals;
- to maintain and improve the performance of its pupils in public examinations so as to enhance the academic reputation of Colfe's, whilst maintaining the strength of the School's cultural, sporting and co-curricular activities;
- to ensure that all pupils who leave the Senior School are prepared and equipped to meet the challenges and opportunities which they will face on entering the wider world;
- to ensure that the aspirational culture of the school is reflected in all parts of the school. In achieving this objective, the Junior School also aims to become an important source of academically able and well-rounded pupils for Colfe's Senior School;
- to develop a distinctive learning culture within the whole school to promote mental strength and resilience;
- to attract and retain key members of staff;
- to continue our improvement of the fabric of the school estate in the context of providing enhanced facilities in which to deliver and achieve our educational objectives;

These aims underpin development plans which have been developed for each of the areas of the School so that the School continues to enhance its ability to provide a first-class education to its pupils.

**COLFE'S SCHOOL
ANNUAL REPORT OF THE GOVERNORS (CONTINUED)
YEAR ENDED 31 AUGUST 2020**

Whilst the School's ambitions remain unchanged, future plans have evolved in adaptation to the Covid-19 pandemic. In particular, the development of Hybrid learning has accelerated the School's digital transformation and the School is moving forward with a mobile device strategy and increased use of Cloud-based software.

COLFE'S SCHOOL
ANNUAL REPORT OF THE GOVERNORS (CONTINUED)
YEAR ENDED 31 AUGUST 2020

SECTION 172(1) STATEMENT

Under the revised UK Corporate Governance Code, Governors are required to explain how they have considered the interests of key stakeholders and the broader matters set out in section 172(1) (A) to (F) of the Companies Act 2006 ('S172') when performing their duty to promote the success of the Company.

Promotion of the success of the organisation to benefit its members

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

S 172(1) A. The likely consequences of any decision in the long term

The long-term sustainability of the operating model is considered by the Governors as set out in the Future Plans and Going Concern sections of the Annual Report of the Governors. Specifically, Governors consider both short- and longer-term financial projections and the key risks that could negatively impact the sustainability of the School. Governors review management information, budgets, forecasts, cashflow projections and progress against the financial recovery plan on a regular basis.

Risk management is embedded at all levels across the School. The most significant risks are considered at the Risk Committee. See information within the Principal Risks and Uncertainties for further details.

Governors are involved in key decisions in relation to capital expenditure and investment decisions. For example, the Board reviewed and approved IT investment for Hybrid learning, taking into account both its effectiveness as an operational risk mitigant during the coronavirus pandemic and alignment to the long-term IT strategy for the School.

S 172(1) B. The interests of the company's employees

Governors are kept apprised of staff moral and engagement at Governors' meetings, through the Chairman's attendance at Senior Leadership meetings, and regular correspondence with the Headmaster and Bursar. Governors have the opportunity to meet staff during visits to the School for governance meetings and to participate in events such as prizegiving and Founder's day.

A particular focus for Governors has been understanding how employee wellbeing is being affected by the experience of frontline work during the Coronavirus pandemic and ensuring the School is taking adequate measures to recognise and address any issues arising.

The School has a strategic objective to recruit and retain teachers of high calibre. Governors receive annual salary benchmarking reports to inform pay decisions and ensure the School remain competitive in its market. During the year, Governors consulted with elected common room representatives on reforming the teachers' pension provision. This culminated in industrial action on 4th March 2020. It is the Governors' stated position that the School will remain in the Teachers Pension Scheme until 31 August 2022, subject to a review of external factors and the School's finances.

The Company has complied with the UK's Equality Act 2010 Regulations 2017 that require the publication of information on the gender pay gap for UK employees annually. The 2019 report is available on the School's website.

**COLFE'S SCHOOL
ANNUAL REPORT OF THE GOVERNORS (CONTINUED)
YEAR ENDED 31 AUGUST 2020**

S 172(1) C. The need to foster the company's business relationships with suppliers, customers and others

The Governors and Senior Leadership are mindful that parents are the key customers and arbiters of the School's success. Admission to the school is contingent on signing the School's Terms & Conditions that are the basis of a legal contract for educational services. Most aspects of the School's operations are governed by policies designed to ensure its contractual obligations are fully and consistently met. There is regular communication with the Parent body by the School, and Senior leadership is informed by parental feedback when making key decisions.

Colfe's is an important employer and contractor of services in the context of its local area. The School has a policy of paying suppliers promptly and always seeks to resolve supplier disputes amicably and fairly. This was evidenced during the period of national lockdown when it was not possible for suppliers to provide a service and the School negotiated contract amendments that balanced achieving value with maintaining relationships for the longer term.

The School is grateful to its Parents and Friends Association and its alumni network for the voluntary and charitable support they provide.

S 172(1) D. The impact of the company's operations on the community and the environment

The School's pupils and staff are highly aware of environmental issues and are engaged in running the School sustainably. The Estates Committee has oversight of the Schools sustainability agenda and monitor its energy use. Steps taken this year include instalment of energy efficient lighting, improving facilities for recycling and eliminating the use of disposables in the Schools catering.

The Company has completed the Energy Savings Opportunity Scheme (ESOS) reporting requirements and has met obligations for disclosures under Streamlined Energy and Carbon Reporting (SECR).

S 172(1) E. The desirability of the company maintaining a reputation for high standards of business conduct

The School works with trusted and reputable suppliers who are vetted and expected to comply with school procedures and risk assessments. The School ensures its procurement processes demonstrate fairness and integrity, comply with relevant laws and regulations and keep information confidential and secure. The Bursary are aware of Money Laundering risks in Independent Schools undertake appropriate vetting and screening of sources of funds.

S 172(1) F. The need to act fairly as between members of the company.

The School is a member of Association of Governing Bodies of Independent Schools (AGBIS) and seeks to comply with the Charity Code of Governance. All Governors receive training on avoiding and disclosing potential conflicts of interest and these are declared at the start of committee meetings. Related Party Disclosures are completed in preparation of the annual Report and Accounts.

COLFE'S SCHOOL
ANNUAL REPORT OF THE GOVERNORS (CONTINUED)
YEAR ENDED 31 AUGUST 2020

STATEMENT OF ACCOUNTING AND REPORTING RESPONSIBILITIES

The members of the Governing Body (who are also the directors of Colfe's School for the purposes of company law) are responsible for preparing the Annual Report and the financial statements in accordance with applicable law and United Kingdom Generally Accepted Accounting Practice (United Kingdom Accounting Standards)

Company law requires the Governing Body to prepare financial statements for each financial year. Under that law the Governing Body have elected to prepare the financial statements in accordance with United Kingdom Generally Accepted Accounting Practice (United Kingdom Accounting Standards) and applicable law. Under company law the Governing Body must not approve the financial statement unless they are satisfied that they give a true and fair view of the state of affairs of the charitable company and the group and of the income and expenditure, of the charitable group for that period. In preparing these financial statements, the Governing Body are required to:

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

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

Relevant Audit Information

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

Approved by the Governing Body of Colfe's School on 16 March 2021, including, in their capacity as company directors, approving the Directors' and Strategic reports contained therein, and signed on its behalf by:



M P E Pellereau
Chairman of the Governing Body

**COLFE'S SCHOOL
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2020**

Independent Auditor's Report to the Members of Colfe's School

Opinion

We have audited the financial statements of Colfe's School for the year ended 31 August 2020 which comprise the consolidated statement of financial activities, the balance sheets, the consolidated statement of cash flows and notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102, The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the group's and the charitable company's affairs as at 31 August 2020 and of the group's incoming resources and application of resources, including its income and expenditure for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for opinion

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

Conclusions relating to going concern

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

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

Other information

The trustees are responsible for the other information. The other information comprises the information included in the annual report, other than the financial statements and our auditor's report thereon. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

COLFE'S SCHOOL
NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2020

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Opinions on other matters prescribed by the Companies Act 2006

In our opinion based on the work undertaken in the course of our audit

- the information given in the trustees' report, which includes the directors' report and the strategic report prepared for the purposes of company law, for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the strategic report and the directors' report included within the trustees' report have been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

In light of the knowledge and understanding of the group and the charitable company and their environment obtained in the course of the audit, we have not identified material misstatements in the strategic report or the directors' report included within the trustees' report.

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

- the parent company has not kept adequate accounting records; or
- the parent company financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit.

Responsibilities of trustees

As explained more fully in the trustees' responsibilities statement set out on page 14, the trustees (who are also the directors of the charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the trustees are responsible for assessing the group's or the charitable company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either

COLFE'S SCHOOL
NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2020

intend to liquidate the charitable company or to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements

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

A further description of our responsibilities for the audit of the financial statements is located on the

Financial Reporting Council's website at: www.frc.org.uk/auditorsresponsibilities. This description forms part of our auditor's report.

Use of our report

This report is made solely to the charitable company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the charitable company's members those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company and the charitable company's members as a body, for our audit work, for this report, or for the opinions we have formed.



Tina Allison

Senior Statutory Auditor

For and on behalf of

Crowe U.K. LLP

Statutory Auditor

London

Date 30 March 2020

COLFE'S SCHOOL
CONSOLIDATED STATEMENT OF FINANCIAL ACTIVITIES
FOR THE YEAR ENDED 31 AUGUST 2020

		Unrestricted Funds	Restricted Funds	Freehold Property Funds	Endowed Funds	Total Funds	Total Funds
	Notes	£'000	£'000	£'000	£'000	2020 £'000	2019 £'000
INCOME AND EXPENDITURE							
Income from :							
Charitable activities							
School fees	2	15,104	-	-	-	15,104	15,498
Other educational & ancillary activities	4	1,470	-	-	-	1,470	1,929
Other trading activities							
Colfe's Leisure Services Ltd	3	402	-	-	-	402	580
Other Income		829	-	-	-	829	-
Investments	8d	122	31	-	-	153	170
Grants and Donations		-	578	-	-	578	431
Total Income		17,927	609	-	-	18,536	18,608
Expenditure on :							
Raising funds							
Colfe's Leisure Services Ltd	6a	502	-	-	-	502	454
Charitable activities							
Provision of education	6b	17,442	9	438	66	17,955	17,651
Total expenditure		17,944	9	438	66	18,457	18,105
Net income / (expenditure) before investment and actuarial gains / (losses)		(17)	600	(438)	(66)	79	503
Pension scheme actuarial gains	15	22	-	-	-	22	32
Net Investment (losses)	8	(336)	(28)	-	(23)	(387)	(78)
Net income / (expenditure)		(331)	572	(438)	(89)	(286)	457
Transfers between funds	12	471	(569)	98	-	-	-
Net movement in funds		140	3	(340)	(89)	(286)	457
Fund balances at 1 September 2019		605	948	13,760	3,314	18,627	18,170
FUND BALANCES at 31 August 2020	12	745	951	13,420	3,225	18,341	18,627

There is no difference between the net expenditure or income above and the historical cost equivalent. All of the group's activities are in respect of continuing operations.

Net (loss)/income under the Companies Act 2006 excludes investment gains and losses on endowed funds and is therefore (£263k) for the year (2019: £446k)

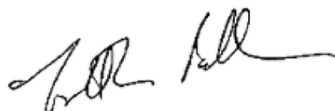
The notes on pages 25 to 43 form part of these accounts.

**COLFE'S SCHOOL
BALANCE SHEETS
AS AT 31 AUGUST 2020**

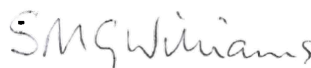
		Group		Colfe's School	
	Notes	2020 £'000	2019 £'000	2020 £'000	2019 £'000
FIXED ASSETS					
Tangible Fixed Assets	7	17,423	17,937	17,415	17,934
Investment assets	8	3,143	3,530	3,382	3,854
		<u>20,566</u>	<u>21,467</u>	<u>20,797</u>	<u>21,788</u>
CURRENT ASSETS					
Debtors	9	471	385	457	374
Cash at bank and in hand		<u>2,633</u>	<u>2,174</u>	<u>2,345</u>	<u>1,816</u>
		3,104	2,599	2,802	2,190
CREDITORS: due within one year	10	<u>(3,422)</u>	<u>(3,480)</u>	<u>(3,351)</u>	<u>(3,432)</u>
NET CURRENT (LIABILITIES)		<u>(318)</u>	<u>(921)</u>	<u>(549)</u>	<u>(1,242)</u>
TOTAL ASSETS LESS CURRENT LIABILITIES		20,248	20,546	20,248	20,546
LONG TERM LIABILITIES					
Creditors due after one year	11	<u>(1,907)</u>	<u>(1,919)</u>	<u>(1,907)</u>	<u>(1,919)</u>
TOTAL NET ASSETS		<u>18,341</u>	<u>18,627</u>	<u>18,341</u>	<u>18,627</u>
Represented by :					
ENDOWED FUNDS	12a	3,225	3,314	3,225	3,314
FREEHOLD PROPERTY FUND	12b	13,420	13,760	13,420	13,760
RESTRICTED FUNDS	12c	951	948	951	948
UNRESTRICTED FUNDS					
General funds		<u>745</u>	<u>605</u>	<u>745</u>	<u>605</u>
TOTAL FUNDS	12	<u>18,341</u>	<u>18,627</u>	<u>18,341</u>	<u>18,627</u>

Total net income for the School for the year to 31 August 2020 was £40k

Approved by the Board of Governors of Colfe's School on 16 March 2021
and signed on its behalf by:



Governor
Matthew P E Pellereau



Governor
Sean M G Williams

The notes on pages 25 to 43 form part of these accounts.

COLFE'S SCHOOL
CONSOLIDATED STATEMENT OF CASH FLOWS
FOR THE YEAR ENDED 31 AUGUST 2020

		2020 £'000	2019 £'000
Net cash flow from operating activities			
Net cash provided by operating activities	A	1,118	856
Cash flows from investing activities	B	(428)	(2,153)
Cash flows from financing activities	C	(231)	(506)
Change in cash and cash equivalents in the year		459	(1,803)
Reconciliation of net cash flow to movement in net funds :			
Cash and cash equivalents at 1 September 2019		2,174	3,977
Cash and cash equivalents at the end of the year	D	2,633	2,174
A Reconciliation of net movements in funds to net cash provided by operating activities			
Net movement in funds (as per the statement of financial activities)		(286)	457
Depreciation charge		1,095	988
(Increase) in Debtors		(86)	(30)
Increase / (Decrease) in creditors		78	(557)
Loan interest		105	122
Investment income		(153)	(170)
Net investment losses / (gains)		387	78
Pension scheme gains		(22)	(32)
Net cash provided by operating activities		1,118	856
B Cash flows from investing activities			
Proceeds from sale of tangible assets		-	-
Proceeds from sale of investments		-	-
Purchase of tangible fixed assets		(581)	(2,323)
Investment income		153	170
Net cash used in investing activities		(428)	(2,153)
C Cash flows from financing activities			
Repayments of borrowing		(231)	(506)
Cash inflows from new borrowing		-	-
Net cash (used in) / provided by financing activities		(231)	(506)
D Cash and cash equivalents			
Cash at bank and in hand		2,633	2,174

Note

Charity law requires separate administration of the cashflows on endowed and other restricted funds of the charity. This constraint has not adversely affected group cashflows as stated above.

The notes on pages 25 to 43 form part of these accounts.

**COLFE'S SCHOOL
NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2020**

I ACCOUNTING POLICIES

Basis of Accounting

The financial statements have been prepared in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102), the Companies Act 2006 and the Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) – effective 1 January 2015. In preparing the financial statements, the Governors have considered whether the accounting policies required by the standard require the restatement of information.

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

The School has continued to operate successfully during the Covid-19 pandemic in the 2020/2021 academic year. The School was physically open to students and safely operating under the Department for Education's Coronavirus guidance for most of the Autumn term. Increased infection rates from new-variants resulted in national school closures from the start of Spring term 2021 and the School again moved to deliver Hybrid learning to pupils and provide childcare for the children of Critical Workers.

Having reviewed the impacts of Covid-19 on the School's operations and finances, and taking into consideration the funding facilities available to the School together with the expected ongoing demand for places and the School's projected cash flows, the Governors have a reasonable expectation that the School has adequate resources to continue its activities for the foreseeable future and consider that there were no material uncertainties over the School's financial viability.

Accordingly, they also continue to adopt the going concern basis in preparing the financial statements as outlined in the Statement of Accounting and Reporting Responsibilities on page 14.

On 24 August 2006 the Charity Commission issued a Uniting Direction directing that Colfe's Educational Foundation should be treated as forming part of Colfe's School for the purposes of registration and accounting. References to Colfe's School therefore refer to the aggregated results of Colfe's School and Colfe's Educational Foundation. The financial statements have been prepared under the historical cost convention, as modified by the inclusion of investments at market value, and in accordance with the requirements of the Companies Act 2006 and the Charities Act 2011.

The accounts present the consolidated statement of financial activities (SOFA), the consolidated cash flow statement and the consolidated and Charity balance sheets comprising the consolidation of the School and with its wholly owned subsidiary Colfe's Leisure Services Ltd. No separate SOFA has been presented for the Charity alone, as permitted by Section 408 of the Companies Act 2006 as the results of its subsidiary are separately identified in the Consolidated SOFA and the related Note 3.

The School is a Public Benefit Entity registered as a charity in England and Wales and a company limited by guarantee. It was incorporated on 4 February 2005 (company number: 1109650) and registered as a charity on 24 May 2005 (charity number: 5352523)

COLFE'S SCHOOL
NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2020

I. ACCOUNTING POLICIES (continued)

Critical accounting judgements and key sources of estimation uncertainty

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

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

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

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

I.1 Fees and similar earned income

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

I.2 Investment income

Income from investments, interest on deposits and rental income are accounted for on an accruals basis. Membership subscriptions to the sports and leisure centre relating to future accounting periods are carried forward as deferred income within creditors.

I.3 Donations, legacies, grants and other voluntary incoming resources

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

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

COLFE'S SCHOOL
NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2020

I. ACCOUNTING POLICIES (continued)

Government grants are recognised on the accruals basis, when there is reasonable assurance that the School will comply with the conditions attaching to the grant and the grant will be received. The grant in connection to the job retention scheme, has been recognised in the period to which the underlying furloughed staff costs relate to.

I.4 Expenditure

Expenditure is accrued as soon as a liability is considered probable, discounted to present value for longer-term liabilities. Expenditure attributed to more than one cost category in the SOFA is apportioned to them on the basis of the estimated amount attributable to each activity in the year, either by reference to staff time or the use made of the underlying asset, as appropriate. The irrecoverable element of VAT is included with the item of expense to which it relates.

Governance costs comprise the costs of running the charity, including strategic planning, for its future development, internal and external audit fees, any legal advice for Colfe's School Governors and the costs of complying with constitutional and statutory requirements, such as the costs of Board and Committee meetings and of preparing statutory financial statements and satisfying public accountability.

Intra-group income and expenses between the School and its subsidiaries are excluded from trading income and expenditure.

I.5 Tangible fixed assets

Tangible fixed assets are stated at cost less accumulated depreciation. All assets costing more than £500 and with an expected useful life exceeding one year are capitalised in the School and Colfe's Leisure Services Limited. Care however is taken to be consistent in considering whether to capitalise similar items that may fall below this threshold.

I.6 Depreciation

Depreciation is provided at the following rates in order to write off the expenditure on each asset over its estimated useful life. No depreciation is provided on freehold land.

Buildings	on cost at 2% to 10% p.a.
Temporary buildings & fixtures	on cost at 6.67% to 20% p.a.
Gymnasium and sports equipment	on cost at 20% to 33.3% p.a.
Furniture and equipment	on cost at 10% to 33.3% p.a.
Motor vehicles	on cost at 33.3% p.a.
Major refurbishments	on cost at 6.67% to 10% p.a.

COLFE'S SCHOOL
NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2020

I. ACCOUNTING POLICIES (continued)

I.7 Investments

Quoted investments are stated in the Balance Sheet at market value. Investment properties are stated in the Balance Sheet at market value as assessed by the Governors, having taken professional advice.

Realised and unrealised gains and losses are included in the Statement of Financial Activities in the year to which they relate and are calculated by reference to the market value at the beginning of the year. Realised and unrealised gains and losses on investments are reflected in the funds to which they relate.

The unquoted investment in Colfe's Leisure Services Limited is included in the financial statements at the value of net assets, as shown by the financial statements.

I.8 Fund accounting

Endowed Funds

These are funds which have been endowed for a particular purpose where the capital must remain intact. Permanent endowments are those where the capital must remain indefinitely. In certain cases, restrictions as to the use of income are in place.

Freehold Property Fund

The Freehold Property Fund represents the net book value of the land and buildings of Colfe's Educational Foundation

Restricted Funds

Restricted Funds are subject to donor-imposed conditions or have been raised for a particular purpose. Restrictions may apply to the capital sums alone or to the capital and income generated from them. The Governors are bound by the restrictions and may not vary them.

Unrestricted Funds

General Funds are available to the Governors for unrestricted use, subject to law, and the Articles of Association.

Where general funds have been set aside for a particular purpose by the Governors they are termed 'designated funds'. The designation may be removed at any time at the Governors' discretion.

I.9 Pension costs

Retirement benefits to employees of the School are provided through two pension schemes, on defined benefit and one defined contribution. The pension costs charged in the Statement of Financial Activities are determined as follows:

COLFE'S SCHOOL
NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2020

I. ACCOUNTING POLICIES (continued)

The Teachers' Pension Scheme

This scheme is a multi-employer pension scheme. It is not possible to identify the School's share of the underlying assets and liabilities of the Teachers' Pension Scheme on a consistent and reasonable basis and therefore, as required by FRS 102, the School accounts for the scheme as if it were a defined contribution scheme. The School's contributions, which are in accordance with the recommendations of the Government Actuary, are charged in the period in which the salaries to which they relate are payable.

Growth Plan

This is a defined contribution group personal pension plan with TPT Retirement Solutions (formerly The Pension's Trust). Employer's pensions costs are charged in the period in which the salaries to which they relate are payable.

For deficit recovery contributions, the present value of the expected future contributions is recognised as a liability at the balance sheet date. The amount is reviewed annually taking into account any changes to the deficit contribution rate or the implicit rate of interest used in discounting the liability. More detail is provided in note 15.

I.10 Operating leases

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

I.11 Taxation

Colfe's School is exempt from corporation and income tax on its charitable activities by virtue of its status as a registered charity. Colfe's Leisure Services Limited is subject to corporation tax and the charge for the year is based on the profit or loss for the period as adjusted for disallowable and non-taxable items and after taking account of losses brought forward.

I.12 Financial Instruments

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

At the balance sheet date the School held financial assets at fair value of £3,143k (2019 £3,530k).

COLFE'S SCHOOL
NOTES TO THE ACCOUNTS (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2020

2 SCHOOL FEES

	Unrestricted Funds	
	2020	2019
	£'000	£'000
The School's fee income comprised:		
Gross fees	17,597	17,930
Less: Total bursaries, grants and allowances	(2,493)	(2,432)
	15,104	15,498

3 SUMMARY INFORMATION

The results and balance sheets of the two charities, Colfe's School and Colfe's Educational Foundation, and the subsidiary company, Colfe's Leisure Services Limited (CLS) are summarised below:

	School	Foundation	CLS	Adjustments	2020	2019
	£'000	£'000	£'000	£'000	Total	Total
	£'000	£'000	£'000	£'000	£'000	£'000
Income	18,058	382	541	(445)	18,536	18,608
Expenditure	(17,862)	(413)	(627)	445	(18,457)	(18,105)
Net investment (losses) / gains	(422)	(50)	-	85	(387)	(78)
Pension scheme gains	22	-	-	-	22	32
Net movement in funds	(204)	(81)	(86)	85	(286)	457
Tangible fixed assets	1,944	15,472	7	-	17,423	17,937
Investments	2,705	677	-	(239)	3,143	3,530
Total Fixed Assets	4,649	16,149	7	(239)	20,566	21,467
Current assets	14,953	816	332	(12,998)	3,103	2,559
Current liabilities	(3,351)	(12,968)	(100)	12,998	(3,421)	(3,480)
Net Current Assets / (Liabilities)	11,602	(12,152)	232	-	(318)	(921)
Total Assets less Current Liabilities	16,251	3,997	239	(239)	20,248	20,546
Long term creditors	(1,907)	-	-	-	(1,907)	(1,919)
Total net assets	14,344	3,997	239	(239)	18,341	18,627

Colfe's School owns the whole of the share capital of Colfe's Leisure Services Limited, which provides sports and leisure facilities for the School and for the public, during non-school hours, via its Roebuck Club.

Included within the Income for CLS, are furlough grants of £139k.

CLS expenditure includes £12,687 (2019: £12,687) management charge from the School and includes £29,000 (2019: £29,000) in respect of facility charges paid to the Foundation

A donation of £83,418 was paid by CLS to the school during the year (2019 : 157,153)

COLFE'S SCHOOL
NOTES TO THE ACCOUNTS (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2020

		Unrestricted Funds	
		2020	2019
		£'000	£'000
4	OTHER INCOME		
Other educational activities			
	Examination Fees	82	91
	Registration fees	57	60
	Outdoor Pursuits and Educational visits	354	387
	Other income	141	110
		<u>634</u>	<u>648</u>
Other ancillary activities			
	Catering Income	373	575
	Wraparound care	145	214
	Other school trips	216	276
	Other income	102	216
		<u>836</u>	<u>1,281</u>
	Total Other Income	<u>1,470</u>	<u>1,929</u>
5	STAFF COSTS	2020	2018
		£'000	£'000
Total staff costs comprised:			
	Wages and salaries	9,872	9,551
	Social security costs	1,025	984
	Pension contributions	1,678	1,181
		<u>12,575</u>	<u>11,716</u>
 The average number of employees in the year was:			
	School	291	278
	Subsidiary	62	55
		<u>353</u>	<u>333</u>

Neither Colfe's School Governors nor persons connected with them received any remuneration, other benefits or reimbursement of expenses from the School or any connected organisation apart from reimbursed Governors' travelling and accommodation expenses of £3,481 (2019: £8,372). The number of Governors claiming travel and accommodation expenses was 5 (2019: 6)

The number of higher paid employees was:		2020	2019
		No.	No.
Taxable emoluments band:			
	£60,001 - £70,000	13	15
	£70,001 - £80,000	4	2
	£80,001 - £90,000	2	1
	£90,001-£100,000	-	1
	£100,001 - £110,000	1	-
	£110,001-£120,000	1	1
	£200,001-£210,000	1	1
		<u>19</u>	<u>17</u>
 The number with retirement benefits accruing in			
	- Defined Benefit Schemes	<u>19</u>	<u>17</u>

Aggregate employee-benefits for key management personnel including pension contributions total £1,115,779 in 2019-20 (2019 : £983,144)
These emoluments also include accommodation benefits. There were termination payments totalling £0 in 2019/20 (2019: £87k)

COLFE'S SCHOOL
NOTES TO THE ACCOUNTS (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2020

6 ANALYSIS OF TOTAL EXPENDITURE

	Staff costs £'000	Other costs £'000	Depreciation £'000	2020 Total £'000	2019 Total £'000
(a) Costs of raising funds					
Trading costs of the subsidiary	430	71	1	502	454
(b) Charitable activities					
Teaching	9,842	1,083	406	11,331	10,684
Other activities	-	1,573	-	1,573	1,720
Buildings depreciation	-	-	504	504	452
Premises	861	1,414	184	2,459	2,525
Support costs of schooling	1,441	610	-	2,051	2,224
Governance cost	-	28	-	28	31
School's operating costs	12,144	4,708	1,094	17,946	17,636
Awards and prizes	-	9	-	9	15
	<u>12,144</u>	<u>4,717</u>	<u>1,094</u>	<u>17,955</u>	<u>17,651</u>
Total expenditure	<u>12,574</u>	<u>4,788</u>	<u>1,095</u>	<u>18,457</u>	<u>18,105</u>

Governance costs include auditor's remuneration for audit services of £23k (2019: £23k).

COLFE'S SCHOOL
NOTES TO THE ACCOUNTS (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2020

7 TANGIBLE FIXED ASSETS

	Freehold Land and Buildings £'000	Assets under Construction £'000	Motor Vehicles £'000	Furniture & Equipment £'000	School Total £'000	Furniture & Equipment £'000	Subsidiary Total £'000	Group Total £'000
Cost								
1 September 2019	27,267	364	68	3,660	31,359	173	173	31,532
Additions	78	7	-	490	575	6	6	581
Disposals	-	-	-	-	-	(7)	(7)	(7)
31 August 2020	27,345	371	68	4,150	31,934	172	172	32,106
Depreciation								
1 September 2019	11,090	-	64	2,271	13,425	170	170	13,595
Charge for year	504	-	4	586	1,094	1	1	1,095
Disposals	-	-	-	-	-	(7)	(7)	(7)
31 August 2020	11,594	-	68	2,857	14,519	164	164	14,683
Net book values								
31 August 2020	15,751	371	-	1,293	17,415	8	8	17,423
31 August 2019	16,177	364	4	1,389	17,934	3	3	17,937

HSBC have taken a charge over the land and buildings of the Horn Park Lane site as security for the 10 year loan facility which assisted in financing the 6th form centre.

COLFE'S SCHOOL
NOTES TO THE ACCOUNTS (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2020

8 INVESTMENTS

	2020	2019
	£'000	£'000
Market value:		
Listed investments	8a 2,393	2,780
Investment Property	8b 750	750
Group total	<u>3,143</u>	<u>3,530</u>
At fair value		
Investment in Subsidiary	8c 239	324
School total	<u>3,382</u>	<u>3,854</u>

Group unrealised gains on investments included above:

8a Listed Investments

	£'000
Market value at 1 September 2019	2,780
Net unrealised loss	<u>(387)</u>
Market value at 31 August 2020	<u>2,393</u>
Historic cost at 31 August 2020	<u>1,704</u>

All listed investments are held in unit trusts or common investment funds.

8b Investment Property

	£'000
Market value at 1 September 2019	750
Unrealised Gain on investment	<u>-</u>
Market value at 31 August 2020	<u>750</u>
Historic cost at 31 August 2020	<u>413</u>

8c Investment in Subsidiary

	£'000
Fair value	
At 1 September 2019	324
Loss for the year	<u>(85)</u>
At 31 August 2020	<u>239</u>

Colfe's Leisure Services made a gift donation of of £83k to Colfe's School in 2020 in respect of the year 2018/19. The basis of accounting changed in 2017/18 from an accrual of this in the year to recognition on payment of the donation. There will not be a gift aid payment made to the school from CLS during 2020/21.

8d Investment income comprises:

	Unrestricted Funds	Restricted Funds	2020 Total £'000	2019 Total £'000
Quoted investments	95	29	124	128
Bank deposits	8	3	11	24
Property Investment	18	-	18	18
Total 2020	<u>121</u>	<u>32</u>	<u>153</u>	<u>170</u>
Total 2019	<u>138</u>	<u>32</u>		<u>170</u>

COLFE'S SCHOOL
NOTES TO THE ACCOUNTS (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2020

9 DEBTORS

	Group		Colfe's School	
	2020	2019	2020	2019
	£'000	£'000	£'000	£'000
Amounts due from subsidiary company	-	-	29	15
School fees	68	108	68	108
Trade debtors	34	39	33	18
Sundry debtors	74	30	32	30
Prepayments	295	208	295	203
	471	385	457	374

10 CREDITORS DUE WITHIN ONE YEAR

	Group		Colfe's School	
	2020	2019	2020	2019
	£'000	£'000	£'000	£'000
Bank loan	265	505	265	505
Trade creditors	265	275	261	274
Taxation and social security	468	403	453	392
Other creditors and accruals	750	623	698	587
Pupil Deposits	1,237	1,229	1,237	1,229
Pension deficit recovery payments (note 15)	24	24	24	24
Fees received in advance	413	421	413	421
	3,422	3,480	3,351	3,432

11 CREDITORS DUE AFTER MORE THAN ONE YEAR

	Group		Colfe's School	
	2020	2019	2020	2019
	£'000	£'000	£'000	£'000
Pension deficit recovery payments (note 15)	89	110	89	110
Bank loan	1,818	1,809	1,818	1,809
	1,907	1,919	1,907	1,919

The bank loan balance relates to a loan with a term of 10 years. This started in October 2014 at an interest rate of 4.84% and is secured by a charge over the land and buildings of the Horn Park Lane site.

COLFE'S SCHOOL
NOTES TO THE ACCOUNTS (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2020

12 NET ASSETS OF THE FUNDS OF COLFE'S SCHOOL AND GROUP

Colfe's School's net assets belong to the various funds as follows:

	Fixed Assets	Investments	Net Current Assets / (Liabilities)	Long Term Liabilities	Fund Balance 2020
	£'000	£'000	£'000	£'000	£'000
Endowment funds	2,707	518	-	-	3,225
Freehold Property fund	13,420	-	-	-	13,420
Restricted funds	-	159	792	-	951
Unrestricted funds	1,288	2,705	(1,341)	(1,907)	745
Colfe's School	17,415	3,382	(549)	(1,907)	18,341
Colfe's Leisure Services Limited	8	(239)	231	-	-
Group	17,423	3,143	(318)	(1,907)	18,341

	Fixed Assets	Investments	Net Current Assets	Long Term Liabilities	Fund Balances 2019
	£'000	£'000	£'000	£'000	£'000
<i>Endowment funds</i>	2,773	541	-	-	3,314
<i>Freehold Property fund</i>	13,760	-	-	-	13,760
<i>Restricted funds</i>	-	186	762	-	948
<i>Unrestricted funds</i>	1,401	3,127	(2,004)	(1,919)	605
<i>Colfe's School</i>	<i>17,934</i>	<i>3,854</i>	<i>(1,242)</i>	<i>(1,919)</i>	<i>18,627</i>
<i>Colfe's Leisure Services Limited</i>	<i>3</i>	<i>(324)</i>	<i>321</i>	<i>-</i>	<i>-</i>
<i>Group</i>	<i>17,937</i>	<i>3,530</i>	<i>(921)</i>	<i>(1,919)</i>	<i>18,627</i>

COLFE'S SCHOOL
NOTES TO THE ACCOUNTS (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2020

12a ENDOWED FUNDS: MOVEMENTS IN THE YEAR

	Balance at 1 September 2019 £'000	Expenditure £'000	Investment Gains £'000	Balance at 31 August 2020 £'000
Endowments:				
Property	2,773	(66)	-	2,707
Prizes and other bequest funds	541	-	(23)	518
Total	3,314	(66)	(23)	3,225
	<i>1st September 2018 £000</i>	<i>£000</i>	<i>£000</i>	<i>31st August 2019 £000</i>
Property	2,839	(66)	-	2,773
Prizes and other bequest funds	530	-	11	541
Total	3,369	(66)	11	3,314

The prizes and other bequest funds are permanent endowments which have been made from time to time by benefactors of the Foundation. The income arising is to be used for specific or general purposes of the Foundation, as specified by the endowments.

12b FREEHOLD PROPERTY FUND: MOVEMENTS IN THE YEAR

	Balance at 1 September 2019 £'000	Income £'000	Expenditure £'000	Fund Transfers £'000	Balance at 31 August 2020 £'000
Freehold property fund	13,760	-	(438)	98	13,420
	<i>2018 £000</i>				<i>2019 £000</i>
Freehold property fund	12,458	-	(386)	1,688	13,760

The Freehold Property Fund represents the net book value of the land and buildings of the School and Foundation. The root of the title to the properties held by the Foundation is the Will of Abraham Colfe dated 7 September 1656, probate of which was granted on 25 January 1659.

The freehold property is a mixture of that remaining out of the original endowment or acquired from the proceeds of part or all of the endowed land and that acquired since 1659 out of general funds. The Governors are unable to identify the land and buildings acquired out of the original endowment.

Where restricted or unrestricted funds have been expended on additions to freehold land and buildings, a transfer is made from the relevant fund.

COLFE'S SCHOOL
NOTES TO THE ACCOUNTS (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2020

12c RESTRICTED FUNDS: MOVEMENTS IN THE YEAR

	Balance at 1 September 2019 £'000	Income £'000	Expenditure £'000	Fund Transfers £'000	Investment Gains £'000	Balance at 31 August 2020 £'000
Grants and Donations	18	578	(9)	(569)	-	18
Prizes and other bequest funds	930	31	-	-	(28)	933
	<u>948</u>	<u>609</u>	<u>(9)</u>	<u>(569)</u>	<u>(28)</u>	<u>951</u>
	2018 £'000	£'000	£'000	£'000	£'000	2019 £'000
Grants and Donations	18	431	(15)	(416)	-	18
Prizes and other bequest funds	901	32	-	-	(3)	930
	<u>919</u>	<u>463</u>	<u>(15)</u>	<u>(416)</u>	<u>(3)</u>	<u>948</u>

Prizes and other bequest funds comprise accumulated undistributed income from endowed funds

Where funds are used for scholarships or bursaries these are shown as transfers from the restricted funds to unrestricted funds.

13 COMMITMENTS UNDER OPERATING LEASES

At 31 August 2020 the charity had aggregate annual commitments under non-cancellable operating leases as set out below.

	Group		Colfe's School	
	2020 £'000	2019 £'000	2020 £'000	2019 £'000
Amounts falling due :				
Within one year	70	82	70	82
Due within 2 - 5 years	88	165	88	165
Due in more than 5 years	-	-	-	-
	<u>158</u>	<u>247</u>	<u>158</u>	<u>247</u>

COLFE'S SCHOOL
CONSOLIDATED STATEMENT OF FINANCIAL ACTIVITIES
FOR THE YEAR ENDED 31 AUGUST 2019

14 CONSOLIDATED STATEMENT OF FINANCIAL ACTIVITIES - COMPARATIVE FIGURE BY FUND TYPE

		Unrestricted Funds	Restricted Funds	Freehold Property Funds	Endowed Funds	Total Funds
	Notes	£'000	£'000	£'000	£'000	2019 £'000
INCOME AND EXPENDITURE						
Income from :						
Charitable activities						
School fees	2	15,498	-	-	-	15,498
Other educational & ancillary activities	4	1,929	-	-	-	1,929
Other trading activities						
Colfe's Leisure Services Ltd	3	580	-	-	-	580
Investments	8d	138	32	-	-	170
Donations & Legacies (restricted)		-	431	-	-	431
Total Income		18,145	463	-	-	18,608
Expenditure on :						
Raising funds						
Colfe's Leisure Services Ltd	6a	454	-	-	-	454
Charitable activities						
Provision of education	6b	17,184	15	386	66	17,651
Total expenditure		17,638	15	386	66	18,105
Net income / (expenditure) before investment and actuarial gains / (losses)		507	448	(386)	(66)	503
Pension scheme actuarial gains / (losses)	15	32	-	-	-	32
Net Investment gains	8	(86)	(3)	-	11	(78)
Net income / (expenditure)		453	445	(386)	(55)	457
Transfers between funds	12	(1,272)	(416)	1,688	-	-
Net movement in funds		(819)	29	1,302	(55)	457
Fund Balance brought forward at 1 September 2018 as previously stated						
		1,424	919	12,458	3,369	18,170
FUND BALANCES at 31 August 2019	12	605	948	13,760	3,314	18,627

COLFE'S SCHOOL
NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2020

15 PENSION SCHEMES

Teaching Staff

The School participates in the Teachers' Pension Scheme (the "TPS") for its teaching staff. The pension charge for the year includes contributions payable to the TPS of £2,044,653 (2019 £1,552,621) and at the year-end £169,263 was accrued in respect of the contributions to this scheme.

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

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

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

Support Staff

TPT Retirement Solutions (formerly the Pensions Trust) – The Growth Plan

The company participates in the scheme, a multi-employer scheme which provides benefits to some 1,300 non-associated participating employers. The scheme is a defined benefit scheme in the UK. It is not possible for the company to obtain sufficient information to enable it to account for the scheme as a defined benefit scheme. Therefore, it accounts for the scheme as a defined contribution scheme.

Contributions paid into the Plan up to and including September 2001 were converted to defined amounts of pension payable from Normal Retirement Date. From October 2001 contributions were invested in personal funds which have a capital guarantee and which are converted to pension on retirement, either within the Plan or by the purchase of an annuity.

The rules of the Plan give the Trustee the power to require employers to pay additional contributions in order to ensure that the statutory funding objective under the Pensions Act 2004 is met. The statutory funding objective is that a pension scheme should have sufficient assets to meet its past service liabilities, known as Technical Provisions.

The Group paid contributions at the rate of 14.1% or 10% dependent on the employee during the accounting period. Under current service members paid contributions at the optional rates of 6% or 7% during the accounting period. Auto-enrolment was implemented on 1 April 2014, which gave the additional option for members to pay a rate, which rose in 2018/19 from 3% to 5% with a Group contribution rising in 2018/19 from 2% to 3%. Support staff are required to notify the group if they do not wish to join this pension scheme. In addition, the School paid contributions totalling £23,848 (2019: £22,918) in respect of the past service deficit.

COLFE'S SCHOOL
NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2020

As at the balance sheet date there were active 95 members (2019: 101) of the Plan employed by the Group and contributions paid during the year were £367,703 (2019: £339,362). The Group continues to offer membership of the Plan to its employees.

A full actuarial valuation for the scheme was carried out at 30 September 2017. This valuation showed assets of £794.9m, liabilities of £926.4m and a deficit of £131.5m. To eliminate this funding shortfall, the Trustee has asked the participating employers to pay additional contributions to the scheme as follows:

Deficit contributions

From 1 Apr 2019 – 31 Jan 2025	£11,243,000 p.a payable monthly and increasing by 3% each on 1 st April)
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Unless a concession has been agreed with the Trustee the term to 31 Jan 2025 applies.

Note that the scheme's previous valuation was carried out with an effective date of 30 Sept 2014. This valuation showed assets of £793.4m, liabilities of £969.9m and a deficit of £176.5m. To eliminate this funding shortfall, the Trustee has asked the participating employers to pay additional contributions to the scheme as follows:

Deficit contributions

From 1 Apr 2019 – 30 Sept 2025	£12,945,440 p.a payable monthly and increasing by 3% each on 1 st April.
From 1 April 2016 – 30 Sept 2028	£54,560 p.a payable monthly and increasing by 3% each on 1 st April

The recovery plan contributions are allocated to each participating employer in line with their estimated share of the Series 1 and Series 2 scheme liabilities.

Where the scheme is in deficit and where the company has agreed to a deficit funding arrangement, the company recognises a liability for this obligation. The amount recognised is the net present value of the deficit reduction contributions payable under the agreement that relates to the deficit. The present value is calculated using the discount detailed in these disclosures. The unwinding of the discount rate is recognised as a finance cost.

COLFE'S SCHOOL
NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2020

Present Value of Provision

	31 August 2020 £000	31 August 2019 £000	31 August 2018 £000
Present Value of Provision	<u>112</u>	<u>134</u>	<u>166</u>

Reconciliation of Opening & Closing Provisions

	2020 £000	2019 £000
Provision at start of period	134	166
Unwinding of the discount factor (interest expense)	1	3
Deficit contribution paid	(24)	(23)
Remeasurements - impact of any change in assumptions	1	3
Remeasurements - amendments to the contribution schedule	-	(15)
Provision at the end of period	<u>112</u>	<u>134</u>

Income and Expenditure Impact

	2020 £000	2019 £000
Interest expense	1	3
Remeasurements - impact of any change in assumptions	1	3
Remeasurements - amendments to the contribution schedule	-	(15)

Assumptions

	31st August 2020 % per annum	31st August 2019 % per annum	31st August 2018 % per annum
Rate of discount	0.55	0.97	1.68

The discount rates shown above are the equivalent single discount rates which, when used to discount the future recovery plan contributions due, would give the same results as using a full AA corporate bond yield curve to discount the same recovery plan contributions.

Following a change in legislation in September 2005 there is a potential debt on the employer that could be levied by the Trustee of the Plan. The Pensions Act 2011 has more recently altered the definition of Series 3 of the Growth Plan so that a liability arises to employers from membership of any Series except Series 4. The debt is due in the event of the employer ceasing to participate in the Plan or the Plan winding up.

The Group has been notified by The Pensions Trust of the estimated employer debt on withdrawal from the Plan based on the financial position of the Plan as at 30 September 2016. As of this date, the estimated employer debt for the Group was £806,658 (30 September 2015: £716,577).

COLFE'S SCHOOL
NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2020

16 CONTROLLING ENTITY AND CONNECTED PARTY TRANSACTIONS

The School is controlled by its sole member, The Leathersellers' Company which is entitled to nominate eight of the fifteen Governors. The Master of the Company is also a Governor (ex officio).

Colfe's Leisure Centre (CLS) (company number 02586190) is a subsidiary of Colfe's School. During the year there were payments made from CLS of £40,529 to Colfe's School in respect of payroll recharges and payments from Colfe's School to CLS of £5,534 in respect of goods and services paid for by CLS. At the year end there was an intercompany debtor balance in the school of £29,490 (2019: £15,311). A gift aid cash donation of £83,418 was paid during the year to 31 August 2019, by CLS, to the school in respect of the financial year ending 31 August 2019 (2019 : £157,153 in respect of the year ending 31 August 2018)

The School is indirectly associated with a number of charities for which the Leathersellers' Company acts as a trustee or appoints some of the trustees. Of these, Colfe's Charitable Trust, which raises monies for the benefit of the School, made grants to the School of £82,717 (2019: £79,536) in the year; and the Leathersellers' Company Charitable Fund made a grant to the School of £427,500 (2019: £300,000). As at 31 August 2020, an amount of £30,920 was due from Colfe's Charitable Trust (2019: £15,766).

The School is not aware of any related party transactions with its Governors.

17 CAPITAL COMMITMENTS

At 31 August 2020 the group had outstanding capital commitments of £186k nil (2019 : nil).