

NEW COLLEGE WORCESTER

England & Wales · Charity number 1118377

Details

Status Registered

Legal form Charitable company

Company number [06053218](#)

Registered 2007-03-14

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

Contact

Address New College
Whittington Road
Worcester
WR5 2JX

Phone 01905763933

Email office@ncw.co.uk

Website www.ncw.co.uk

Activities

Objects: (A) TO PROVIDE AND PROMOTE AN ACADEMIC, SOCIAL AND SPIRITUAL EDUCATION FOR CHILDREN AND YOUNG PEOPLE WHO ARE VISION IMPAIRED;(B) TO MAXIMISE EDUCATIONAL OUTCOMES FOR CHILDREN AND YOUNG PEOPLE WHO ARE VISION IMPAIRED AND TO FIT EACH STUDENT WITH SKILLS FOR LIFE THAT RESULT IN THEM BEING INDEPENDENT, CONFIDENT AND ABLE TO LEAD PRODUCTIVE AND FULFILLED LIVES.(C) TO TAKE OVER THE WHOLE (OR ANY PART OF WHICH MAY BE LEGALLY VESTED IN THE CHARITABLE COMPANY) OF THE PROPERTY BELONGING TO, AND TO UNDERTAKE ANY AND ALL OF THE LIABILITIES OF, THE UNINCORPORATED CHARITY KNOWN AT THE TIME OF THE INCORPORATION OF THE CHARITABLE COMPANY AS "R.N.I.B. NEW COLLEGE WORCESTER" (BUT FORMERLY KNOWN AS "WORCESTER COLLEGE FOR THE BLIND") WHICH WAS REGULATED BY A DEED OF TRUST EXECUTED ON THE 14TH AUGUST 1936 (SUBSEQUENTLY AMENDED) BEFORE BEING RENAMED NEW COLLEGE WORCESTER TRUST UNDER A SCHEME MADE BY THE CHARITY COMMISSION ("THE COMMISSION") ON THE 8TH DAY OF JUNE 2007 FOR ITS FUTURE ADMINISTRATION, AND WHICH IS REGISTERED WITH THE COMMISSION UNDER NUMBER 1 1 18377-1 ("THE EXISTING CHARITY").(D) TO MANAGE AND CONDUCT NEW COLLEGE WORCESTER (INCORPORATING WORCESTER COLLEGE FOR THE BLIND AND CHORLEYWOOD COLLEGE FOR GIRLS WITH LITTLE OR NO SIGHT) ("THE COLLEGE") AND TO HOLD AND ADMINISTER ITS PROPERTY IN ACCORDANCE WITH THE PROVISIONS SET OUT IN THE CHARITABLE COMPANY'S MEMORANDUM AND ARTICLES OF ASSOCIATION ("THE ARTICLES").

Activities: New College Worcester is a residential school for blind and partially sighted children and young people aged 11-19. As well as a full curriculum with a wide range of GCSE and A-Levels, the development of independent living skills and an extensive programme of extra-curricular activities is part of the educational provision.

Classification

- **How:** Provides Human Resources, Provides Buildings/facilities/open Space, Provides Services, Provides Advocacy/advice/information, Sponsors Or Undertakes Research
- **What:** Education/training
- **Who:** Children/young People

Geography

- **Area of benefit:** UNITED KINGDOM OF GREAT BRITAIN AND NORTHERN IRELAND, THE CHANNEL ISLANDS AND THE ISLE OF MAN AND ELSEWHERE IN THE COMMONWEALTH
- Throughout England And Wales

Finances

Period end	Income	Expenditure	Assets	Employees
2025-08-31	£6,697,457	£7,890,600	£15,411,599	151
2024-08-31	£8,876,150	£7,795,608	£17,249,742	170
2023-08-31	£6,331,172	£6,356,782	£16,169,200	162
2022-08-31	£6,234,714	£5,607,942	£16,198,033	153
2021-08-31	£5,361,661	£4,713,155	£15,826,004	134
2020-08-31	£4,568,672	£4,479,215	£15,016,598	132

Trustees

Name	Role	Appointed
Patricia Dyson	Chair	2023-03-22
Cailean Carvalho		2026-03-20
Chris Clark		2024-11-01
Emma Ashby Williams		2023-03-22
Katharine Jane Gorick		2023-07-05
Lady Linda Morris		2021-07-07
Lisa Ann Mauro-Bracken		2023-03-22
Lyndall Bywater		2026-03-20
Matthew Lamb		2026-03-20
Philippa Ann Simkiss		2019-10-25
Rachel Perks		2022-09-01
Sian Sweeney		2024-11-01
Steven Andrew Tyler		2014-04-02
Timothy Peter Lawrence		2022-05-25

Linked charities

- NEW COLLEGE WORCESTER TRUST (1118377-1)
- HIMING PRIZE FUND (1118377-10)
- ARTHUR PEARSON PRIZE FUND (1118377-11)
- BLAIR AND FORSTER MEMORIAL FUND (1118377-12)
- MRS TYLOR'S GOOD CITIZENSHIP PRIZE (1118377-13)
- THE RNIB NEW COLLEGE SCHOLARSHIP FOUNDATION (1118377-2)
- WILLIAM BROWN HEXTALL SCHOLARSHIP FUND (1118377-3)
- NUFFIELD ENDOWMENT (1118377-4)
- ALLEN BEQUEST (1118377-5)
- BLAIR AND FORSTER SCHOLARSHIP (1118377-6)
- CLIFTON PRIZE (1118377-7)
- DAVIES MATHEMATICS PRIZE FUND (1118377-8)
- TYLOR PRIZE FOR HANDICRAFTS (1118377-9)

Accounts

Charity registration number 1118377

Company registration number 06053218 (England and Wales)

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

NEW COLLEGE WORCESTER

LEGAL AND ADMINISTRATIVE INFORMATION

Trustee Governors

Mr S Tyler	
Mrs T Smith	(Resigned 25 November 2024)
Mrs M Russell	(Resigned 25 November 2024)
Dr P A Simkiss	
Lady L Morris	
Mr T Lawrence	
Mrs R Perks	
Mrs P Dyson	
Mrs K J Gorick	
Mrs L Mauro-Bracken	
Mr A S Price	(Resigned 4 July 2025)
Mrs L E Stewart-Barritt	(Resigned 25 November 2024)
Mrs E A Williams	
Mr J Auden	(Resigned 18 October 2024)
Mr C Clark	(Appointed 21 November 2024)
Mrs S Sweeney	(Appointed 21 November 2024)
Mr C Carvalho	(Appointed 2 April 2026)
Dr M Lamb	(Appointed 2 April 2026)
Ms L Bywater	(Appointed 20 March 2026)

Patrons

Lieutenant Colonel Patrick Holcroft LVO OBE
Lord Faulkner of Worcester

Senior Leadership Team

Mrs R Perks, Principal
Mr S Farr, Vice Principal
Mrs V Ward, Associate Principal: NCW Lead Practitioner for VI
Mr W Stark, Assistant Principal - Curriculum, Teaching & Learning
Mr S Morom, Director of Finance
Kate Lindsay, Director of Residential (Appointed 27 May 2025)
Mrs J Dursley, Director of Residential (Resigned 12 March 2025)
Mr P Stephens, Assistant Principal - Personal Development, Safeguarding DSL

Charity number

1118377

Company number

06053218

Principal and Registered office

Whittington Road

Worcester
WR5 2JX

Auditor

Kendall Wadley LLP
Granta Lodge
71 Graham Road
Malvern
Worcestershire
WR14 2JS

NEW COLLEGE WORCESTER

LEGAL AND ADMINISTRATIVE INFORMATION

Bankers

Lloyds Bank Plc
4 The Cross
Worcester
WR1 3PY

Monmouthshire Building Society
Monmouthshire House
John Frost Square
Newport
South Wales
NP20 1PX

Solicitors

Thursfields
9-10 The Tything
Worcester
WR1 2HD

NEW COLLEGE WORCESTER

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NEW COLLEGE WORCESTER

TRUSTEE GOVERNORS' REPORT (INCLUDING DIRECTORS' REPORT AND STRATEGIC REPORT)

FOR THE YEAR ENDED 31 AUGUST 2025

The Trustee Governors present their annual report and financial statements for the year ended 31 August 2025.

The financial statements have been prepared in accordance with the accounting policies set out in note 1 to the financial statements and comply with the charitable company's Memorandum & Articles of Association, the Companies Act 2006 and "Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019)".

Chair's Foreword by Pat Dyson (Chair)

2024/25 continued to be one of strategic changes for New College Worcester (NCW).

In December 2024 we concluded Phase One of the NCW Business Repositioning Plan (BRP) which involved a residential staff restructuring, non-teaching staff reductions and non-teaching staff pension restructuring. This work was in support of our strategic objective to Secure a Sustainable Future for NCW. More information on the financial impact of this can be found in the section on Page 9 "Plans for the future". We recognise the impact and pressures this had on staff affected by these essential changes as well as the senior leadership team involved in implementing this work.

In September 2024, we launched four strategic workstreams which focused on our Future Vision, Estates, Strategic Governance and Income Growth. These formed Phase 2 of the BRP. Governor representation from our three committees (finance, safeguarding and education) alongside the Principal and Senior Leadership Team (SLT) representation was intrinsic to the workstreams outputs.

The Future Vision and Income Growth strategic workstreams aligned and developed over-time into four specific recommendations which were approved at the Trustee Governor Conference in May 2025. A further fifth recommendation was included at this point as a contingency in the event that the first four recommendations were not able to generate sufficient income quickly enough to provide the sustainable income platform NCW needed. This fifth recommendation became Phase 3 and is referenced in the penultimate paragraph of the Going Concern Position Statement.

The Estates workstream strategic outputs are a key part of our future sustainability plans and aligned with operational output relating to premises and resources improvements for NCW staff and students.

The Strategic Governance workstream undertook the implementation of the Spring 2024 External Governance Review recommendations and supported a strong governance platform on which to move forward. This included whole college reviews of policies, contracts and better spending controls.

To ensure strategic intent was clearly aligned to operational delivery, the 24/25 AY College Improvement Plan (CIP) aligned with the three NCW strategic objectives. Governors continued to constructively challenge the Principal and SLT reporting at committees and full board meetings, continuing the strengthened focus on robust operational planning and quality assurance.

We are delighted to report the success of this approach which was demonstrated in the November 2024 Ofsted education Inspection with all five judgement areas being graded Good or Outstanding.

The Principal and Senior Leadership Team (SLT) have again worked tirelessly throughout the year in supporting the work of myself and the governing body through participating in and informing the strategic workstreams whilst maintaining high quality standards in our residential and education provision. We all continue to work through the challenging and changing economic and political landscapes.

During 2024/2025 four Trustee/Governors stepped down from their roles and I would like to acknowledge their inputs and contributions to the strategic change's governors initiated during this time. In summer 2025, focusing on longer term governor succession planning, we commenced recruitment for these vacant roles.

This report concludes my second year as Chair, during which time the board and myself have ensured our BRP has very clearly underpinned our strategic priorities. I remain grateful for the support of the Vice Chair and trustee governor colleagues in taking a considerable amount of work forward through the strategic workstreams and subsequent governance oversight of activities arising.

As reported last year, changes that took place during the year 2024/25 continued to enable the Governing Body and Principal to be positive about the future and sustain our focus on longer term planning during 2025/26.

NEW COLLEGE WORCESTER

TRUSTEE GOVERNORS' REPORT (INCLUDING DIRECTORS' REPORT AND STRATEGIC REPORT) (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2025

Objectives and activities

The Charitable Company's objects are:

- To provide and promote a religious, social and academic education for young persons who are visually impaired in the United Kingdom of Great Britain and Northern Ireland, the Channel Islands and the Isle of Man and elsewhere in the Commonwealth and, subject thereto, from any other part of the world, with the ancillary purpose of supporting and facilitating generally the provision of education for such young persons;

- To manage and conduct New College Worcester (incorporating Worcester College For The Blind and Chorleywood College For Girls With Little Or No Sight) (NCW) and to hold and administer its property in accordance with the provisions set out in the Charitable Company's Memorandum and Articles of Association, but in particular to secure that the religious instruction given in the College is in accordance with the Doctrines of the Church of England.

- To use restricted funds, legacies and endowments for the purposes stated. A legacy policy is in place to support the furtherance of this objective.

Public benefit

The Trustee Governors confirm that they have complied with the duty in section 4 of the Charities Act 2006 to have due regard to the Charity Commission's general guidance on public benefit, 'Charities and Public Benefit.'

NCW is a specialist non maintained special school and college for children and young people whose primary SEN is severe vision impairment. Students have the cognitive ability to access the full National Curriculum with pathways to GCSE and A Level. NCW is unlike other generic special schools or other specialist schools publicising that Vision Impairment is their specialism, as their students also have other significant additional needs.

All teachers at NCW, in addition to being subject specialists, are required to become qualified teachers of the vision impaired (QTVIs). The combination of being a QTVI and a subject specialist means that our teachers develop specialist expertise that cannot be easily replicated in mainstream settings due to the significant training and time that it takes to develop the level of skill required. These areas of specialism include specialist braille codes such as maths, science and music. An example of this is in the area of music where there is a national shortage of expertise in music braille and young brailleists are routinely denied the opportunity to be able to access music notation in an accessible format because there is not the expertise or resource to teach them the skills. Our curriculum is fully inclusive, devised at the very outset for the VI learner and NCW has its own transcription department who model best practice in creating accessible modified resources.

Outreach Service

NCW is committed to supporting the education of children and young people both attending the school and also those in other educational settings by sharing knowledge and expertise with other professionals working in education or with young people and parents of children with a vision impairment. Staff at NCW are very keen to share their knowledge and expertise and give their time voluntarily to contribute to our rich and varied outreach programme. Outreach events throughout the year take different formats ranging from twilight webinars to face to face events where a range of practical workshops and presentations are offered, with participants often taking away with them valuable resources. Topics for outreach are wide ranging and include courses aimed at both primary and secondary, specialist subject areas, access arrangements for examinations and the specialist VI skills such as effective strategies for teaching braille or how to introduce speech software. We produce an outreach bulletin called "Reaching Out", sent to anyone who has attended our outreach and opted in to receive them, which highlights a different focus each half term on wide ranging topics such as mental health, using the Alexa as a resource and accessible PE and sport. NCW does not charge delegates for attending online webinars and only covers catering costs for face-to-face events. We do not cover the cost of the outreach service but see it as an important facet of our role within the VI education workforce.

NEW COLLEGE WORCESTER

TRUSTEE GOVERNORS' REPORT (INCLUDING DIRECTORS' REPORT AND STRATEGIC REPORT) (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2025

Achievements and performance

- Mr Stark, Assistant Principal: Curriculum, Teaching and Learning, attended a meeting with Ofqual, exam board modification leads, and United Kingdom Association for Accessible Formats (UKAAF). Mr Stark presented to the attendees and shared examples of good and bad modifications in braille and Modified Large Print (MLP) papers. Modifications have certainly improved over recent years but there are still some issues which we will now be working with UKAAF and the awarding bodies to address:
- Accessibility in relation to label lines on diagrams are poor.
- Braille modifications should be the starting point for MLP modifications which will not only reduce their costs in terms of the number of modifications, but also lead to improvements in MLP diagrams, which are often worse than the braille ones with too much detail, confusing graph grids, mixed sized fonts, poorly positioned labels and so on.
- Mr Stark is also working with A Level Music boards to ensure that going forward, we do not have to pay additional finance to have set scores in braille.
- The languages GCSE papers have a question on one paper based on a photograph. We are working to ensure that braille students are not disadvantaged. The exam board's initial suggestions are not appropriate, which were to have a note next to their grade to say incomplete, or to just ignore the question. We are pushing for a written, short description of the photograph so students can write about it.
- Geography GCSE papers have many diagrams, which are not accessible, including OS maps with fine detail on.
- Victoria Ward, Assistant Principal: Lead Practitioner for Visual Impairment, in conjunction with Head of Braille, Susan Potter, have put forward a proposal to exam boards to develop a GCSE in Braille (Unified English Braille). This proposal seeks to bridge the curriculum gap by offering a GCSE that tests the accuracy, fluency, and technical application of UEB as a robust system for information access and communication. If there is appetite for an exam board to work with us, the next step would be to put our proposal to the DfE and to form a working party with key organisations across the sector. Given that UEB spans many English-speaking countries this has the potential to become an international GCSE and would raise NCW's profile as a Centre of Excellence.

Residential developments

Key developments to note within the residential provision are as follows:

- Working with the residential teams to create more robust and detailed admissions paperwork.
- The weekend assessments documents have been updated to ensure that need and risk are understood and shared prior to assessment.
- Focus on risk assessments and ensuring that a risk competent culture is developed in planning and mitigating risk.
- Management training for managers has commenced to upskill and train employees in management positions.
- All residential team have completed their Educational Visit Lead (EVL) training.
- With focus on qualifications, extensions have been granted and an overall drive and commitment to completion of qualifications.
- A new monthly reporting document has been devised to capture progress, children's voice and positive communication with the parents.
- A new care plan format has been devised, including input from the whole residential teams. These are much more detailed, and outlined all proposed care, intervention and planning, directly linked to the new monthly reports and therapeutic interventions.
- Residential training has been delivered on National Minimum Standards (NMS), care plans, sensory and proprioception activities.

NEW COLLEGE WORCESTER

TRUSTEE GOVERNORS' REPORT (INCLUDING DIRECTORS' REPORT AND STRATEGIC REPORT) (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2025

Safeguarding Compliance

- Safeguarding continues to remain a central priority across the organisation and the recent external scrutiny has provided strong assurance regarding the robustness of our current practice and the trajectory of further development. The Ofsted inspection in November 2024 offered a rigorous evaluation of safeguarding arrangements and concluded that the school has made *excellent progress* since the inspector's previous visit. Inspectors identified safeguarding as a clear area of strength, noting substantial improvements in culture, systems, and responsiveness. This represents a significant shift from the 2022 inspection, during which safeguarding was identified as a key area of concern. The excellent judgement for Leadership and Management in the latest 2026 inspection is a direct endorsement of the sustained, whole-school commitment to strengthening safeguarding practice at all levels. Our strategic approach to safeguarding continues to evolve in line with statutory guidance, emerging risks, and sector expectations. The school is currently undertaking a full 360° Online Safety Audit, enabling a detailed evaluation of online behaviours, digital safeguarding processes and the technological protections that support safe access. This will be complemented by the launch of a whole-organisation mental health audit, ensuring that emotional wellbeing and early identification of need remain embedded as integral components of safeguarding. Technological safeguarding measures continue to be enhanced, including the operation of a robust firewall and keystroke-monitoring technology, both of which provide real-time alerts and early visibility of concerning online activity. These systems significantly strengthen our capacity to monitor risks and respond swiftly.
- The safeguarding team continues to demonstrate confidence and professional curiosity in managing concerns, consistently exercising their ability to escalate cases where thresholds of risk are reached or where early escalation is deemed necessary to protect a child. The team's strong multi-agency relationships ensure that concerns are handled efficiently and transparently, with a clear emphasis on timely intervention.
- Looking ahead, the school is already preparing for the anticipated safeguarding changes expected in September 2026, reviewing forthcoming updates and building these into future planning. This proactive approach will ensure that policy, training, and operational processes remain fully aligned with statutory expectations well in advance of implementation.
- Overall, safeguarding across the organisation is characterised by strong leadership, rigorous systems, and a continuous improvement mindset. The positive external validation from Ofsted provides a firm foundation on which to build as we further strengthen our safeguarding culture.

Outreach

- Outreach is continuing to work towards building our profile and promoting our expertise.
- This term we held one twilight, free, online session on Foundational Braille which had 60 attendees from a variety of types of setting, as well as from the Braille Foundation. Feedback demonstrated the appreciation of the practical ideas given to develop the tactile skills essential to be an effective user of braille.
- We are also promoting awareness through working with university students and other events for professionals. In January, we held a MQVI Birmingham course student visit day at NCW. A member of staff also delivered workshops at the Hab VI UK Conference in Birmingham in March.
- Bespoke courses are also offered, and in February, the Isle of Man service again paid for two of its staff to have a day's training in Worcester.
- To boost numbers attending our paid courses in Worcester, the decision has been made to amalgamate our usual summer term courses into a Professionals' Workshop Day. This could provide an indication as to whether it might be feasible to offer a more extended event in the future.

NEW COLLEGE WORCESTER

TRUSTEE GOVERNORS' REPORT (INCLUDING DIRECTORS' REPORT AND STRATEGIC REPORT) (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2025

Students

Students at New College achieved excellent results overall in the Summer 2025 exam series at the end of Year 11. Free School Meals (FSM), Pupil Premium (PP), and Child Looked After (CLA) students in the cohort performed at least as well as their peers, we ensure they have equal access to technology, support in the residential setting, and study support session in the working day to ensure they are not behind the other students in the cohort. We are still awaiting the progress 8 score for our Year 11 cohort; however, we gained an Attainment 8 score of 3.5. This indicates that the students exceeded predicted grades and made excellent progress overall. We set ambitious targets within the College, using FFT as a baseline, but we are more ambitious than this for our learners.

Key outcomes from the KS4 analysis:

- Ambitious targets led to improved outcomes – we are working on target setting this year with HODs.
- Retake groups not particularly successful. We have increased Math's hours this year as we have identified this as a weakness.
- English results were weaker this year, in part due to merging the group for some of the year due to staff absence.
- Strong performing subjects include Food and Nutrition, all MFL subjects, Double Science, Computer Science and Music.
- Subjects which will be supported more this year include Art, English, and Performing Arts.
- English final report grades very different from actual grades. The class was merged into one large group (due to staff absence through illness) which had a big impact.
- Most subjects reported grades were very close to actual grades.

Attainment 8 is a measure of the achievement of a pupil across 8 qualifications including mathematics (double weighted) and English (double weighted), 3 further qualifications that count in the English Baccalaureate (EBacc) measure and 3 further qualifications that can be GCSE qualifications (including EBacc subjects) or any other non-GCSE qualifications on the DfE approved list. Each individual grade a pupil achieves is assigned a point score, which is then used to calculate a pupil's Attainment 8 score. Overall, students exceeded FFT predicted grades.

Progress 8 means for each individual child you can tell if they progressed more or less than average, factoring in where they were when they started secondary school. Most schools are between -1 and +1, NCW students make good progress compared to estimated grades across the range of subjects on average.

Students in the Sixth Form exceeded expectations this year. Ambitious internal targets are set based on baseline assessments and Year 11 results, and our students achieve grades way above typical grades in mainstream schools following on from similar outcomes at KS4. This is due to our small teaching classes, adapted teaching, since all of our teachers are QTVIs, and our close links between the curriculum staff and the residential setting which promotes a full waking day curriculum. Vision Impairment is no barrier to success at KS5 or indeed applying through UCAS, and we had offers of places for all students who applied in a wide range of subjects.

Key outcomes from the KS5 analysis:

Humanities performed very well, despite staff absence, staff stepped in to fill gaps.

Very small groups at KS5 this year due to legacy of the overall weaker year group. We discussed whether GCSE would be appropriate when they were in Year 9 so they really exceeded our expectations. Strong subjects include Sociology, Psychology, BTEC Environmental Sustainability, and Music Performance. Subjects in need of additional support include Biology and Health and Social Care. Final report grades extremely accurate predictors.

Most students choose to stay with us for Sixth Form due to the outstanding progress made from GCSE to KS5. We also offer a range of Level 2 courses for our sixth-form students which meet the needs of students who cannot access Level 3, and students on these programmes all succeeded. We also have Year 14 (called 13+ at NCW) which allows students to study a bespoke programme alongside extended work experience. Our work experience offer for all our students ensures all have the best possible chance of moving into a successful career, which bucks the trend of employment statistics for young people with VI nationally.

NEW COLLEGE WORCESTER

TRUSTEE GOVERNORS' REPORT (INCLUDING DIRECTORS' REPORT AND STRATEGIC REPORT) (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2025

Principal Risks and Uncertainties

The Trustee Governors confirm that the major risks have been reviewed, and systems or procedures have been established to manage these.

The Risk Register is linked to the 5-year rolling NCW Strategic Plan 2023-28, approved in July 2023, and identifies the key strategic risks that may affect its delivery. The Board reviews the strategic risk register at each Full Governing Body (FGB) meeting and amendments are made accordingly. The register is a dynamic document and is adjusted after each FGB to ensure the Board is properly managing strategic risks throughout the year. The register now contains 10 strategic risks; an assessment of their significance and the mitigating actions being taken. Retrospective Pre-controls have been discussed and agreed between Principal and Chair.

The 10 Strategic Risks are:

Risk 1 – Safeguarding - RED

Risk 2 – Student Numbers RED

Risk 3 – Educational Results – GREEN/AMBER

Risk 4 – Student Outcomes - AMBER

Risk 5 – Resources – AMBER

Risk 6 – Sustainable Future – RED

Risk 7 – Effective Staff – AMBER

Risk 8 – Business Repositioning Plan (BRP) – AMBER

Risk 9 – Estates Mandatory Compliance – AMBER

Risk 10 – Clarity on NCW Strategic Direction – AMBER

The following three of the ten risks rated Red and the strategies to manage these are as below:

RISK 1: Safeguarding due to its level of utmost importance Mitigating Actions:

- Continuous improvement to meet national minimum standards.
- Processes in place and implementation monitored.
- Residential Care & Safeguarding Ofsted February 2026 provisional positive outcome advised, final outcome currently awaited.
- Staff trained and routinely reminded of expectations.
- Governance tightened and all committees address safeguarding
- Reflective Actions are embedded as a result of key safeguarding issues in 2023/ 24, including review.
- (PSHE programme) Personal, Social, Health and Economic Education.
- External SfG Audit took place Spring Term AY24/25 and Action Plan implemented.
- New highly experienced Director of Residential (also a DDSL) commenced May 2025.
- Implementation of new filtering and monitoring software during 2025.

NEW COLLEGE WORCESTER

TRUSTEE GOVERNORS' REPORT (INCLUDING DIRECTORS' REPORT AND STRATEGIC REPORT) (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2025

RISK 2 Student numbers Mitigating Actions:

- Development of outreach opportunities.
- Retention of students prioritised.
- Strong focus on maintaining student numbers.
- Effective tribunal preparation and outcomes.
- Exploration of potential new categories of students particularly international/private funded students.
- Chasing of LAs regarding funding decisions.
- Staffing tribunals. Bev Watkins (solicitor) engaged to support families through the tribunal process.
- Confirmed removal of numbers cap with the DfE following Education Ofsted in November 2024.
- Introduction of new model of student numbers forecasting for Trustee Governors consideration.
- Ongoing dialogue with neighbouring local authorities regarding future student need linked to BRP phase 3 recommendations.
- Extension of SEND to permit the admission of a small number of non-VI learners agreed by governors in March 2026.

RISK 6 Sustainable future Mitigating Actions:

- Strategic plan in place with strong ownership by the Board and SLTs.
- Improvements in facilities/ property planned for via a rolling programme.
- Major focus on developing partnership and/or networking arrangements.
- New models of delivery are being considered under phase 3 of the BRP.
- Fundraising strategy reviewed and implementation ongoing.
- Amended capital recovery deed agreed with RNIB.
- External Governance Review conducted with feedback to FGB July 2024.
- Ongoing implementation of actions arising from External Governance Review.
- Recruitment to 4 x governor vacancies completed autumn term AY 2526.
- Red book' site valuation conducted.

NEW COLLEGE WORCESTER

TRUSTEE GOVERNORS' REPORT (INCLUDING DIRECTORS' REPORT AND STRATEGIC REPORT) (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2025

Financial review

Due to lower student numbers, teaching income fell by 14% compared to 2023/2024. The focus has been on increasing student numbers which translates into a higher income and increased financial stability for the College. One of the effects of the Covid-19 pandemic was that some of our learners were funded for an extra year which resulted in an increase in students in our Sixth Form, which is now returning to normal levels and therefore reducing student numbers. Total income for the year was £6,697,457 compared to £8,876,150 in FY 2023/2024; this included two very generous legacies from ex-students John Claricoat and Alan Smith totaling £1,968,108.

Net expenditure (after transfers between funds) on general unrestricted activities for the year at £325,060 compared to £350,213 in 2023/24. The 2025 position continues to reflect additional costs incurred in restructuring and repositioning the management infrastructure.

Total expenditure was £7,890,600, an increase of £105,704 (1.4%) on the prior year. The College faces a backlog of maintenance and therefore expenditure in this area will continue to increase.

Donations and legacies totaled £808,573 in 2024/2025 compared to £2,403,746 the previous year. This includes a Teachers Pay & Pension Grant (£40,870), and an award from the Vinchel Foundation (£160,000) and the two legacies from ex-students John Claricoat and Alan Smith final distribution totaling £404,932.

Designated funds decreased by £827,602 during the year.

Reserves Policy

Total funds held as at 31 August 2025 amounted to £15,411,599 (2024: £17,249,742). This included restricted funds of £288,104 (2024: £358,585), endowment funds of £548,137 (2024: £548,137) and designated funds of £15,451,682 (2024: £16,279,284). Designated fund explanations are included in Note 26 of the Accounts.

Generally unrestricted funds were £57,676 (2024: £382,736). Ideally College reserves of £800,000 are considered reasonable and in line with Trustee Governors commitments to have the College reserves equal to around 2 months running costs, to secure the College's financial stability. However, the current economic and political climate continues to increase financial pressures on all providers of special education needs services given that they are funded by Local Authorities. Trustee Governors remain mindful of the uncertainties and risks but aim to improve sustainability through increasing the levels and sources of funding and continued reviews of curriculum, staffing and fees. Strategic financial management and internal control are underpinned by strong Governance arrangements and a high level of financial competence within the Governing Body. The Trustee Governors continue to receive reassurances from external Auditors that adequate systems of internal control are in place and are exercised.

Factors likely to affect the future financial performance or position

The major factor affecting the financial position of The College is student numbers. Much effort is going into raising the profile of New College Worcester and to market the college in a much more vigorous fashion. These measures should offset the effects of government and council policy for students to stay local and stay mainstream, and we are seeing an increase in interest from numbers attending our Family Open days etc.

The Business Repositioning Programme (BRP) has reduced the cost base by over £1.5m and increased student income through the revised fee matrix structure which has resulted in, when all students are on the new Fee Matrix, reducing the break-even position of the College from 75 students to 60 students.

NEW COLLEGE WORCESTER

TRUSTEE GOVERNORS' REPORT (INCLUDING DIRECTORS' REPORT AND STRATEGIC REPORT) (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2025

Going Concern position

With current student numbers the College Cash Flow remains positive until May 2027 with the further option of selling additional land and buildings. One strip of land has been identified and valued at £1.5m by three different estate agents and could be sold quickly if needed to extend our Cash Flow remaining positive into FY2028/29, whilst work to increase student numbers continue.

However, because of the actions taken by the Governing Body as described below in the "Plans for the future" section before the end of FY2025/26, and before the start of FY2026/27, New College Worcester (NCW) will be part of the AET Group (Aequalis Educational Trust). AET has the proven ability to help NCW increase students from a wider range and by expanding into the 19–25-year-old sector over the next 6 to 12 months.

Because of the above actions, Trustee Governors are certain that New College Worcester will remain in operation on the current Campus as a Going Concern, albeit with the addition of non-VI students on-site, a 19–25-year-old offer and NCW operating under the umbrella of the AET group, but retaining our identity and specialist VI focus.

Plans for future periods

The Business Repositioning Programme undertaken over the last two years has reduced base-line operating costs by approx. £1.5m, increased fees realistically, lowering the student numbers break-even position to around 61-65 students, compared to the 75-80 students previously needed.

Despite this, because of the lower-than-expected student numbers for FY2025/26, starting off in September 2025 with only 49 students, the Governing Body decided to instigate a Merger, Acquisition & Sales (MA&S) process to find a suitable partner for New College Worcester (NCW).

Even with the highly-thought of revamped student accommodation and a "Good" Residential Ofsted in 2026 Grade and "Good to Outstanding" Educational Ofsted Grades in 2024 student numbers have fallen dramatically.

This fall in student numbers is mostly down to the general political educational environment which aims very much to "Stay Mainstream, Stay Local" with additional funding going to mainstream schools to accommodate Special Educational Needs (SEN) students, including Visually Impaired (VI) students. Many of these students would have traditionally been educated at NCW.

Local Authorities (LA's) are also slowing up the process of enrolment to special schools by taking each case to a Tribunal and setting the tribunal dates into their future financial years. NCW had 8 tribunals outstanding at the start of September 2025, some of which were put back to May 2026. If these 8 students had started at NCW in September 2025 it would have given us 57 students and an extra £1.1m turnover. It is worth noting that NCW has a 90% success rate at tribunals.

In the light of the above conditions, Governors felt that the best way of increasing student numbers back up to the Campus's potential of 90-100 students was to seek a merger partner who could help us widen our offer and attract additional types of students and their funding to the site.

NCW Governors took the decision in October 2025 to appoint an external specialist firm to lead an MA&S programme (Merger, Acquisition & Sales programme). Whilst the ongoing financial position could be held until May 2027 there were high risks if student income didn't increase in time and it was thus clear that being part of a bigger organisation that could help NCW accelerate its strategic growth programme would secure the long-term future.

As of April 2026, this programme has been concluded and NCW will transfer to AET, with AET becoming the sole member. The Board have been fully involved in the MA&S process and AET were the strongest partner that arose. Their ethos, educational strengths and growth plans stood out to NCW Governors from the initial expression of interest and throughout the due diligence process. These factors together with their desire to support and develop SEND as part of their growing organisation stood out to NCW. We therefore look forward to a strengthening position as we enter the next AY (2026/2027) being part of AET, confident that we are securing NCW's long-term future.

NEW COLLEGE WORCESTER

TRUSTEE GOVERNORS' REPORT (INCLUDING DIRECTORS' REPORT AND STRATEGIC REPORT) (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2025

Structure, governance and management

The Charitable Company is a company limited by guarantee, incorporated on 15 January 2007 and registered as a charity on 14 March 2007. The Charitable Company is governed by its Memorandum and Articles of Association dated 11 January 2007 (as amended by special resolution dated 6 March 2007 and as amended by special resolution dated 24 January 2012, and as amended by special resolution dated 15 November 2021 and further revised by special resolution dated 25 May 2022).

The Trustee Directors of the Charitable Company, known as Trustee Governors with effect from 24 January 2012, are its Trustees for the purposes of charity law and throughout this report are collectively referred to as the Trustee Governors.

In previous years, in accordance with the Company's Articles of Association dated 11 January 2007 (as amended by Special Resolution dated 6 March 2007) one third of the Trustee Directors, chosen by ballot, together with one co-opted Trustee Director, were re-elected with new Trustee Governors being elected at future AGMs to fill vacancies arising. However, on 24 January 2012 the Company's Articles of Association were further revised by special resolution providing, amongst other things, a) for the establishment of a Governing Body in place of a Board of Trustee Directors where there was no committee established to discharge the functions of a school governing body, and b) the appointment of Trustee Governors for a term of four years.

The Principal is an ex officio Trustee Governor and member of the Governing Body.

None of the Trustee Governors has any beneficial interest in the Charitable Company. All of the Trustee Governors are members of the Charitable Company and guarantee to contribute up to £5 in the event of its winding up.

The Trustee Governors receive training throughout the year and by external course attendance, as is deemed appropriate.

The Governing Body consists of at least nine and not more than fifteen individuals, all of whom must be Members. Trustee Governors must retire at the Annual General Meeting next following the fourth anniversary of their election, though they may stand for re-election. A retiring Trustee Governor who remains qualified may be re-appointed but cannot serve as a Trustee Governor for more than two four-year terms of office without a one-year break.

The Trustee Governors meet regularly to manage the Charitable Company's affairs, with at least three meetings per year. A quorum of five Trustee Governors is required for each meeting.

The Principal has overall responsibility under the direction of the Governing Body for the internal organisation, management and discipline of the College and in particular for the provision, development and delivery of its education services. In consultation with the Principal the Governing Body has established a Senior Leadership Team under the leadership of the Principal to have responsibility for the operational management of the College. The remuneration of key management personnel is set by the Governing body.

Prior to incorporation, the operations of the Charitable Company were conducted as part of RNIB and upon incorporation RNIB and its subsidiary RNIB Services Limited transferred (by way of trust) most of the property and donated some other buildings and land, together with their associated assets, used by the Charitable Company and RNIB holds a capital recovery deed over most of the properties held by the Charitable Company, the details of which can be found elsewhere in the Accounts.

NEW COLLEGE WORCESTER

TRUSTEE GOVERNORS' REPORT (INCLUDING DIRECTORS' REPORT AND STRATEGIC REPORT) (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2025

The Trustee Governors, who are also the directors for the purpose of company law, and who served during the year and up to the date of signature of the financial statements were:

Mr S Tyler

Mrs T Smith

(Resigned 25 November 2024)

Mrs M Russell

(Resigned 25 November 2024)

Dr P A Simkiss

Lady L Morris

Mr T Lawrence

Mrs R Perks

Mrs P Dyson

Mrs K J Gorick

Mrs L Mauro-Bracken

Mr A S Price

(Resigned 4 July 2025)

Mrs L E Stewart-Barritt

(Resigned 25 November 2024)

Mrs E A Williams

Mr J Auden

(Resigned 18 October 2024)

Mr C Clark

(Appointed 21 November 2024)

Mrs S Sweeney

(Appointed 21 November 2024)

Mr C Carvalho

(Appointed 2 April 2026)

Dr M Lamb

(Appointed 2 April 2026)

Ms L Bywater

(Appointed 20 March 2026)

NEW COLLEGE WORCESTER

TRUSTEE GOVERNORS' REPORT (INCLUDING DIRECTORS' REPORT AND STRATEGIC REPORT) (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2025

Key Management personnel remuneration

The Key Management personnel remuneration is decided following the Pay Policy as written by Worcestershire County Council HR and which was adopted by the NCW Board of Governors on 06.12.2023. The relevant section on the Leadership pay is reproduced as below:

Leadership Pay

When determining the leadership pay range, it will be reviewed in accordance with the School Teachers' Pay and Conditions Document (STP&CD) and include a review of the college/Principal group size. The salaries of the Principal, Vice Principal(s) and any Assistant Principal will be reviewed annually as required by the STP&CD. There will be a procedure and timetable for the annual review which will give the option of formal representation. Written notification will be given as required, including the performance objectives agreed, which will be reviewed as part of the next annual salary determination.

The Principal's Pay Range will reflect the responsibilities of the job in addition to the size of the college, any other factors specified in the STP&CD and advice issued by the Local Authority on the salaries of Headteachers at comparable schools.

The current Principal in this college is paid in accordance with National Teacher's Pay Scales.

In accordance with National Teacher's Pay Scales, the Principal's pay range will only exceed the maximum of the Principal's Pay range where the Governing body determines that specific circumstances warrant a higher-than-normal payment. In that situation, the maximum of the Principal's pay range and any additional payments made will not exceed the maximum of the Principal group by more than 25%, other than in exceptional circumstances.

The Governing Body will determine the pay ranges of the Vice-Principal(s) and any Assistant Principal(s) in relation to the duties and responsibilities of those teachers. The Governing Body can review the pay ranges at any time if they consider it necessary to retain a Vice or Assistant Principal.

The maximum of the Principal's pay range must not exceed the maximum of the Principal group for the college. The pay range for a Vice or Assistant Principal should only overlap the Principal's pay range in exceptional circumstances. There should be appropriate scope within the range to allow for performance-related progress over time.

In the case of a Vice Principal post the governors must be satisfied that the responsibility exceeds that expected of an Assistant Principal employed in the same college, including responsibility for discharging in full the responsibilities of the principal in the absence of the Principal.

Leadership Pay progression

The annual determination of salaries will be conducted by the appropriate committee. Pay progression will not be automatic, it will be based upon the most recent appraisal carried out in accordance with the regulations and the current STP&CD and reported to the full Governing Body. Pay decisions should be confirmed in writing.

The Governing Body will ensure that performance-based progression awards reflect individual performance, and that objective-setting is rigorous; that the college's Pay policy provides a clear link between levels of achievement and progression.

The Financial, Resources and Safeguarding Committee (FRSC) will review the Principal's and Vice Principal's pay in accordance with the STP&CD and award up to two performance points as outlined under Appendix B and E, having regard to the evidence of the most recent appraisal including any recommendation on pay progression.

Auditor

A resolution proposing that Kendall Wadley LLP be reappointed as auditor of the company will be put to the Members.

NEW COLLEGE WORCESTER

TRUSTEE GOVERNORS' REPORT (INCLUDING DIRECTORS' REPORT AND STRATEGIC REPORT) (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2025

Disclosure of information to auditor

Each of the Trustee Governors has confirmed that there is no information of which they are aware which is relevant to the audit, but of which the auditor is unaware. They have further confirmed that they have taken appropriate steps to identify such relevant information and to establish that the auditor is aware of such information.

The Trustee Governors' report, including the strategic report, was approved by the Board of Trustee Governors.

P. K. Dyson

Mrs P Dyson
Trustee Governor

29 April 2026

NEW COLLEGE WORCESTER

STATEMENT OF TRUSTEE GOVERNORS' RESPONSIBILITIES ***FOR THE YEAR ENDED 31 AUGUST 2025***

The Trustee Governors, who are also the directors of New College Worcester for the purpose of company law, are responsible for preparing the Trustee Governors' Report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company law requires the Trustee Governors to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charitable company and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that year.

In preparing these financial statements, the Trustee Governors 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 operation.

The Trustee Governors are responsible for keeping adequate accounting records that disclose with reasonable accuracy at any time the financial position of the charitable company and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charitable company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

NEW COLLEGE WORCESTER

INDEPENDENT AUDITOR'S REPORT

TO THE MEMBERS OF NEW COLLEGE WORCESTER

Opinion

We have audited the financial statements of New College Worcester (the 'charitable company') for the year ended 31 August 2025 which comprise the statement of financial activities, the balance sheet, the 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 charitable company's affairs as at 31 August 2025 and of its incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for opinion

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

Conclusions relating to going concern

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

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

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

Other information

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

We have nothing to report in this regard.

NEW COLLEGE WORCESTER

INDEPENDENT AUDITOR'S REPORT (CONTINUED)

TO THE MEMBERS OF NEW COLLEGE WORCESTER

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 strategic report and the directors' report prepared for the purposes of company law, for the financial year for which the financial statements are prepared, is consistent with the financial statements; and
- the 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 the light of the knowledge and understanding of the charitable company and its environment obtained in the course of the audit, we have not identified material misstatements in the strategic report or the directors' report included within the Trustee Governors' report.

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

- adequate accounting records have not been kept, or returns adequate for our audit have not been received from branches not visited by us; 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 Trustee Governors

As explained more fully in the statement of Trustee Governors' responsibilities, the Trustee Governors, who are also the directors of the charitable company for the purpose of company law, are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the Trustee Governors determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error. In preparing the financial statements, the Trustee Governors are responsible for assessing the charitable company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the Trustee Governors either intend to liquidate the charitable company or to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements

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

The extent to which our procedures are capable of detecting irregularities, including fraud, is detailed below.

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

- an understanding of the risk assessment process (including the assessment of the risk of fraud) adopted by the Board is obtained and their attitude to risk ascertained.
- an assessment of the susceptibility to material mis-statement of the financial statements as a result of management over-ride or fraud is made.
- it is ensured that the engagement team have, collectively, the appropriate competence, capabilities and skills to be involved in the assignment, are fully briefed and understand the risks specific to the charity.

NEW COLLEGE WORCESTER

INDEPENDENT AUDITOR'S REPORT (CONTINUED)

TO THE MEMBERS OF NEW COLLEGE WORCESTER

Audit response to risks identified

The information obtained through the assessment to risk procedures is reviewed and the following work undertaken:

- processes to test the outcomes of our assessment include, a review of Board minutes, analytical review, the relevance and accuracy of significant accounting estimates, substantive testing of significant transactions, work to identify unusual or unexpected accounting entries including the testing of journal entries, information disclosed in the financial statements is traced to supporting documentation. In all instances it is acknowledged that material misstatements that arise from fraud may involve deliberate concealment or collusion and are, therefore, by their very nature harder to detect than those arising from error.

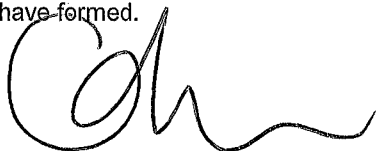
- an understanding of the legal and regulatory framework as applicable to the charity is obtained together with knowledge of the procedures put in place by the charity in order to comply with the same.

It should be noted that Auditing standards limit the audit procedures required to identify non-compliance with laws and regulations to enquiry of the directors and other management and the inspection of regulatory and legal correspondence, if any.

A further description of our responsibilities is available on the Financial Reporting Council's website at: <https://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.



Elizabeth Needham ACA CTA (VAT) (Senior Statutory Auditor)
for and on behalf of Kendall Wadley LLP

22 May 2026

Chartered Accountants
Statutory Auditor

Granta Lodge
71 Graham Road
Malvern
Worcestershire
WR14 2JS

NEW COLLEGE WORCESTER

STATEMENT OF FINANCIAL ACTIVITIES (INCLUDING INCOME AND EXPENDITURE ACCOUNT)

FOR THE YEAR ENDED 31 AUGUST 2025

Current year		Unrestricted funds general	Unrestricted funds Designated	Unrestricted funds Pension Scheme	Restricted funds	Endowment funds	Total 2025	Total 2024
	Notes	£	£	£	£	£	£	£
Income and endowments from:								
Donations and legacies	3	474,746	-	-	333,827	-	808,573	2,403,746
Charitable activities	4	5,503,130	-	-	-	-	5,503,130	6,407,994
Other trading activities	5	54	-	-	-	-	54	1,753
Investments	6	17,251	-	-	-	-	17,251	57,029
Other income	7	368,449	-	-	-	-	368,449	5,628
Total income		6,363,630	-	-	333,827	-	6,697,457	8,876,150
Expenditure on:								
Raising funds	8	77,965	12,408	-	-	-	90,373	21,446
Charitable activities	9	7,458,661	217,304	14,000	110,262	-	7,800,227	7,763,450
Total expenditure		7,536,626	229,712	14,000	110,262	-	7,890,600	7,784,896
Net gains on investments		-	-	-	-	-	-	2,288
Net (expenditure)/income before transfers		(1,172,996)	(229,712)	(14,000)	223,565	-	(1,193,143)	1,093,542
Transfers between funds	14	847,936	(597,890)	44,000	(294,046)	-	-	-
Net (expenditure)/income		(325,060)	(827,602)	(30,000)	(70,481)	-	(1,193,143)	1,093,542
Other recognised (losses)								
Actuarial loss on defined benefit pension schemes	23	-	-	(645,000)	-	-	(645,000)	(13,000)
Net movement in funds		(325,060)	(827,602)	(615,000)	(70,481)	-	(1,838,143)	1,080,542
Total funds brought forward		382,736	16,279,284	(319,000)	358,585	548,137	17,249,742	16,169,200
Total funds carried forward		57,676	15,451,682	(934,000)	288,104	548,137	15,411,599	17,249,742

NEW COLLEGE WORCESTER

STATEMENT OF FINANCIAL ACTIVITIES (INCLUDING INCOME AND EXPENDITURE ACCOUNT) (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2025

Prior year

		Unrestricted funds general	Unrestricted funds Designated	Unrestricted funds Pension Scheme	Restricted funds	Endowment funds	Total 2024
	Notes	£	£	£	£	£	£
Income and endowments from:							
Donations and legacies	3	2,115,271	-	-	288,475	-	2,403,746
Charitable activities	4	6,252,955	-	-	155,039	-	6,407,994
Other trading activities	5	1,753	-	-	-	-	1,753
Investments	6	45,161	-	-	11,868	-	57,029
Other income	7	5,628	-	-	-	-	5,628
Total income		8,420,768	-	-	455,382	-	8,876,150
Expenditure on:							
Raising funds	8	10,055	11,391	-	-	-	21,446
Charitable activities	9	7,333,958	283,864	18,000	127,628	-	7,763,450
Total expenditure		7,344,013	295,255	18,000	127,628	-	7,784,896
Net gains/(losses) on investments		299	-	-	3,005	(1,016)	2,288
Net (expenditure)/ income before transfers		1,077,054	(295,255)	(18,000)	330,759	(1,016)	1,093,542
Transfers between funds	14	(1,427,267)	1,850,512	43,000	(466,245)	-	-
Net income/(expenditure)		(350,213)	1,555,257	25,000	(135,486)	(1,016)	1,093,542
Other recognised (losses)							
Actuarial loss on defined benefit pension schemes	23	-	-	(13,000)	-	-	(13,000)
Net movement in funds		(350,213)	1,555,257	12,000	(135,486)	(1,016)	1,080,542
Total funds brought forward		732,949	14,724,027	(331,000)	494,071	549,153	16,169,200
Total funds carried forward		382,736	16,279,284	(319,000)	358,585	548,137	17,249,742

NEW COLLEGE WORCESTER

BALANCE SHEET

AS AT 31 AUGUST 2025

	Notes	2025 £	£	2024 £	£
Fixed assets					
Tangible assets	15		15,451,682		15,879,284
Current assets					
Debtors	16	333,343		1,529,783	
Cash at bank and in hand		2,471,751		2,254,009	
		2,805,094		3,783,792	
Creditors: amounts falling due within one year	17	(1,784,619)		(1,943,054)	
Net current assets			1,020,475		1,840,738
Total assets less current liabilities			16,472,157		17,720,022
Creditors: amounts falling due after more than one year	18		(126,558)		(151,280)
Provisions for liabilities	22		(934,000)		(319,000)
Total net assets			15,411,599		17,249,742
Capital funds					
Endowment funds	24		548,137		548,137
Income funds					
Restricted funds	25		288,104		358,585
Unrestricted funds					
Unrestricted funds - Designated	26	15,451,682		16,279,284	
Unrestricted funds - General		57,676		382,736	
Unrestricted funds - Pension Scheme		(934,000)		(319,000)	
Total unrestricted funds			14,575,358		16,343,020
			15,411,599		17,249,742

The accounts were approved by the Trustee Governors on 29 April 2026

P. K. Dyson

Mrs P Dyson

Trustee

Company Registration No. 06053218

NEW COLLEGE WORCESTER

STATEMENT OF CASH FLOWS

FOR THE YEAR ENDED 31 AUGUST 2025

	Notes	2025 £	£	2024 £	£
Cash flows from operating activities					
Cash generated from operations	30		70,629		852,124
Investing activities					
Purchase of tangible fixed assets		(557,018)		(1,162,298)	
Proceeds from disposal of tangible fixed assets		754,908		-	
Purchase of investments		-		(76,549)	
Proceeds from disposal of investments		-		792,356	
Investment income received		17,251		57,029	
Net cash generated from/(used in) investing activities			215,141		(389,462)
Financing activities					
Repayment of bank loans		(14,470)		(13,014)	
Repayment of pension fund deficit		(44,000)		(43,000)	
Payment of obligations under finance leases		(9,558)		(9,557)	
Net cash used in financing activities			(68,028)		(65,571)
Net increase in cash and cash equivalents			217,742		397,091
Cash and cash equivalents at beginning of year			2,254,009		1,856,918
Cash and cash equivalents at end of year			2,471,751		2,254,009

NEW COLLEGE WORCESTER

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 AUGUST 2025

1 Accounting policies

Company information

New College Worcester is a private company limited by guarantee incorporated in England and Wales (company number: 06053218) and a charity registered in England and Wales (charity number: 1118377). The registered office is New College Worcester, Whittington Road, Worcester, WR5 2JX.

1.1 Accounting convention

The financial statements have been prepared in accordance with the charitable company's governing document, the Companies Act 2006 and "Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019) (Charities SORP (FRS102))", the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS102). The charitable company is a Public Benefit Entity as defined by FRS 102.

The financial statements are prepared in sterling, which is the functional currency of the charitable company. Monetary amounts in these financial statements are rounded to the nearest £.

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

1.2 Going concern

At the time of approving the financial statements, the Trustee Governors have a reasonable expectation that the charitable company has adequate resources to continue in operational existence for the foreseeable future and that there are no material uncertainties about its ability to continue. Thus the Trustee Governors continue to adopt the going concern basis of accounting in preparing the financial statements.

The Business Repositioning Programme undertaken over the last two years has reduced base-line operating costs by approx. £1.5m, increased fees realistically and subsequently lowered the student numbers break-even position to around 61-65 students, compared to 75-80 students previously.

Despite this, because of the lower-than-expected student numbers for FY2025/26, starting off in September 2025 with only 49 students, the Governing Body decided to instigate a Merger, Acquisition & Sales (MA&S) process to find a suitable partner for New College Worcester (NCW).

Even with the highly thought of revamped student accommodation and a "Good" Residential Ofsted Grade and "Good to Outstanding" Educational Ofsted Grades student numbers had fallen dramatically. This fall in student numbers is mostly down to the general political educational environment which aims very much to "Stay Mainstream, Stay Local" with additional funding going to mainstream schools to accommodate Special Educational Needs (SEN) students, including Visually Impaired (VI) students, many of whom would have traditionally been educated at NCW.

Local Authorities (LA's) are also slowing up the process of enrolment to special schools by taking each case to a Tribunal and setting the tribunal dates into their future financial years – NCW had 8 tribunals outstanding at the start of September 2025 some of which were put back to May 2026. If these 8 students had started at NCW in September 25 it would have given us 57 students and an extra £1.1m turnover – NCW has a 90% success rate at tribunals.

Governors felt that the best way of increasing student numbers back to the Campus's potential of 90-100 students was to seek a merger partner who could help us widen our offer and attract additional types of students and their funding to the site.

With the current student numbers the College Cash-Flow remains positive until May 2027 with the further options of selling land and buildings. One strip of land has been identified and valued at £1.5m by three different estate agents and could be sold quickly if needed to extend our Cash Flow remaining positive into 2028.

NEW COLLEGE WORCESTER

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2025

1 Accounting policies

(Continued)

The MA&S process is being overseen by FRP Advisory, a specialist firm in this area, and the aim is to complete a Merger, Acquisition or Sale by 31st August 2026 with an agreed timeline very much on course.

Because of the above actions Governors are certain that New College Worcester will remain in operation on the current Campus as a Going-Concern, albeit with the addition of non-VI students on-site and NCW operating under an umbrella of another entity such as a MAT.

1.3 Charitable funds

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

Designated funds comprise funds which have been set aside at the discretion of the Trustee Governors for specific purposes. The purposes and uses of the designated funds are set out in the notes to the accounts.

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

Expendable endowment funds are subject to specific conditions by donors that the funds must be invested to produce income by the charitable company.

1.4 Income

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

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

Government grant income is recognised on a receivable basis. Where income is received in advance of meeting any performance related conditions income is deferred until the performance conditions are met.

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

Restricted grant income is recognised on a receivable basis. Unrestricted grant income is recognised over the period to which it relates.

School fees are recognised during the school term to which they relate.

Investment income is recognised on a receivable basis.

Other income is recognised on a receivable basis over the period to which it relates.

1.5 Expenditure

Expenditure is recognised once there is a legal or constructive obligation to transfer economic benefit to a third party, it is probable that a transfer of economic benefits will be required in settlement, and the amount of the obligation can be measured reliably.

Expenditure is classified by activity. The costs of each activity are made up of the total of direct costs and shared costs, including support costs involved in undertaking each activity. Direct costs attributable to a single activity are allocated directly to that activity. Shared costs which contribute to more than one activity and support costs which are not attributable to a single activity are apportioned between those activities on a basis consistent with the use of resources. Central staff costs are allocated on the basis of time spent, and depreciation charges are allocated on the portion of the asset's use.

NEW COLLEGE WORCESTER

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2025

1 Accounting policies

(Continued)

All expenditure is accounted for on an accruals basis.

Expenditure on raising funds relates to expenditure directly attributable to fundraising activities.

Charitable expenditure comprises those costs directly attributable to the Charitable Company's work.

Governance costs comprise the costs which are directly attributable to the management of the Charitable Company's assets, organisational procedures and the necessary legal procedures for compliance with statutory requirements.

Governance costs have been allocated to academic charitable activities.

Support costs are apportioned over the charitable activities of the Charitable Company on a percentage of staff costs basis.

Postage and stationery and computer costs are apportioned between academic and support costs based on estimated usage prior to the apportionment of support costs between the charitable activities of the Charitable Company.

1.6 Tangible fixed assets

Assets costing £1,000 or more are capitalised.

Tangible fixed assets other than freehold land are stated at cost less depreciation.

Depreciation is recognised so as to write off the cost or valuation of assets less their residual values over their useful lives on the following bases:

Freehold land	is not depreciated
Freehold buildings	straight line basis over 50 years
IT Equipment	straight line basis over 5 years
Fixture and Fittings	straight line basis over 5 years or 10 years
Motor Vehicles	straight line basis over 5 years

The gain or loss arising on the disposal of an asset is determined as the difference between the sale proceeds and the carrying value of the asset, and is recognised in the statement of financial activities.

1.7 Impairment of fixed assets

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

1.8 Cash and cash equivalents

Cash and cash equivalents include cash in hand, deposits held at call with banks, other short-term liquid investments with original maturities of three months or less.

1.9 Financial instruments

The charitable company only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value.

NEW COLLEGE WORCESTER

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2025

1 Accounting policies

(Continued)

Debtors

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

Liabilities

Liabilities are recognised where there is an obligation at the Balance Sheet date as a result of a past event, it is probable that a transfer of economic benefit will be required in settlement, and the amount of the settlement can be estimated reliably. Liabilities are recognised at the amount that the charitable company anticipates it will pay to settle the debt or the amount it has received as advanced payments for the goods or services it must provide.

1.10 Employee benefits

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

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

1.11 Retirement benefits

The charitable company operates two defined benefit pension schemes.

The Teachers' Pension Scheme forms part of a multi-employer scheme and, therefore, it is unable to identify its share of the underlying assets and liabilities in the scheme on a consistent and reliable basis. As such the contributions are accounted for as if the scheme were defined contribution and charged as they become payable.

The Pensions Trust scheme also forms part of a multi-employer scheme. 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 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 following withdrawal from the scheme. Participating employers are legally required to meet their share of the scheme deficit on an annuity purchase basis on withdrawal from the scheme.

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 rate detailed in these disclosures. The unwinding of the discount rate is recognised as a finance cost.

1.12 Leases

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

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

NEW COLLEGE WORCESTER

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2025

2 Critical accounting estimates and judgements

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

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

Depreciation is based on judgement of the useful economic life and residual value of assets based on historical experience. Details of depreciation rates are in note 1.6 above.

Independent Schools' Pension Scheme

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 rate detailed in note 23. The discount rates used 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.

NEW COLLEGE WORCESTER

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2025

3 Donations and legacies

	Unrestricted funds general £	Restricted funds £	Total 2025 £	Total 2024 £
Donations and gifts	28,944	14,655	43,599	28,323
Legacies receivable	404,932	-	404,932	1,968,108
Other specified income as below	40,870	319,172	360,042	407,315
	<u>474,746</u>	<u>333,827</u>	<u>808,573</u>	<u>2,403,746</u>
For the year ended 31 August 2024	<u>2,115,271</u>	<u>288,475</u>		<u>2,403,746</u>

	Unrestricted funds general £	Restricted funds £	Total 2025 £	Total 2024 £
Grants receivable for core activities				
ESFA Core funding grants	40,870	-	40,870	129,675
OSF Active Partnership	-	8,432	8,432	4,951
ESFA Grants	-	2,345	2,345	1,453
Devolved Formula Capital Grant/School Condition Grant	-	-	-	74,703
Vinchel Foundation	-	160,000	160,000	160,000
Pupil Premium Funding	-	13,650	13,650	14,778
Recovery Grant	-	-	-	18,492
Lightmongers Affiliation	-	7,000	7,000	7,000
Tutoring grant	-	-	-	(3,737)
The Michael Marsh Charitable Trust	-	1,500	1,500	-
Low vision aid funding	-	10,000	10,000	-
Glow Maths	-	2,000	2,000	-
Tesco	-	2,000	2,000	-
Worcestershire County Council	-	5,635	5,635	-
DMF Ellis Charitable Trust	-	3,500	3,500	-
Baron Davenport's Charity	-	1,000	1,000	-
National Lottery Community Fund	-	18,500	18,500	-
The Percy Bilton Trust	-	4,610	4,610	-
Richard Cadbury Trust	-	500	500	-
The Eveson Trust	-	20,000	20,000	-
Ulverscroft Foundation	-	19,000	19,000	-
The Saintbury Trust	-	3,000	3,000	-
The Powell Family Foundation	-	5,000	5,000	-
WO Street Charitable Foundation	-	1,500	1,500	-
The Kildare Trust	-	25,000	25,000	-
Edward Cadbury Charitable Trust	-	5,000	5,000	-
	<u>40,870</u>	<u>319,172</u>	<u>360,042</u>	<u>407,315</u>

NEW COLLEGE WORCESTER

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2025

4 Charitable activities

	Teaching income	Music lessons for students	Student contributions to outdoor pursuits	Kitchen sales	Outreach and support income	Total 2025	Total 2024
	£	£	£	£	£	£	£
Income within charitable activities							
	5,465,551	16,615	9,821	-	11,143	5,503,130	6,407,994
Analysis by fund							
Unrestricted funds - general	5,465,551	16,615	9,821	-	11,143	5,503,130	
For the year ended 31 August 2024							
Unrestricted funds - general	6,225,064	16,168	8,353	902	2,468		6,252,955
Restricted funds	155,039	-	-	-	-		155,039
	6,380,103	16,168	8,353	902	2,468		6,407,994

NEW COLLEGE WORCESTER

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2025

5 Fundraising activities

	2025	2024
	£	£
Other fundraising income	54	1,753

6 Investments

	Unrestricted funds general £	Restricted funds £	Total 2025 £	Total 2024 £
Swimming pool and other hire	7,220	-	7,220	34,947
Income from listed investments	-	-	-	13,252
Interest receivable	10,031	-	10,031	8,830
	17,251	-	17,251	57,029
For the year ended 31 August 2024	45,161	11,868		57,029

Hire income and interest receivable on cash balances are recognised on a receivable basis and accrue to general revenue.

NEW COLLEGE WORCESTER

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2025

7 Other income

	2025	2024
	£	£
Other income	5,235	5,628
Input VAT recovered	363,214	-
	<u>368,449</u>	<u>5,628</u>

8 Raising funds

	Unrestricted funds general £	Unrestricted funds Designated £	Total 2025 £	Total 2024 £
<u>Fundraising and publicity</u>				
Fundraising Strategy Planning	22,326	-	22,326	3,444
Fundraising activities expenditure - leaver's dinner	5,500	-	5,500	6,611
Staff costs	50,139	-	50,139	-
Depreciation	-	12,408	12,408	11,391
	<u>77,965</u>	<u>12,408</u>	<u>90,373</u>	<u>21,446</u>
For the year ended 31 August 2024				
Fundraising and publicity	<u>10,055</u>	<u>11,391</u>		<u>21,446</u>

NEW COLLEGE WORCESTER

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2025

9 Charitable activities

	Teaching	Student care	Kitchen and domestic	Specific purpose projects	Total 2025	Total 2024
	£	£	£	£	£	£
Staff costs	3,454,070	1,210,064	359,876	-	5,024,010	5,103,028
Depreciation	149,312	22,049	22,048	23,895	217,304	283,864
Staff training	100,585	9,046	-	-	109,631	57,654
Agency staff costs	-	241,866	-	-	241,866	-
Books and materials	49,429	-	-	-	49,429	22,617
Outdoor pursuits	3,130	-	-	-	3,130	123
Educational visits	13,838	-	-	-	13,838	39,273
Student external courses	10,883	-	-	-	10,883	6,755
Postage and stationery	31,121	-	-	-	31,121	30,685
Computer costs	11,185	-	-	-	11,185	8,736
Repairs and maintenance	85,556	-	-	-	85,556	196,750
Sundry	10,155	15,762	-	-	25,917	19,553
Subscriptions	30,369	-	-	-	30,369	33,332
Prizes for students	582	-	-	-	582	452
Examination fees	11,078	-	-	-	11,078	16,538
Medical costs	-	28,109	-	-	28,109	2,330
Cleaning	-	-	9,442	-	9,442	10,647
Food Costs	-	-	77,088	-	77,088	87,568
Outreach	-	-	-	132	132	278
College Improvement Plan	-	-	-	-	-	775
Restricted fund projects	-	-	-	76,763	76,763	54,035
Pension fund interest	14,000	-	-	-	14,000	18,000
	<u>3,975,293</u>	<u>1,526,896</u>	<u>468,454</u>	<u>100,790</u>	<u>6,071,433</u>	<u>5,992,993</u>
Share of support costs (see note 10)	714,878	247,911	73,716	-	1,036,505	1,404,041
Share of governance costs (see note 10)	692,289	-	-	-	692,289	366,416
	<u>5,382,460</u>	<u>1,774,807</u>	<u>542,170</u>	<u>100,790</u>	<u>7,800,227</u>	<u>7,763,450</u>

NEW COLLEGE WORCESTER

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2025

9 Charitable activities

(Continued)

Analysis by fund

Unrestricted funds - general	5,185,649	1,752,758	520,122	132	7,458,661
Unrestricted funds - Designated	149,312	22,049	22,048	23,895	217,304
Unrestricted funds - pension	14,000	-	-	-	14,000
Restricted funds	33,499	-	-	76,763	110,262
	<u>5,382,460</u>	<u>1,774,807</u>	<u>542,170</u>	<u>100,790</u>	<u>7,800,227</u>

For the year ended 31 August 2024

Unrestricted funds - general	4,655,437	2,158,102	519,366	1,053	7,333,958
Unrestricted funds - Designated	191,331	33,148	33,148	26,237	283,864
Unrestricted funds - pension	18,000	-	-	-	18,000
Restricted funds	73,593	-	-	54,035	127,628
	<u>4,938,361</u>	<u>2,191,250</u>	<u>552,514</u>	<u>81,325</u>	<u>7,763,450</u>

NEW COLLEGE WORCESTER

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2025

10 Support costs

	Support costs	Governance costs	2025	2024
	£	£	£	£
Staff costs	476,156	40,626	516,782	775,447
Administration staff training	13,370	-	13,370	7,910
Premises repairs and maintenance	91,712	-	91,712	130,103
Rates and water	18,330	-	18,330	17,853
Heat and light	189,933	-	189,933	238,060
Insurance	76,177	-	76,177	63,643
Transport costs	12,644	-	12,644	20,900
Postage and stationery	8,068	-	8,068	12,571
Telephone	12,441	-	12,441	19,192
Equipment repairs and maintenance	12,668	-	12,668	11,832
Computer costs	99,525	-	99,525	64,882
Sundry expenses	3,056	-	3,056	5,226
Adverts for recruitment of staff	3,656	-	3,656	26,943
Marketing of the activities of the school	5,468	-	5,468	16,843
Loan interest	11,235	-	11,235	13,312
Other interest	2,066	-	2,066	2,066
Audit and accountancy	-	25,150	25,150	10,140
Legal and professional fees	-	616,594	616,594	319,865
Bank charges	-	3,537	3,537	1,892
Investment management fees	-	-	-	3,303
Recruitment	-	6,382	6,382	8,474
	<u>1,036,505</u>	<u>692,289</u>	<u>1,728,794</u>	<u>1,770,457</u>
Analysed between				
Charitable activities	<u>1,036,505</u>	<u>692,289</u>	<u>1,728,794</u>	<u>1,770,457</u>

Postage and stationery, and computer costs are apportioned between academic and support costs based on estimated usage prior to the appointment of support costs between the charitable activities of the Charitable Company.

Other support costs are apportioned over the charitable activities of the Charitable Company on a percentage of staff costs basis.

NEW COLLEGE WORCESTER

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2025

10 Support costs

(Continued)

Legal and professional fees includes the following:

	2025 £	2024 £
Strategic planning consultant	112,467	159,009
Project accountant	38,633	34,200
Pension and employment advice	246,303	46,809
Communication consultancy	37,610	16,636
Property and valuation advice	34,611	-
Management information and Xero setup costs	11,490	2,592
Local authority appeals advice	45,700	-
Other professional services	89,780	60,619
	<u>616,594</u>	<u>319,865</u>

Included in staff costs is £40,626 (2024: £22,742) for company secretarial and governance time.

Governance costs includes payments to the auditors of £25,150 (2024: £10,140) for audit fees, £400 (2024: £400) for other assurance services and £11,090 (2024: £2,192) for other non audit services.

11 Trustees' Remuneration and Expenses

One trustee has been paid remuneration or has received other benefits from employment with the charity. The Principal only receives remuneration in respect of services she provides undertaking the role of Principal under her contract of employment.

The value of trustees' remuneration and other benefits was as follows:

Mrs R Perks (Principal and Trustee), Remuneration £115,902 (2024: £108,271) and Employers Pension Contributions £33,241 (2024: £27,622).

During the year trustees' expenses of £5,051 (2024: £4,841) were reimbursed to 3 trustees (2024: 3 trustees). Expenses related to travel, hospitality, room hire, training and other small sundry expenses.

NEW COLLEGE WORCESTER

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2025

12 Employees

Number of employees

The average monthly number of employees during the year was:

	2025 Number	2024 Number
Academic	76	76
Care	34	52
Domestic	23	24
Administration	18	18
	<u>151</u>	<u>170</u>

Employment costs

	2025 £	2024 £
Wages and salaries	4,362,290	4,466,573
Social security costs	477,079	393,045
Other pension costs	751,562	1,018,857
	<u>5,590,931</u>	<u>5,878,475</u>

The number of employees whose annual remuneration was £60,000 or more were:

	2025 Number	2024 Number
£60,001 - £70,000	3	4
£70,001 - £80,000	4	2
£80,001 - £90,000	1	-
£100,001 - £110,000	-	1
£110,001 - £120,000	1	-
	<u>1</u>	<u>-</u>

Of the employees whose emoluments exceed £60,000, all employees have retirement benefits accruing under multi-employer defined benefit pension schemes. Total employer pensions contributions for the year for these employees amounted to £165,654 (2024: £132,460).

Included in wages and salaries are redundancy costs of £nil (2024: £166,856).

Key management personnel is defined as the Principal, Vice Principal, Assistant Principals, Director of Residential, Head of Outreach & Education Co-Ordinator, Strategic Lead - Student Wellbeing and Designated Safeguarding Lead and Director of Finance. The total employee benefits of the key management personnel were £845,297 (2024: £785,613).

13 Taxation

The charity is exempt from taxation on its activities because all its income is applied for charitable purposes.

NEW COLLEGE WORCESTER

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2025

14 Transfers

During the year £44,000 (2024: £43,000) was released from unrestricted funds to the Pension Scheme reserve. Additionally, £294,046 (2024: £466,245) was transferred from restricted funds to unrestricted funds to represent the assets purchased from restricted funds. £197,890 was transferred from the designated fund to equate the carry forward fund balance to the value of tangible fixed assets (2024: £1,850,512 was transferred into designated funds). Additionally the £400,000 fund designated for property refurbishment was transferred to the unrestricted fund now the refurbishment programme is complete.

15 Tangible fixed assets

	Freehold land and buildings	IT Equipment	Fixture and Fittings	Motor Vehicles	Total
	£	£	£	£	£
Cost					
At 1 September 2024	15,731,038	979,643	1,170,562	114,967	17,996,210
Additions	380,285	67,189	90,877	18,667	557,018
Disposals	(688,500)	(375,012)	(3,584)	(20,334)	(1,087,430)
At 31 August 2025	15,422,823	671,820	1,257,855	113,300	17,465,798
Depreciation					
At 1 September 2024	857,861	706,232	460,365	92,468	2,116,926
Depreciation charged in the year	(18,472)	98,358	137,746	12,080	229,712
Eliminated in respect of disposals	64,008	(375,012)	(3,584)	(17,934)	(332,522)
At 31 August 2025	903,397	429,578	594,527	86,614	2,014,116
Carrying amount					
At 31 August 2025	14,519,426	242,242	663,328	26,686	15,451,682
At 31 August 2024	14,873,177	273,411	710,197	22,499	15,879,284

Included in land and buildings is freehold land with a net book value of £164,000.

During the year ended 31 March 2008 trusteeship of land and buildings of market value of £12,520,425 was transferred from Royal National Institute of Blind People and its subsidiary RNIB Services Limited to New College Worcester, subject to a capital recovery deed whereby if the property is sold prior to 8 June 2028, which would require written consent and confirmation that the consideration of such a sale is not below market value from RNIB, then the Charitable Company shall pay RNIB the lower of 82% of the consideration of sale plus VAT and £5,000,000 plus VAT.

In 2021, a deed of variation was entered into and, by agreement with RNIB, proceeds of a permitted disposal may be invested into alternative premises that deliver services to the blind and partially sighted.

NEW COLLEGE WORCESTER

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2025

16 Debtors

	2025 £	2024 £
Amounts falling due within one year:		
Trade debtors	128,314	145
Other debtors	148,931	1,471,966
Prepayments and accrued income	56,098	57,672
	<u>333,343</u>	<u>1,529,783</u>

17 Creditors: amounts falling due within one year

	Notes	2025 £	2024 £
Bank loans	20	14,304	13,140
Trade creditors		101,298	573,815
Other taxation and social security		288,352	79,968
Other creditors		26,846	155,826
Accruals		208,988	427,286
Deferred income	21	1,135,743	683,461
Obligations under finance leases	19	9,088	9,558
		<u>1,784,619</u>	<u>1,943,054</u>

18 Creditors: amounts falling due after more than one year

	Notes	2025 £	2024 £
Loans and overdrafts	20	126,558	142,192
Obligations under finance leases	19	-	9,088
		<u>126,558</u>	<u>151,280</u>

19 Finance lease obligations

Future minimum lease payments due under finance leases:

	2025 £	2024 £
Within one year	9,088	9,558
Within two and five years	-	9,088
	<u>9,088</u>	<u>18,646</u>

NEW COLLEGE WORCESTER

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2025

20 Loans and overdrafts

	2025 £	2024 £
Bank loans	140,862	155,332
Payable within one year	14,304	13,140
Payable after one year	126,558	142,192
Amounts included above which fall due after five years:		
Payable by instalments	38,089	52,560

21 Deferred income

	2025 £	2024 £
Other deferred income	1,135,743	683,461
School fee income received in advance	1,128,963	679,086
Ski trip income received in advance	6,780	4,375
	1,135,743	683,461

Deferred income is included in the financial statements as follows:

	2025 £	2024 £
Deferred income is included within:		
Current liabilities	1,135,743	683,461
Movements in the year:		
Deferred income at 1 September 2024	683,461	438,470
Released from previous periods	(683,461)	(438,470)
Resources deferred in the year	1,135,743	683,461
Deferred income at 31 August 2025	1,135,743	683,461

NEW COLLEGE WORCESTER

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2025

22	Provisions for liabilities	Notes	2025 £	2024 £
	Retirement benefit obligations	23	934,000	319,000
			<u>934,000</u>	<u>319,000</u>

23 Retirement benefit schemes

Teachers' Pension Scheme

The Teachers' Pension Scheme (TPS) is a statutory, contributory, defined benefit scheme, governed by the Teachers' Pension Scheme Regulations 2014. Membership is automatic for teachers. All teachers have the option to opt-out of the TPS following enrolment.

The TPS is an unfunded scheme to which both the member and employer makes contributions, as a percentage of salary - these contributions are credited to the Exchequer. Retirement and other pension benefits are paid by public funds provided by Parliament.

Valuation of the Teachers' Pension Scheme

The Government Actuary, using normal actuarial principles, conducts a formal actuarial review of the TPS in accordance with the Public Service Pensions (Valuations and Employer Cost Cap) Directions 2014 published by HM Treasury every 4 years. The aim of the review is to ensure scheme costs are recognised and managed appropriately and the review specifies the level of future contributions.

Actuarial scheme valuations are dependent on assumptions about the value of future costs, design of benefits and many other factors. The latest actuarial valuation of the TPS was carried out as at 31 March 2020. The valuation report was published by the Department for Education on 27 October 2023, with the SCAPE rate, set by HMT, applying a notional investment return based on 1.7% above the rate of CPI. The key elements of the valuation outcome are:

- Employer contribution rates set at 28.68% of pensionable pay (including a 0.08% administration levy). This is an increase of 5% in employer contributions and the cost control result is such that no change in member benefits is needed.
- Total scheme liabilities (pensions currently in payment and the estimated cost of future benefits) for service to the effective date of £262,000 million and notional assets (estimated future contributions together with the notional investments held at the valuation date) of £222,200 million, giving a notional past service deficit of £39,800 million.

The result of this valuation was implemented from 1 April 2024. The next valuation result is due to be implemented from 1 April 2027.

The employer's pension costs paid to TPS in the period amounted to £510,856 (2024: £415,903).

A copy of the valuation report and supporting documentation is on the Teachers' Pensions website.

Under the definitions set out in FRS 102, the TPS is an unfunded multi-employer pension scheme. The charitable company is unable to identify its share of the underlying assets and liabilities of the plan. Accordingly, the charitable company has taken advantage of the exemption in FRS 102 and has accounted for its contributions to the scheme as if it were a defined contribution scheme. The charitable company has set out above, the information available on the scheme.

NEW COLLEGE WORCESTER

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2025

23 Retirement benefit schemes

(Continued)

The Pensions Trust Scheme

The college participates in The Pensions Trust Independent Schools' Pension Scheme, a multi-employer scheme which provides benefits to some 51 non-associated 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 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 unable to meet their share of the scheme deficit following withdrawal from the scheme. Participating employers are legally required to meet their share of the scheme deficit on an annuity purchase basis on withdrawal from the scheme.

A full actuarial valuation for the scheme was carried out with an effective date of 30 September 2023. This actuarial valuation was certified on 11 December 2024 and showed assets of £99.2m, liabilities of £151.5m and a deficit of £52.3m. To eliminate this funding shortfall, the trustees and the participating employers have agreed that additional contributions will be paid, in combination from all employers, to the scheme as follows:

From 1 September 2025 to 31 January 2034 : £6m per annum (payable monthly and increasing by 3% on each 1st September).

The scheme's previous valuation was carried out with an effective date of 30 September 2020. This valuation showed assets of £201.1m, liabilities of £256.3m and a deficit of £55.2m. To eliminate this funding shortfall, the Trustee has asked the participating employers to pay additional contributions to the scheme as follows:

From 1 September 2022 to 30 June 2032 : £2.69m per annum (payable monthly and increasing 3% on each 1st September).

The recovery plan contributions are allocated to each participating employer in line with their estimated share of the 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 rate detailed in these disclosures. The unwinding of the discount rate is recognised as a finance cost.

Key assumptions

	2025	2024
Discount rate (% per annum)	4.79%	4.68%

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.

NEW COLLEGE WORCESTER

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2025

23 Retirement benefit schemes

(Continued)

Income and expenditure impact

	2025 £	2024 £
Remeasurements- amendments to the contribution schedule	649,000	-
Interest expense	14,000	18,000
Remeasurements - impact of any change in assumptions	(4,000)	13,000
Total costs	659,000	31,000

	2025 £	2024 £
Present value of provision	934,000	319,000

Reconciliation of opening and closing provisions

	2025 £	2024 £
Provision at start of period	319,000	331,000
Remeasurements - amendments to the contribution schedule	649,000	-
Remeasurements - impact of any change in assumptions	(4,000)	13,000
Deficit contributions paid	(44,000)	(43,000)
Unwinding of the discount factor (interest expense)	14,000	18,000
Provision at end of period	934,000	319,000

NEW COLLEGE WORCESTER

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2025

24 Endowment funds

Endowment funds represent assets which must be held permanently by the charitable company. Income arising on the endowment funds can be used in accordance with the objects of the charitable company and is included as unrestricted income. Any capital gains or losses arising on the assets form part of the fund.

	Balance at 1 September 2023 £	Movement in funds				Balance at 1 September 2024 £	Movement in funds				Balance at 31 August 2025 £
		Income	Expenditure	Transfers	Losses		Income	Expenditure	Transfers	Losses	
Permanent endowments											
Additional											
Scholarship Fund	3,321	-	-	-	(8)	3,313	-	-	-	-	3,313
Bonham Fund	1,890	-	-	-	(6)	1,884	-	-	-	-	1,884
College Prize											
Fund	4,005	-	-	-	(5)	4,000	-	-	-	-	4,000
De Cordova	13,108	-	-	-	(25)	13,083	-	-	-	-	13,083
Eric Hamilton											
Tucker Trust	426,280	-	-	-	(802)	425,478	-	-	-	-	425,478
General											
Endowments	3,773	-	-	-	(6)	3,767	-	-	-	-	3,767
Gullick Bequest	71,782	-	-	-	(134)	71,648	-	-	-	-	71,648
Hextall											
Foundation	3,881	-	-	-	(12)	3,869	-	-	-	-	3,869
Higby Fund	1,701	-	-	-	(7)	1,694	-	-	-	-	1,694
Scholarship											
Foundation	7,764	-	-	-	(11)	7,753	-	-	-	-	7,753
C/fwd	537,505	-	-	-	(1,016)	536,489	-	-	-	-	536,489

NEW COLLEGE WORCESTER

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2025

24 Endowment funds		(Continued)											
	Balance at 1 September 2023 £	Movement in funds				Losses	Balance at 1 September 2024 £	Movement in funds				Losses	Balance at 31 August 2025 £
		Income	Expenditure	Transfers				Income	Expenditure	Transfers			
B/fwd	537,505	-	-	-		(1,016)	536,489	-	-	-		-	536,489
Expendable endowments													
General Purpose	11,648	-	-	-		-	11,648	-	-	-		-	11,648
Bequests	549,153	-	-	-		(1,016)	548,137	-	-	-		-	548,137

Endowment Funds are held to provide income for scholarships, prizes, grants for activities at the College and towards the students' further education. Income generated from these funds is attributed to the associated restricted fund. Further details of these funds can be found in the restricted fund note.

NEW COLLEGE WORCESTER

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2025

25 Restricted funds

The restricted funds of the charity comprise the unexpended balances of donations and grants held on trust subject to specific conditions by donors as to how they may be used.

	Movement in funds				Gains and Balance at	
	Balance at 1 September 2024	Income	Expenditure	Transfers	(losses) 31 August 2025	
	£	£	£	£	£	£
EFA Bursary Fund Grant	5,159	1,202	-	-	-	6,361
Lightmongers Affiliation	6,166	7,650	(515)	-	-	13,301
Pupil Premium Funding	11,844	13,650	(11,844)	-	-	13,650
Archive Fund	2,817	-	(2,817)	-	-	-
Bransford Trust - Art	2,649	-	-	-	-	2,649
The Beatrice Laing Trust	1,632	-	(1,632)	-	-	-
IT Designated Fund	157,861	-	(30,780)	(60,286)	-	66,795
Mental Health	14,725	-	(14,725)	-	-	-
VICTA	1,500	-	-	-	-	1,500
VI Specialist Equipment	915	-	(915)	-	-	-
Vinchel Foundation	-	160,000	(440)	(159,560)	-	-
DFE Maintenance	7,215	-	(7,215)	-	-	-
COVID Recovery	2,544	-	(2,544)	-	-	-
The Michael Marsh Charitable Trust	-	1,500	(1,500)	-	-	-
Low Vision Aid Funding	-	10,000	-	-	-	10,000
Glow Maths	-	2,000	-	-	-	2,000
Tesco	-	2,000	(1,000)	-	-	1,000
Worcestershire County Council	-	5,635	(1,958)	-	-	3,677
DMF Ellis Charitable Trust	-	3,500	(2,035)	-	-	1,465
Baron Davenport's Charity	-	1,000	-	-	-	1,000
J Hobbins	-	2,000	-	(2,000)	-	-
National Lottery Community Fund	-	18,500	-	(18,500)	-	-
The Percy Bilton Trust	-	4,610	-	(1,768)	-	2,842
Tutoring grant	(782)	-	782	-	-	-
Awards for All	5,813	-	-	-	-	5,813
Sundry small restricted funds < £500	990	2,263	(3,133)	-	-	120
Pete & Thomas Just Giving	1,955	-	-	-	-	1,955
OSF Year 3	-	8,432	(579)	(765)	-	7,088
The Eveson Trust	-	20,000	(1,333)	(18,667)	-	-
Ulverscroft Foundation	-	19,000	(412)	-	-	18,588
The Saintbury Trust	-	3,000	-	(2,500)	-	500
C/fwd	223,003	285,942	(84,595)	(264,046)	-	160,304

NEW COLLEGE WORCESTER

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2025

25 Restricted funds

(Continued)

	Balance at 1 September 2024	Movement in funds			Gains and Balance at (losses) 31 August 2025
	£	Income	Expenditure	Transfers	£
		£	£	£	£
B/fwd	223,003	285,942	(84,595)	(264,046)	- 160,304
The Powell Family Foundation	-	5,000	(2,785)	-	- 2,215
In memory of S Reilly WO Street Charitable Foundation	-	11,385			11,385
	-	1,500	(1,500)		-
The Kildare Trust	-	25,000		(25,000)	-
Edward Cadbury Charitable Trust	-	5,000	-	(5,000)	-
Associated funds: The Charitable Company as Trustee administers these funds under their existing trusts					
Additional Scholarship Fund	2,322	-	-	-	- 2,322
Bonham Fund	887	-	-	-	- 887
College Prize Fund	631	-	-	-	- 631
De Cordova Fund	27,114	-	-	-	- 27,114
Eric Hamilton Tucker Trust	42,679	-	(21,382)	-	- 21,297
Gullick Bequest	32,329	-	-	-	- 32,329
Hextall Foundation	17,007	-	-	-	- 17,007
Higby Fund	5,398	-	-	-	- 5,398
Scholarship Foundation	7,215	-	-	-	- 7,215
	<u>358,585</u>	<u>333,827</u>	<u>(110,262)</u>	<u>(294,046)</u>	<u>- 288,104</u>

NEW COLLEGE WORCESTER

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2025

25 Restricted funds

(Continued)

Prior year	Movement in funds				Gains and Balance at (losses) 31 August 2024	
	Balance at 1 September 2023	Income	Expenditure	Transfers		
	£	£	£	£	£	£
Devolved Formula Capital Grant/School Condition Grant	-	74,703	-	(74,703)	-	-
EFA Bursary Fund Grant	3,706	1,453	-	-	-	5,159
Lightmongers Affiliation	-	7,000	(834)	-	-	6,166
Pupil Premium Funding	24,398	14,778	(27,332)	-	-	11,844
Archive Fund	2,817	-	-	-	-	2,817
Bransford Trust - Art	2,649	-	-	-	-	2,649
The Beatrice Laing Trust	1,632	-	-	-	-	1,632
IT Designated Fund	105,239	155,042	(1,624)	(100,796)	-	157,861
Mental Health	14,725	-	-	-	-	14,725
VICTA	1,500	-	-	-	-	1,500
VI Specialist Equipment	915	-	-	-	-	915
Vinchel Foundation	14,479	160,000	-	(174,479)	-	-
DFE Maintenance	7,215	-	-	-	-	7,215
Music Tour	2,975	-	-	(2,975)	-	-
Minibus	744	-	-	(744)	-	-
Activity Week	-	2,270	(8,826)	6,556	-	-
Play Equipment	904	-	-	(904)	-	-
COVID Catch up Grant	2,578	-	(2,578)	-	-	-
Orbit Braille Readers	914	-	-	(914)	-	-
Residential refurb - Lower school	14,000	-	-	(14,000)	-	-
Heating system	750	-	-	(750)	-	-
Specsfactory/Brillen	50,000	-	-	(50,000)	-	-
Cadbury Charitable Trust	50,000	-	-	(50,000)	-	-
COVID Recovery	18,768	18,492	(34,716)	-	-	2,544
Tutoring grant	2,955	(3,737)	-	-	-	(782)
Awards for All	5,813	-	-	-	-	5,813
Sundry small restricted funds < £500	3,439	113	(26)	(2,536)	-	990
Pete & Thomas Just Giving	-	1,955	-	-	-	1,955
OSF year 2	-	4,951	(4,951)	-	-	-
C/fwd	333,115	437,020	(80,887)	(466,245)	-	223,003

NEW COLLEGE WORCESTER

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2025

25 Restricted funds

(Continued)

Prior year

Movement in funds

B/fwd	333,115	437,020	(80,887)	(466,245)	-	223,003

Associated funds: The Charitable Company as Trustee administers these funds under their existing trusts

Additional Scholarship Fund	2,228	98	-	-	(4)	2,322
Bonham Fund	851	40	-	-	(4)	887
College Prize Fund	563	68	-	-	-	631
De Cordova Fund	26,414	477	-	-	223	27,114
Eric Hamilton Tucker Trust	66,289	14,854	(40,757)	-	2,293	42,679
Gullick Bequest	35,722	2,306	(5,984)	-	285	32,329
Hextall Foundation	16,675	226	-	-	106	17,007
Higby Fund	5,256	85	-	-	57	5,398
Scholarship Foundation	6,958	208	-	-	49	7,215
	494,071	455,382	(127,628)	(466,245)	3,005	358,585

NEW COLLEGE WORCESTER

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2025

25 Restricted funds

(Continued)

Details of the purpose of the main restricted funds are given below. A number of smaller value funds (<£500) also exist arising from donations from individuals or specific fund raising activities.

EFA Bursary Fund Grant - Grant funding targeted for student experiencing the greatest financial disadvantages and / or course-related costs.

Lightmongers Affiliation - Contributions towards costs of association with Lightmongers.

Pupil Premium Funding - Government funding to raise the attainment of disadvantaged pupils.

Archive Fund - Donation to support the archiving of NCW documents.

Bransford Trust (Art) - Donations towards Visiting Artists.

The Beatrice Laing Trust - Donation towards blackout blinds.

IT Designated Fund - College restricted fund for students' IT equipment.

Mental Health - For the provision of counselling services.

VICTA - Support for students applying for University.

VI Specialist Equipment - Up to date ICT equipment for generic use in College.

Vinchel Foundation, The Kildare Trust and Edward Cadbury Charitable Trust - In support of refurbishment works for the 6th form hostel.

DFE Maintenance - (Devolved Formula Capital allocation) - For maintenance to buildings and other facilities.

The Michael Marsh Charitable Trust - For digital theatre equipment.

Low Vision Aid Funding - For low vision aids for classrooms.

Glow Maths - In support of the Maths department using Glow maths resources.

Tesco - Supporting independent living and outdoor play equipment.

Worcestershire County Council - In support of the MUGA repairs and youth club project.

DMF Charitable Trust and Baron Davenport's Charity - In support of the youth club project.

J Hobbins - Donation for the purchase of a showdown table.

National Lottery Community Fund, The Percy Bilton Trust, Ulverscroft Foundation and the Saintbury Trust - All supporting the cost of new outdoor play equipment.

The Eveson Trust - Donation toward the cost of a new vehicle.

The Powell Family Foundation and Donations in memory of S Reilly - Donations towards the creation of a sensory room.

WO Street Charitable Foundation - Donation toward the cost of new paper heating machines.

NEW COLLEGE WORCESTER

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2025

25 Restricted funds

(Continued)

Tutoring grant - funding received to support one-to-one tutoring.

Awards for All - funding received for the Hear to Help project.

Pete & Thomas Just Giving - funding received for specialist exercise equipment.

OSF Year 3 - funding for facility upgrades and maintenance.

Associated Funds

Additional Scholarship Foundation - Scholarships and grants for students and to establish students in the world.

Bonham Fund - Prize for student entering University to read Mathematics.

College Prize Fund - Various annual prizes and awards.

De Cordova Fund - Scholarships to enter University to take up a literary career.

Eric Hamilton Tucker Trust - Grants to enable students to travel abroad.

Gullick Bequest - Holiday grants to students.

Hextall Foundation - Scholarships post New College Worcester for education or travel.

Higby Fund - Grants to students wishing to enter Oxford University.

Scholarship Foundation - Scholarships at NCW or at University / College or promotes education generally.

NEW COLLEGE WORCESTER

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2025

26 Designated funds

The unrestricted funds of the charity comprise the unexpended balances of donations and grants which are not subject to specific conditions by donors and grantors as to how they may be used. These include designated funds which have been set aside out of unrestricted funds by the trustees for specific purposes.

	Balance at 1 September 2023 £	Expenditure £	Transfers £	Balance at 1 September 2024 £	Expenditure £	Transfers £	Balance at 31 August 2025 £
Properties transferred under trust by RNIB	11,915,176	(37,309)	-	11,877,867	(37,309)	-	11,840,558
General fixed asset designated fund	2,408,851	(257,946)	1,850,512	4,001,417	(192,403)	(197,890)	3,611,124
Property refurbishment	400,000	-	-	400,000	-	(400,000)	-
	<u>14,724,027</u>	<u>(295,255)</u>	<u>1,850,512</u>	<u>16,279,284</u>	<u>(229,712)</u>	<u>(597,890)</u>	<u>15,451,682</u>

The Trustee Governors have designated the properties previously held under trust by RNIB as these properties are subject to a capital recovery deed.

During the year ended 31 March 2008 land and buildings of market value of £12,520,425 were transferred from Royal National Institute of Blind People and its subsidiary RNIB Services Limited to New College Worcester, subject to a capital recovery deed whereby if the property is sold prior to 8 June 2028, which would require written consent and confirmation that the consideration of such a sale is not below market value from RNIB, then the Charitable Company shall pay RNIB the lower of 82% of the consideration of sale plus VAT and £5,000,000 plus VAT.

The Charitable Company assigns all fixed assets to a designated fund. This is done to ensure that the Charitable Company will have suitable level of reserves to meet future depreciation costs relating to these fixed assets and to recognise the fact that future depreciation charges will not directly affect the net operating capital of the Charitable Company.

In 2021 the Trustee Governors designated a sum of £400,000 for the purpose of undertaking a programme of property refurbishment. This was transferred in 2025 because the designated refurbishment programme was completed.

NEW COLLEGE WORCESTER

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2025

27	Analysis of net assets between funds	Unrestricted funds		Designated funds		Restricted funds		Endowment funds		Total		Unrestricted funds		Designated funds		Restricted funds		Endowment funds		Total	
		2025	£	2025	£	2025	£	2025	£	2025	£	2024	£	2024	£	2024	£	2024	£	2024	£
	Fund balances at 31 August 2025 are represented by:																				
	Tangible assets	-		15,451,682		-		-		15,451,682		-		15,879,284		-		-		15,879,284	
	Current assets/(liabilities)	184,234		-		288,104		548,137		1,020,475		534,016		400,000		358,585		548,137		1,840,738	
	Long term liabilities	(126,558)		-		-		-		(126,558)		(151,280)		-		-		-		(151,280)	
	Provisions	(934,000)		-		-		-		(934,000)		(319,000)		-		-		-		(319,000)	
		(876,324)		15,451,682		288,104		548,137		15,411,599		63,736		16,279,284		358,585		548,137		17,249,742	

NEW COLLEGE WORCESTER

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2025

28 Capital commitments

Amounts contracted for but not provided in the financial statements:

	2025 £	2024 £
Acquisition of property, plant and equipment	112,006	201,052

29 Operating lease commitments

At the reporting end date the charitable company had outstanding commitments for future minimum lease payments under non-cancellable operating leases, which fall due as follows:

	2025 £	2024 £
Within one year	19,241	6,376
Between two and five years	59,579	521
	78,820	6,897

The operating lease expense in the year amounted to £13,412 (2024: £10,909).

30 Cash generated from operations

	2025 £	2024 £
(Deficit)/surplus for the year	(1,838,143)	1,080,542
Adjustments for:		
Investment income recognised in statement of financial activities	(17,251)	(57,029)
Gain on disposal of investments	-	(2,288)
Depreciation and impairment of tangible fixed assets	229,712	295,254
Pension (gain) / deficit	659,000	31,000
Movements in working capital:		
Decrease/(increase) in debtors	1,196,440	(1,503,712)
(Decrease)/increase in creditors	(611,411)	763,366
Increase in deferred income	452,282	244,991
Cash generated from operations	70,629	852,124

31 Related party transactions

Other than detailed in note 11 there were no related party transactions during this or the prior year.

NEW COLLEGE WORCESTER

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2025

32 Analysis of changes in net funds

	At 1 September 2024	Cash flows	Transfers	At 31 August 2025
	£	£	£	£
Cash at bank and in hand	2,254,009	217,742	-	2,471,751
Loans falling due within one year	(13,140)	14,470	(15,634)	(14,304)
Loans falling due after more than one year	(142,192)	-	15,634	(126,558)
Obligations under finance leases	(18,646)	9,558	-	(9,088)
	<u>2,080,031</u>	<u>241,770</u>	<u>-</u>	<u>2,321,801</u>

33 Events after the reporting date

The Trustees took the decision in October 2025 to engage in a Merger, Acquisition & Sales process. As of April 2026 this programme has concluded and New College Worcester will transfer to Aequalis Education Trust (AET) with AET becoming the sole member.

Accounts

Charity registration number 1118377

Company registration number 06053218 (England and Wales)

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

NEW COLLEGE WORCESTER

LEGAL AND ADMINISTRATIVE INFORMATION

Trustee Governors	Mrs D M Fulbrook OBE	(Resigned 25 September 2023)
	Mr I A Paul	(Resigned 25 September 2023)
	Mr S Tyler	
	Mrs S Bannister	(Resigned 25 September 2023)
	Mrs T Smith	(Resigned 25 November 2024)
	Mrs M Russell	(Resigned 25 November 2024)
	Dr P A Simkiss	
	Mr N P Duffy	(Resigned 25 September 2023)
	Lady L Morris	
	Mrs S Lock	(Resigned 25 September 2023)
	Mr T Lawrence	
	Mrs R Perks	
	Mrs P Dyson	(Appointed 25 September 2023)
	Mrs K J Gorick	(Appointed 25 September 2023)
	Mrs L Mauro-Bracken	(Appointed 25 September 2023)
	Mr A S Price	(Appointed 25 September 2023)
	Mrs L E Stewart-Barritt	(Appointed 25 September 2023 and resigned 25 November 2024)
	Mrs E A Williams	(Appointed 1 October 2023)
	Mr J Auden	(Appointed 18 October 2023 and resigned 18 October 2024)
	Mr C Clark	(Appointed 21 November 2024)
	Mrs S Sweeney	(Appointed 21 November 2024)

Patrons	Lieutenant Colonel Patrick Holcroft LVO OBE Lord Faulkner of Worcester

Senior Leadership Team	Mrs R Perks, Principal	
	Mr S Farr, Vice Principal	(Appointed 1 September 2023)
	Mrs V Ward, Associate Principal: NCW Lead Practitioner for VI	
	Mr W Stark, Assistant Principal - Curriculum, Teaching & Learning	(Appointed 1 September 2023)
	Mr P Marnell, Strategic Lead - Designated Safeguarding Lead	
	Mr S Morom, Director of Finance	
	Mrs J Dursley, Director of Residential	(Appointed 1 September 2023)
	Mr P Stephens, Assistant Principal - Personal Development	

Charity number 1118377

Company number 06053218

Registered office Whittington Road
Worcester
WR5 2JX

Auditor Kendall Wadley LLP
Granta Lodge
71 Graham Road
Malvern
Worcestershire
WR14 2JS

NEW COLLEGE WORCESTER

LEGAL AND ADMINISTRATIVE INFORMATION

Bankers

Lloyds Bank Plc
4 The Cross
Worcester
WR1 3PY

Monmouthshire Building Society
Monmouthshire House
John Frost Square
Newport
South Wales
NP20 1PX

Solicitors

Thursfields
9-10 The Tything
Worcester
WR1 2HD

NEW COLLEGE WORCESTER

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NEW COLLEGE WORCESTER

TRUSTEE GOVERNORS' REPORT (INCLUDING DIRECTORS' REPORT AND STRATEGIC REPORT)

FOR THE YEAR ENDED 31 AUGUST 2024

The Trustee Governors present their annual report and financial statements for the year ended 31 August 2024.

The financial statements have been prepared in accordance with the accounting policies set out in note 1 to the financial statements and comply with the charitable company's Memorandum & Articles of Association, the Companies Act 2006 and "Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019)".

Chair's Foreword by Pat Dyson (Chair)

2023/24 continued to be a year of change for the development of New College Worcester as we built on the achievements of the 2022/23 year. Governors continued their focus on the college strategic direction, reviewing strategic priorities and supporting the strategic workstreams. The Business Repositioning Programme we launched in the 2022/23 Summer Term continued to be a major focus in 2023/24.

There is still much to do in finalising our work to support the next Five-Year Rolling Strategy which will be reflective of the changing direction of special educational needs and key to the future direction of the college. The Principal and Senior Leadership Team have worked tirelessly throughout the year in supporting the work of myself and the governing body through participating and informing the work of the strategic workstreams.

With my first year as Chair commencing September 2023, it was an exciting time to come into the role and I have been very well supported by the Vice Chair and all governor colleagues. In support of continuous quality improvement in governance, the board commissioned an external governance review in spring 2024 and have been working to address positive changes throughout the summer term. This work will continue into 2024/25.

There continued to be changes to the Governing Body, with two long standing Trustee/Governors stepping down and I would like to acknowledge their invaluable contribution alongside that of a third governor who unfortunately was only to stay a short while with us. We were fortunate to recruit for these roles and in the process strengthen the governor safeguarding expertise within the board.

The Principal and Senior Leadership Teams have demonstrated progress against each of the strategic priorities as monitored through the 2023/24 College Improvement Plan. Governors constructively challenge content at committees and full board meetings. This supports the strengthened focus on robust operational planning and quality assurance with clear linkages of strategic developments to operational delivery plans. The success of this approach was demonstrated in June 2024 by the college achieving an Ofsted Residential Care Inspection grading of Good across all three judgment areas. We were delighted with the outcome.

As reported last year, changes that have taken place during this year have enabled the Governing Body and Principal to be positive about the future and re-focus on longer term planning.

NEW COLLEGE WORCESTER

TRUSTEE GOVERNORS' REPORT (CONTINUED)(INCLUDING DIRECTORS' REPORT AND STRATEGIC REPORT)

FOR THE YEAR ENDED 31 AUGUST 2024

Objectives and activities

The Charitable Company's objects are:

- To provide and promote a religious, social and academic education for young persons who are visually impaired in the United Kingdom of Great Britain and Northern Ireland, the Channel Islands and the Isle of Man and elsewhere in the Commonwealth and, subject thereto, from any other part of the world, with the ancillary purpose of supporting and facilitating generally the provision of education for such young persons;
- To manage and conduct New College Worcester (Incorporating Worcester College For The Blind and Chorleywood College For Girls With Little Or No Sight) (NCW) and to hold and administer its property in accordance with the provisions set out in the Charitable Company's Memorandum and Articles of Association, but in particular to secure that the religious instruction given in the College is in accordance with the Doctrines of the Church of England.
- To use restricted funds, legacies and endowments for the purposes stated. A legacy policy is in place to support the furtherance of this objective.

Public benefit

The Trustee Governors confirm that they have complied with the duty in section 4 of the Charities Act 2006 to have due regard to the Charity Commission's general guidance on public benefit, 'Charities and Public Benefit.'

NCW is a specialist non maintained special school and college for children and young people whose primary SEN is severe vision impairment. Students have the cognitive ability to access the full National Curriculum with pathways to GCSE and A Level. NCW is unlike other generic special schools or other specialist schools publicising that Vision Impairment is their specialism, as their students also have other significant additional needs.

All teachers at NCW, in addition to being subject specialists, are required to become qualified teachers of the vision impaired (QTVIs). The combination of being a QTVI and a subject specialist means that our teachers develop specialist expertise that cannot be easily replicated in mainstream settings due to the significant training and time that it takes to develop the level of skill required. These areas of specialism include specialist braille codes such as maths, science and music. An example of this is in the area of music where there is a national shortage of expertise in music braille and young brailleists are routinely denied the opportunity to be able to access music notation in an accessible format because there is not the expertise or resource to teach them the skills. Our curriculum is fully inclusive, devised at the very outset for the VI learner and NCW has its own transcription department who model best practice in creating accessible modified resources.

Outreach Service

NCW is committed to supporting the education of children and young people both attending the school and also those in other educational settings by sharing knowledge and expertise with other professionals working in education or with young people and parents of children with a vision impairment. Staff at NCW are very keen to share their knowledge and expertise and give their time voluntarily to contribute to our rich and varied outreach programme. Outreach events throughout the year take different formats ranging from twilight webinars to face to face events where a range of practical workshops and presentations are offered, with participants often taking away with them valuable resources. Topics for outreach are wide ranging and include courses aimed at both primary and secondary, specialist subject areas, access arrangements for examinations and the specialist VI skills such as effective strategies for teaching braille or how to introduce speech software. We produce an outreach bulletin called "Reaching Out", sent to anyone who has attended our outreach and opted in to receive them, which highlights a different focus each half term on wide ranging topics such as mental health, using the Alexa as a resource and accessible PE and sport. NCW does not charge delegates for attending online webinars and only covers catering costs for face-to-face events. We do not cover the cost of the outreach service but see it as an important facet of our role within the VI education workforce.

NEW COLLEGE WORCESTER

TRUSTEE GOVERNORS' REPORT (CONTINUED)(INCLUDING DIRECTORS' REPORT AND STRATEGIC REPORT)

FOR THE YEAR ENDED 31 AUGUST 2024

Research

We are often approached by academics who are conducting research into the impact of vision impairment on children and young people. We are careful to ensure that we only commit to assist researchers where there will be a significant positive impact on young people who have a vision impairment more widely. Facilitating researchers to work with our students invariably impacts on both staff and students but we see it as a moral duty to assist where we see benefits for the future good of all young people who have a vision impairment. This could take the form of a resource that can be more widely accessed or as a case study relating to a specific eye condition.

Support for QTVI and Habitation specialist training

There is a national shortage of QTVIs and also a shortage of qualified Habitation workers who train people of all ages in mobility and independent living skills. We welcome teaching placements from professionals undertaking specialist qualifications to become QTVI or Habitation workers. NCW receives no financial gain from hosting placements and staff give their time freely to mentor and support such placements, sometimes lasting several weeks. Again, we see it as a moral duty to support other professionals who aspire to work with children and young people with a vision impairment. We also work closely with the University of Worcester delivering workshops as part of their teacher training.

Events

Throughout the year the doors of NCW are opened to children and young people with a vision impairment and their families, to attend Family fun days, or the annual residential activity break in the summer holidays. These events are either free of charge or very low cost to ensure families are able to participate, have fun, connect with others and enjoy the wonderful green spaces and facilities at NCW.

The description under the headings "Achievements and performance" and "Financial review" meet the company law requirements for the Trustee Governors to present a strategic report.

NEW COLLEGE WORCESTER

TRUSTEE GOVERNORS' REPORT (CONTINUED)(INCLUDING DIRECTORS' REPORT AND STRATEGIC REPORT)

FOR THE YEAR ENDED 31 AUGUST 2024

Achievements and performance

The academic year 2023-2024 has been purposeful in terms of beginning to reposition ourselves as a sector leader within the SEND educational arena. We have been supported in this repositioning through advice given from the Department for Education (Dr Lorna Pursglove and Michelle Dunn) and as a result, we have undertaken a significant redundancy and restructure process across the residential aspect of the college with the aim of both improving the facilities available to the students and use of the allocated funds. We have rationalised the number of student houses from 5 houses to 3 houses and restructured the working patterns of staff to ensure that full time roles are fulfilled and that contracts reflect hours worked.

The redundancy and restructure process has been supported by legal advice from Field Fisher.

Significant work has taken place in terms of premises improvements and safeguarding compliance. Below is a summary of actions in regard to premises upgrade and compliance.

- a. There is new electronic sign in system for monitoring visitors to site. Photographs are taken as part of the process and stored for compliance purposes. It also means that visitors can be booked in in advance, saving time and ensuring necessary checks have taken place.
- b. Lockdown alarms have been installed in all residential buildings.
- c. Improvements to staff room. Kitchenette installed so we now have hot and cold running water, a sink and a small dishwasher.
- d. Door set and frame installed in administration area to give finance a secure and confidential space to work.
- e. Received confirmation that there is no RAAC on site.
- f. Swimming pool plant serviced and chemical storage areas cleared.
- g. New mattresses across all houses.
- h. Fire risk assessment has been undertaken with Judicium Education.
- i. Floor repairs to Vinchel (previously Hostel) bathrooms.
- j. Fire door work in school is completed ahead of time in readiness for the Fire Inspector.
- k. Complete upgrade of Vinchel Lodge ground floor to include 3 bay Independent Living space, communal eating area, supervised laundry space, games room and fitted furniture to all ground floor en-suite bedrooms.
- l. Repurposing of the previous staff bungalows in Bradnack and Dots to create single en-suite bedrooms for up to 5 more students. This also allows for an additional member of sleep-in staff overnight.

Whilst seeking to rationalise the staffing within the residential aspect of the college, we have supported the delivery of our specialist curriculum by ensuring that we have appointed another teacher of Braille, an habitation officer, a transcription officer and additional LSAs to meet student's educational need. Now that our second braille teacher is in post this has given more capacity for new staff training and a programme of tuition and support is underway.

In addition, we have also invested significantly in terms of expertise and capacity of our SENCO team. We now have a specialist SENCO (QTVI, QTMSI), an Assistant SENCO (who is vision impaired himself and previously worked at the college as a 'Look' mentor) and a full time SENCO administrator.

We were delighted with our most recent annual ofsted inspection cycle (residential only), where we received 'Good' in every category. This was particularly pleasing as we moved from 'requires improvement' to 'Good' for the aspect of 'Leadership and Management.' We know that this result will give confidence to the leadership team as they prepare for the forthcoming education inspection. As part of our preparation for this inspection we have focused on the training needs of staff in regard to the additional needs that many of our students present with. CPD for Education staff in the spring term focused on schema and how learners create links and building blocks when processing new information. We considered how learners with a vision impairment can have misconceptions through a lack of incidental learning and a range of effective strategies was shared. We particularly benefitted from the experience of our VI staff who bring a wealth of expertise through lived experience. CPD also focused on executive function disorder (also known as executive dysfunction) which is very much in evidence in many of learners who have ASD, ADHD or eye conditions which have related processing difficulties as part of the condition.

NEW COLLEGE WORCESTER

TRUSTEE GOVERNORS' REPORT (CONTINUED)(INCLUDING DIRECTORS' REPORT AND STRATEGIC REPORT)

FOR THE YEAR ENDED 31 AUGUST 2024

Students at New College achieved excellent results overall in the Summer 2024 exam series at the end of Year 11. FSM, PP, and LAC students in the cohort performed at least as well as their peers, we ensure they have equal access to technology, support in the residential setting, and study support session in the working day to ensure they are not behind the other students in the cohort. We had a positive progress 8 score for our Year 11 cohort of +0.12 and an Attainment 8 score of 3.3. This indicates that the students exceeded predictors and made excellent progress overall. We set ambitious targets within the College, using FFT as a baseline, but we are more ambitious than this for our learners. We have a number of outstanding results which include, but are not limited to, 100% pass rate for FCSE languages, 100% Pass rate in Home Cooking levels 1 and 2, Food Tech, English and Business at GCSE all exceeded expectations.

Attainment 8 is measure of the achievement of a pupil across 8 qualifications including mathematics (double weighted) and English (double weighted), 3 further qualifications that count in the English Baccalaureate (EBacc) measure and 3 further qualifications that can be GCSE qualifications (including EBacc subjects) or any other non-GCSE qualifications on the DfE approved list. Each individual grade a pupil achieves is assigned a point score, which is then used to calculate a pupil's Attainment 8 score. Overall, students exceeded FFT predicted grades.

Progress 8 means for each individual child you can tell if they progressed more or less than average, factoring in where they were when they started secondary school. Most schools are between -1 and +1, NCW students make good progress compared to estimated grades across the range of subjects on average.

100% Pass rate for FCSE languages (pre-GCSE) II but one at Distinction

- Positive (>0) Progress 8 score
- Attainment 8 results above predictions for our cohort
- 100% Pass Home Cooking Level 1 & 2

Students in the Sixth Form exceeded expectations this year. Ambitious internal targets are set based on baseline assessments and Year 11 results, and our students achieve grades way above typical grades in mainstream schools following on from similar outcomes at KS4. This is due to our small teaching classes, adapted teaching, since all of our teachers are QTVIs, and our close links between the curriculum staff and the residential setting which promotes a full waking day curriculum. Vision Impairment is no barrier to success at KS5 or indeed applying through UCAS, and we had offers of places for all students who applied in a wide range of subjects. In terms of results in 2024, areas of particular strength include vocational courses, mainly BTECs, where all students gained Pass, Merit or Distinction and exceeded predictions. Psychology, Sociology, Politics, Languages, and English Literature were also very strong performing subjects.

Most students choose to stay with us for Sixth Form due to the outstanding progress made from GCSE to KS5. We also offer a range of Level 2 courses for our sixth form students which meet the needs of students who cannot access Level 3, and students on these programmes all succeeded. We also have Year 14 (called 13+ at NCW) which allows students to study a bespoke programme alongside extended work experience. This has very positive outcomes, with students last year returning to their home town and going straight into work having gained the confidence, qualifications and skills to make the transition into adulthood as smooth as it can be. Our work experience offer for all our students ensures all have the best possible chance of moving into a successful career, which bucks the trend of employment statistics for young people with VI nationally.

KS5 Headline figures:

98% Pass rate for L3 courses, only 1 U grade at AS, all Year students passed.

- 100% pass rate for Vocational courses

NEW COLLEGE WORCESTER

TRUSTEE GOVERNORS' REPORT (CONTINUED)(INCLUDING DIRECTORS' REPORT AND STRATEGIC REPORT)

FOR THE YEAR ENDED 31 AUGUST 2024

External examination results for year 11 students demonstrated highly favourable outcomes, with all students able to demonstrate progression. Specific groups who performed well were free school meals (FSM) students, who outperformed non-FSM students in terms of results vs. targets, and also girls compared to boys. Some subjects stood out as having achieved excellent results. These subjects include Science Triple GCSE, Food Prep and Nutrition, and Entry Level Science. These were the right courses for these students which helped them to achieve and exceed their potential.

External examination results for sixth form were pleasing overall. We set aspirational targets and we have high expectations about university courses, for those who wanted to apply. The students overall performed well compared to data from their GCSE grades. The grades they achieved are way in excess of typical predicted grades from mainstream settings due to their small class sizes, specialist teaching, and well adapted resources. These year groups of course were affected by Covid 19, having not sat GCSE exams but instead first facing "real" exams in KS5. This proved challenging but NCW prepared them well for this, with students rising to the challenge. Results were very pleasing in a number of areas, namely, Film Studies, English Language, Politics, Sociology, Psychology and Health and Social Care.

In addition, supported internships continue to be highly successful for sixth form students extending our relationships with local and national businesses and this is an offer we intend to continue with next year.

KS4

NCW staff set ambitious targets across the subjects, typically two grades higher than FFT (if available)

- English and Science retake groups were successful. Maths not successful overall.
- Food tech, English Lit, Business particularly strong this year.
- Science and Maths have the same cohort as English but performed less well.

KS5

- BTEC continues to be very successful, led by Carolyn Moody. Students all passed and met target grades
- Psychology, Sociology, Politics, Languages, English Lit very strong performing subjects.

NEW COLLEGE WORCESTER

TRUSTEE GOVERNORS' REPORT (CONTINUED)(INCLUDING DIRECTORS' REPORT AND STRATEGIC REPORT)

FOR THE YEAR ENDED 31 AUGUST 2024

Principal Risks and Uncertainties

The Trustees confirm that the major risks have been reviewed, and systems or procedures have been established to manage these.

The Risk Register is linked to the 5-year rolling NCW Strategic Plan 2023-28, approved in July 2023, and identifies the key strategic risks that may affect its delivery. The Board reviews the strategic risk register at each Full Governing Body (FGB) meeting and amendments are made accordingly. The register is a dynamic document and is adjusted after each FGB to ensure the Board is properly managing strategic risks throughout the year. The register now contains 10 strategic risks, an assessment of their significance and the mitigating actions being taken. *This is an increase of 3 additional Risks since the October 2023 Board Review. These are Risks 8 / 9 and 10.* Retrospective Pre-controls have been discussed and agreed between Principal and Chair.

The 10 Strategic Risks are:

- Risk 1 – Safeguarding - RED
- Risk 2 – Student Numbers – RED
- Risk 3 – Educational Results – GREEN/AMBER
- Risk 4 – Student Outcomes - AMBER
- Risk 5 – Resources – AMBER
- Risk 6 – Sustainable Future – RED
- Risk 7 – Effective Staff – RED
- Risk 8 – Business Repositioning Plan (BRP) – AMBER
- Risk 9 – Estates Mandatory Compliance – AMBER
- Risk 10 – Clarity on NCW Strategic Direction – AMBER

The following four of the ten risks rated Red and the strategies to manage these are as below:

RISK 1 : Safeguarding due to its level of importance and the current Education Ofsted rating

Mitigating Actions:

- Continuous Improvement to meet national minimum standards
- Processes in place and implementation monitored
- Residential Care & Safeguarding Ofsted June 2024 rated NCW as Good.
- Staff trained and routinely reminded of expectations
- Governance tightened and all committees now address safeguarding
- Reflective Action (s) undertaken as a result of key safeguarding issues in 2023/24, including review of PSHE programme
- External SfG Audit scheduled for 5th December 2024

RISK 2 Student numbers which continue to be affected by the Ofsted rating in respect of LA funding and DfE numbers cap

Mitigating Actions:

- Development of outreach opportunities
- Retention of students prioritised
- Strong focus on maintaining student numbers
- Effective tribunal preparation and outcomes
- Exploration of potential new categories of students particularly international/private funded students
- Chasing of LAs regarding funding decisions
- Staffing tribunals. Bev Watkins (solicitor) engaged to support families through the tribunal process.

NEW COLLEGE WORCESTER

TRUSTEE GOVERNORS' REPORT (CONTINUED)(INCLUDING DIRECTORS' REPORT AND STRATEGIC REPORT)

FOR THE YEAR ENDED 31 AUGUST 2024

RISK 6 Sustainable future due to developing the 10-year plan and funding challenges

Mitigating Actions:

- Strategic plan in place with strong ownership by the Board and SLTs
- Major focus on developing a 10-year plan, with the City Council to be challenged over green space designation
- Improvements in facilities/ property planned for
- Major focus on developing partnership and/or network arrangements
- New models of delivery being considered
- Fundraising strategy reviewed and implementation ongoing
- Amended capital recovery deed agreed with RNIB

RISK 7 Effective staff due to anticipated low morale and uncertainty created by Business Repositioning Planning (BRP)

Mitigating Actions:

- Restructure of SLT complete
- Recruitment of care staff progressing
- HR Manager appointed
- Curriculum-led budget model updated annually
- Development and implementation of staff training plans, and risk assessment training completed
- Trauma Informed Schools training under review
- Negative impact of BRP on staff morale anticipated, communications improved and anxieties managed
- Residential vacant weekend staffing posts advertised with agency staff cover in place
- Succession planning underway for loss of VI experience and expertise through retirement

NEW COLLEGE WORCESTER

TRUSTEE GOVERNORS' REPORT (CONTINUED)(INCLUDING DIRECTORS' REPORT AND STRATEGIC REPORT)

FOR THE YEAR ENDED 31 AUGUST 2024

Financial review

The College leadership have continued with their strategy of increasing teaching income, which rose by 9.4% compared to 2022/2023. The focus has been on increasing student numbers which translates into a higher income and increased financial stability for the College. One of the effects of the Covid-19 pandemic was that some of our learners were funded for an extra year which resulted in an increase in students in our Sixth Form, which is now returning to normal levels and therefore reducing student numbers. Total income for the year was £8,876,150 compared to £6,331,172 in the prior year, but this included two very generous legacies from ex-students John Claricoat and Alan Smith totaling £1,968,108.

Net expenditure (after transfers between funds) on general unrestricted activities for the year at £350,213 compared to £207,881 in 2022/23. The 2024 position continues to reflect additional costs incurred in restructuring and repositioning the management infrastructure.

Total expenditure was £7,784,896 an increase of £1,428,114 (22.5%) on the prior year. The College faces a backlog of maintenance and therefore expenditure in this area will continue to increase.

Donations and legacies totalled £2,403,746 in 2023/2024 compared to £378,232 the previous year. This includes a Teachers Pay & Pension Grant (£129,675), Devolved Formula Capital Grant/Schools Condition Funding Grant (£74,703), and an award from the Vinchel Foundation (£160,000) and the two legacies from ex-students John Claricoat and Alan Smith totaling £1,968,108.

General Donations reduced to in the order of £16,000.

Endowment and other funds not needed in the short term were managed on the College's behalf by specialist investment managers JM Finn. At 31 August 2023 these investments had a market value of £713,519. The portfolio has now been realised in full and funds are to be placed in a less volatile investment product.

Designated funds increased by £1,555,257 during the year.

Reserves Policy

Total funds held as at 31 August 2024 amounted to £17,249,742 (2023: £16,169,200). This included restricted funds of £358,585 (2023 £494,071), endowment funds of £548,137 (2023: £549,153) and designated funds of £16,279,284 (2023: £14,724,027). Designated fund explanations are included in Note 26 of the Accounts.

General unrestricted funds were £382,736 (2023: £732,949). Ideally College reserves of £800,000 are considered reasonable and in line with Trustee Governors commitments to have the College reserves equal to around 2 months running costs, to secure the College's financial stability. However, the current economic and political climate continues to increase financial pressures on all providers of special education needs services given that they are funded by Local Authorities. Trustee Governors remain mindful of the uncertainties and risks but aim to improve sustainability through increasing the levels and sources of funding and continued reviews of curriculum, staffing and fees. Strategic financial management and internal control are underpinned by strong Governance arrangements and a high level of financial competence within the Governing Body. The Trustee Governors continue to receive reassurances from external Auditors that adequate systems of internal control are in place and are exercised.

Factors likely to affect the future financial performance or position

The major factor affecting the financial position of The College is student numbers. Much effort is going into raising the profile of New College Worcester and to market the college in a much more vigorous fashion. These measures should offset the effects of government and council policy for students to stay local and stay mainstream and we are seeing an increase in interest from numbers attending our Family Open days etc.

The Business Repositioning Programme (BRP) has reduced the cost base by over £1m and increased student income through the revised fee matrix structure which has resulted in, when all students are on the new Fee Matrix, reducing the break-even position of the College from 75 students to 60 students.

NEW COLLEGE WORCESTER

TRUSTEE GOVERNORS' REPORT (CONTINUED)(INCLUDING DIRECTORS' REPORT AND STRATEGIC REPORT)

FOR THE YEAR ENDED 31 AUGUST 2024

Going Concern position

Governors are aware that the strong financial results shown for the financial year 2023/2024 are due to the extra income this year derived from two very generous legacies (together of almost £2m) left to The College by former students John Claricoat and Alan Smith and the sale since the year end of a surplus property unused by The College for over 5 years (Windy Ridge House sold for £776k).

The above additional income gives The College headroom to sustain the current to mid-term losses whilst the actions of The Business Repositioning Plan (BRP) return The College to a sustainable breakeven/surplus position in the mid to longer term, aiming for such by FY2027/28.

Plans for the future

Earlier reference is made in the Foreword to trustee governors work in developing and refining our next 5-year strategy. This work is reflective of the fast-changing future of specialist education provision in a challenging financial climate. We also recognise the changing needs of the young people we support, which is again reflective across all special educational needs provision.

Our thinking and plans to support our positioning within the sector are key to the sustainable future direction of NCW. Strategically, we will be working to identify optimum ways of how NCW can further support, challenge and enable the young people we work with to develop their skills to succeed in their chosen career pathway.

In summer 2024, working with the Principal and Senior Leadership Team, the Governing Body reaffirmed NCW three key strategic priorities for 2024/25. These are:

- Students make excellent progress
- Safeguarding is Effective and Residential Care is Outstanding
- Secure a sustainable future for NCW

Our success in identifying and articulating strategic priorities to operational delivery plans was reflected in the outcomes of the November 2024 Ofsted Education Inspection. We were delighted to be graded as Ofsted Good or Outstanding in all categories.

Governing Body committees continue to robustly monitor progress against the College Improvement Plan, taking responsibility for ensuring delivery of their respective subject areas whilst robustly scrutinizing safeguarding responsibilities.

Trustee Governors and the Senior Leadership Team maintain a strong commitment to work together to achieve the college's long-term aspirations in pursuit of our Vision.

Change of Support Staff from a Defined Benefit (DB) Pension Scheme to a Defined Contribution (DC) Scheme.

Because of the excessive cost of the TPT Support Staff DB Scheme being set at 38.1% Employer's contribution for ex RNIB staff from the demerger in 2007 and 28.1% Employer's contribution for support staff who joined after 2007; as part of the BRP process, it was decided to close the DB Scheme and open a DC Scheme. This was opened from 1st January 2025 with lower contribution rates of 7.5% Employer's contribution for existing staff and 5% Employer's contribution for new support staff members.

The existing DB Scheme deficit as reported in the accounts at £319k will continue to be paid off with deficit reduction payments each year which for 2023/24 was £47k.

NEW COLLEGE WORCESTER

TRUSTEE GOVERNORS' REPORT (CONTINUED)(INCLUDING DIRECTORS' REPORT AND STRATEGIC REPORT)

FOR THE YEAR ENDED 31 AUGUST 2024

Structure, governance and management

The Charitable Company is a company limited by guarantee, incorporated on 15 January 2007 and registered as a charity on 14 March 2007. The Charitable Company is governed by its Memorandum and Articles of Association dated 11 January 2007 (as amended by special resolution dated 6 March 2007 and as amended by special resolution dated 24 January 2012, and as amended by special resolution dated 15 November 2021 and further revised by special resolution dated 25 May 2022).

The Trustee Directors of the Charitable Company, known as Trustee Governors with effect from 24 January 2012, are its Trustees for the purposes of charity law and throughout this report are collectively referred to as the Trustee Governors.

In previous years, in accordance with the Company's Articles of Association dated 11 January 2007 (as amended by Special Resolution dated 6 March 2007) one third of the Trustee Directors, chosen by ballot, together with one co-opted Trustee Director, were re-elected with new Trustee Governors being elected at future AGMs to fill vacancies arising. However, on 24 January 2012 the Company's Articles of Association were further revised by special resolution providing, amongst other things, a) for the establishment of a Governing Body in place of a Board of Trustee Directors where there was no committee established to discharge the functions of a school governing body, and b) the appointment of Trustee Governors for a term of four years.

The Principal is an ex officio Trustee Governor and member of the Governing Body.

None of the Trustee Governors has any beneficial interest in the Charitable Company. All of the Trustee Governors are members of the Charitable Company and guarantee to contribute up to £5 in the event of its winding up.

The Trustee Governors receive training at Governing Body meetings and by course attendance, as is deemed appropriate.

The Governing Body consists of at least nine and not more than fifteen individuals, all of whom must be Members. Trustee Governors must retire at the Annual General Meeting next following the fourth anniversary of their election, though they may stand for re-election. A retiring Trustee Governor who remains qualified may be re-appointed but cannot serve as a Trustee Governor for more than two four-year terms of office without a one year break.

The Trustee Governors meet regularly to manage the Charitable Company's affairs, with at least three meetings per year. A quorum of five Trustee Governors is required for each meeting.

The Principal has overall responsibility under the direction of the Governing Body for the internal organisation, management and discipline of the College and in particular for the provision, development and delivery of its education services. In consultation with the Principal the Governing Body has established a Senior Leadership Team under the leadership of the Principal to have responsibility for the operational management of the College. The remuneration of key management personnel is set by the Governing body.

Prior to incorporation, the operations of the Charitable Company were conducted as part of RNIB and upon incorporation RNIB and its subsidiary RNIB Services Limited transferred (by way of trust) most of the property and donated some other buildings and land, together with their associated assets, used by the Charitable Company and RNIB holds a capital recovery deed over most of the properties held by the Charitable Company, the details of which can be found elsewhere in the Accounts.

NEW COLLEGE WORCESTER

TRUSTEE GOVERNORS' REPORT (CONTINUED)(INCLUDING DIRECTORS' REPORT AND STRATEGIC REPORT)

FOR THE YEAR ENDED 31 AUGUST 2024

Key Management personnel remuneration

The Key Management personnel remuneration is decided following the Pay Policy as written by Worcestershire County Council HR and which was adopted by the NCW Board of Governors on 06.12.2023. The relevant section on the Leadership pay is reproduced as below:

Leadership Pay

When determining the leadership pay range, it will be reviewed in accordance with the School Teachers' Pay and Conditions Document (STP&CD) and will include a review of the college/Principal group size. The salaries of the Principal, Vice Principal (s) and any Assistant Principal will be reviewed annually as required by the STP&CD. There will be a procedure and timetable for the annual review which will give the option of formal representation. Written notification will be given as required, including the performance objectives agreed, which will be reviewed as part of the next annual salary determination.

The Principal's Pay Range will reflect the responsibilities of the job in addition to the size of the college, any other factors specified in the STP&CD and advice issued by the Local Authority on the salaries of Headteachers at comparable size schools.

The current Principal in this college is paid in accordance with National Teacher's Pay Scales.

In accordance with National Teacher's Pay Scales, the Principal's pay range will only exceed the maximum of the Principal's Pay range where the Governing body determines that specific circumstances warrant a higher than normal payment. In that situation, the maximum of the Principal's pay range and any additional payments made will not exceed the maximum of the Principal group by more than 25%, other than in exceptional circumstances.

The Governing Body will determine the pay ranges of the Vice-Principal(s) and any Assistant Principal(s) in relation to the duties and responsibilities of those teachers. The Governing Body can review the pay ranges at any time if they consider it necessary to retain a Vice or Assistant Principal.

The maximum of the Vice or Assistant Principal's pay range must not exceed the maximum of the Principal group for the college. The pay range for a Vice or Assistant Principal should only overlap the Principal's pay range in exceptional circumstances. There should be appropriate scope within the range to allow for performance related progress over time.

In the case of a Vice Principal post the governors must be satisfied that the responsibility exceeds that expected of an Assistant Principal employed in the same college, including responsibility for discharging in full the responsibilities of the principal in the absence of the Principal.

Leadership Pay progression

The annual determination of salaries will be conducted by the appropriate committee. Pay progression will not be automatic, it will be based upon the most recent appraisal carried out in accordance with the regulations and the current STP&CD and reported to the full Governing Body. Pay decisions should be confirmed in writing.

The Governing Body will ensure that performance-based progression awards reflect individual performance and that objective-setting is rigorous; that the college's Pay policy provides a clear link between levels of achievement and progression.

The Financial, Resources and Safeguarding Committee (FRSC) will review the Principal's and Vice Principal's pay in accordance with the STP&CD and award up to two performance points as outlined under Appendix B and E, having regard to the evidence of the most recent appraisal including any recommendation on pay progression.

Auditor

A resolution proposing that Kendall Wadley LLP be reappointed as auditors of the company will be put to the Members.

NEW COLLEGE WORCESTER

TRUSTEE GOVERNORS' REPORT (CONTINUED)(INCLUDING DIRECTORS' REPORT AND STRATEGIC REPORT)

FOR THE YEAR ENDED 31 AUGUST 2024

Disclosure of information to auditor

Each of the Trustee Governors has confirmed that there is no information of which they are aware which is relevant to the audit, but of which the auditor is unaware. They have further confirmed that they have taken appropriate steps to identify such relevant information and to establish that the auditor is aware of such information.

The Trustee Governors' report, including the strategic report, was approved by the Board of Trustee Governors.

P. R. Dyson

Mrs P Dyson

Trustee Governor

Dated: 21 May 2025

NEW COLLEGE WORCESTER

STATEMENT OF TRUSTEE GOVERNORS' RESPONSIBILITIES

FOR THE YEAR ENDED 31 AUGUST 2024

The Trustee Governors, who are also the directors of New College Worcester for the purpose of company law, are responsible for preparing the Trustee Governors' Report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company law requires the Trustee Governors to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charitable company and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that year.

In preparing these financial statements, the Trustee Governors 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 operation.

The Trustee Governors are responsible for keeping adequate accounting records that disclose with reasonable accuracy at any time the financial position of the charitable company and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charitable company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

NEW COLLEGE WORCESTER

INDEPENDENT AUDITOR'S REPORT

TO THE MEMBERS OF NEW COLLEGE WORCESTER

Opinion

We have audited the financial statements of New College Worcester (the 'charitable company') for the year ended 31 August 2024 which comprise the statement of financial activities, the balance sheet, the 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 charitable company's affairs as at 31 August 2024 and of its incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for opinion

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

Conclusions relating to going concern

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

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

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

Other information

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

We have nothing to report in this regard.

NEW COLLEGE WORCESTER

INDEPENDENT AUDITOR'S REPORT (CONTINUED)

TO THE MEMBERS OF NEW COLLEGE WORCESTER

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 strategic report and the directors' report prepared for the purposes of company law, for the financial year for which the financial statements are prepared, is consistent with the financial statements; and
- the 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 the light of the knowledge and understanding of the charitable company and its environment obtained in the course of the audit, we have not identified material misstatements in the strategic report or the directors' report included within the Trustee Governors' report.

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

- adequate accounting records have not been kept, or returns adequate for our audit have not been received from branches not visited by us; 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 Trustee Governors

As explained more fully in the statement of Trustee Governors' responsibilities, the Trustee Governors, who are also the directors of the charitable company for the purpose of company law, are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the Trustee Governors determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error. In preparing the financial statements, the Trustee Governors are responsible for assessing the charitable company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the Trustee Governors either intend to liquidate the charitable company or to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements

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

The extent to which our procedures are capable of detecting irregularities, including fraud, is detailed below.

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

- an understanding of the risk assessment process (including the assessment of the risk of fraud) adopted by the Board is obtained and their attitude to risk ascertained.
- an assessment of the susceptibility to material mis-statement of the financial statements as a result of management over-ride or fraud is made.
- it is ensured that the engagement team have, collectively, the appropriate competence, capabilities and skills to be involved in the assignment, are fully briefed and understand the risks specific to the charity.

NEW COLLEGE WORCESTER

INDEPENDENT AUDITOR'S REPORT (CONTINUED) TO THE MEMBERS OF NEW COLLEGE WORCESTER

Audit response to risks identified

The information obtained through the assessment to risk procedures is reviewed and the following work undertaken:

- processes to test the outcomes of our assessment include, a review of Board minutes, analytical review, the relevance and accuracy of significant accounting estimates, substantive testing of significant transactions, work to identify unusual or unexpected accounting entries including the testing of journal entries, information disclosed in the financial statements is traced to supporting documentation. In all instances it is acknowledged that material misstatements that arise from fraud may involve deliberate concealment or collusion and are, therefore, by their very nature harder to detect than those arising from error.

- an understanding of the legal and regulatory framework as applicable to the charity is obtained together with knowledge of the procedures put in place by the charity in order to comply with the same.

It should be noted that Auditing standards limit the audit procedures required to identify non-compliance with laws and regulations to enquiry of the directors and other management and the inspection of regulatory and legal correspondence, if any.

A further description of our responsibilities is available on the Financial Reporting Council's website at: <https://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.



Elizabeth Needham ACA CTA (VAT) (Senior Statutory Auditor)
for and on behalf of Kendall Wadley LLP

21 May 2025

Chartered Accountants
Statutory Auditor

Granta Lodge
71 Graham Road
Malvern
Worcestershire
WR14 2JS

NEW COLLEGE WORCESTER

STATEMENT OF FINANCIAL ACTIVITIES (INCLUDING INCOME AND EXPENDITURE ACCOUNT)

FOR THE YEAR ENDED 31 AUGUST 2024

Current year		Unrestricted funds general	Unrestricted funds Designated	Unrestricted funds Pension Scheme	Restricted funds	Endowment funds	Total 2024	Total 2023
	Notes	£	£	£	£	£	£	£
Income and endowments from:								
Donations and legacies	3	2,115,271	-	-	288,475	-	2,403,746	378,232
Charitable activities	4	6,252,955	-	-	155,039	-	6,407,994	5,868,331
Other trading activities	5	1,753	-	-	-	-	1,753	3,183
Investments	6	45,161	-	-	11,868	-	57,029	79,033
Other Income		5,628	-	-	-	-	5,628	2,393
Total income		8,420,768	-	-	455,382	-	8,876,150	6,331,172
Expenditure on:								
Raising funds	7	10,055	11,391	-	-	-	21,446	35,322
Charitable activities	8	7,333,958	283,864	18,000	127,628	-	7,763,450	6,321,460
Total expenditure		7,344,013	295,255	18,000	127,628	-	7,784,896	6,356,782
Net gains/(losses) on investments		299	-	-	3,005	(1,016)	2,288	(24,223)
Net income/ (expenditure) before transfers		1,077,054	(295,255)	(18,000)	330,759	(1,016)	1,093,542	(49,833)
Transfers between funds	13	(1,427,267)	1,850,512	43,000	(466,245)	-	-	-
Net income/(expenditure)		(350,213)	1,555,257	25,000	(135,486)	(1,016)	1,093,542	(49,833)
Other recognised (losses)								
Actuarial (loss)/gain on defined benefit pension schemes		-	-	(13,000)	-	-	(13,000)	21,000
Net movement in funds		(350,213)	1,555,257	12,000	(135,486)	(1,016)	1,080,542	(28,833)
Total funds brought forward		732,949	14,724,027	(331,000)	494,071	549,153	16,169,200	16,198,033
Total funds carried forward		382,736	16,279,284	(319,000)	358,585	548,137	17,249,742	16,169,200

NEW COLLEGE WORCESTER

STATEMENT OF FINANCIAL ACTIVITIES (INCLUDING INCOME AND EXPENDITURE ACCOUNT) (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2024

Prior year

		Unrestricted funds general	Unrestricted funds Designated	Unrestricted funds Pension Scheme	Restricted funds	Endowment funds	Total 2023
	Notes	£	£	£	£	£	£
Income and endowments from:							
Donations and legacies	3	106,478	-	-	271,754	-	378,232
Charitable activities	4	5,738,428	-	-	129,903	-	5,868,331
Other trading activities	5	3,183	-	-	-	-	3,183
Investments	6	60,160	-	-	18,873	-	79,033
Other income		2,393	-	-	-	-	2,393
Total income		5,910,642	-	-	420,530	-	6,331,172
Expenditure on:							
Raising funds	7	26,579	8,743	-	-	-	35,322
Charitable activities	8	6,016,282	232,795	15,000	57,383	-	6,321,460
Total expenditure		6,042,861	241,538	15,000	57,383	-	6,356,782
Net (losses) on investments		(1,360)	-	-	(5,494)	(17,369)	(24,223)
Net income/(expenditure) before transfers		(133,579)	(241,538)	(15,000)	357,653	(17,369)	(49,833)
Transfers between funds	13	(74,302)	350,486	41,000	(317,184)	-	-
Net income/(expenditure)		(207,881)	108,948	26,000	40,469	(17,369)	(49,833)
Other recognised gains							
Actuarial gain on defined benefit pension schemes		-	-	21,000	-	-	21,000
Net movement in funds		(207,881)	108,948	47,000	40,469	(17,369)	(28,833)
Total funds brought forward		940,830	14,615,079	(378,000)	453,602	566,522	16,198,033
Total funds carried forward		732,949	14,724,027	(331,000)	494,071	549,153	16,169,200

NEW COLLEGE WORCESTER

BALANCE SHEET

AS AT 31 AUGUST 2024

	Notes	2024 £	£	2023 £	£
Fixed assets					
Tangible assets	14	15,879,284		15,012,240	
Investments	15	-		713,519	
		<u>15,879,284</u>		<u>15,725,759</u>	
Current assets					
Debtors	16	1,529,783		26,071	
Cash at bank and in hand		2,254,009		1,856,918	
		<u>3,783,792</u>		<u>1,882,989</u>	
Creditors: amounts falling due within one year	17	(1,943,054)		(934,697)	
Net current assets		<u>1,840,738</u>		<u>948,292</u>	
Total assets less current liabilities		<u>17,720,022</u>		<u>16,674,051</u>	
Creditors: amounts falling due after more than one year	18	(151,280)		(173,851)	
Defined benefit pension scheme liability	22	(319,000)		(331,000)	
Total net assets		<u><u>17,249,742</u></u>		<u><u>16,169,200</u></u>	
Capital funds					
Endowment funds	24	548,137		549,153	
Income funds					
Restricted funds	25	358,585		494,071	
Unrestricted funds					
Unrestricted funds - Designated	26	16,279,284		14,724,027	
Unrestricted funds - General		382,736		732,949	
Unrestricted funds - Pension Scheme		(319,000)		(331,000)	
Total unrestricted funds		<u>16,343,020</u>		<u>15,125,976</u>	
		<u><u>17,249,742</u></u>		<u><u>16,169,200</u></u>	

The accounts were approved by the Trustee Governors on 21 May 2025

Mrs P Dyson
Trustee

Company Registration No. 06053218

P. K. Dyson

21/5/25

NEW COLLEGE WORCESTER

STATEMENT OF CASH FLOWS

FOR THE YEAR ENDED 31 AUGUST 2024

	Notes	2024 £	£	2023 £	£
Cash flows from operating activities					
Cash generated from operations	30		852,124		785,751
Investing activities					
Purchase of tangible fixed assets		(1,162,298)		(426,780)	
Purchase of investments		(76,549)		(59,924)	
Proceeds from disposal of investments		792,356		62,855	
Investment income received		57,029		79,033	
Net cash used in investing activities			(389,462)		(344,816)
Financing activities					
Repayment of bank loans		(13,014)		(13,270)	
Repayment of pension fund deficit		(43,000)		(41,000)	
Payment of obligations under finance leases		(9,557)		(9,558)	
Net cash used in financing activities			(65,571)		(63,828)
Net increase in cash and cash equivalents			397,091		377,107
Cash and cash equivalents at beginning of year			1,856,918		1,479,811
Cash and cash equivalents at end of year			2,254,009		1,856,918

NEW COLLEGE WORCESTER

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

1 Accounting policies

Company information

New College Worcester is a private company limited by guarantee incorporated in England and Wales (company number: 06053218) and a charity registered in England and Wales (charity number: 1118377). The registered office is New College Worcester, Whittington Road, Worcester, WR5 2JX.

1.1 Accounting convention

The financial statements have been prepared in accordance with the charitable company's governing document, the Companies Act 2006 and "Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019) (Charities SORP (FRS102))", the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS102). The charitable company is a Public Benefit Entity as defined by FRS 102.

The financial statements are prepared in sterling, which is the functional currency of the charitable company. Monetary amounts in these financial statements are rounded to the nearest £.

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

1.2 Going concern

At the time of approving the financial statements, the Trustee Governors have a reasonable expectation that the charitable company has adequate resources to continue in operational existence for the foreseeable future and that there are no material uncertainties about its ability to continue. Thus the Trustee Governors continue to adopt the going concern basis of accounting in preparing the financial statements.

1.3 Charitable funds

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

Designated funds comprise funds which have been set aside at the discretion of the Trustee Governors for specific purposes. The purposes and uses of the designated funds are set out in the notes to the accounts.

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

Expendable endowment funds are subject to specific conditions by donors that the funds must be invested to produce income by the charitable company.

1.4 Income

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

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

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

Restricted grant income is recognised on a receivable basis. Unrestricted grant income is recognised over the period to which it relates.

NEW COLLEGE WORCESTER

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2024

1 Accounting policies

(Continued)

School fees are recognised during the school term to which they relate.

Investment income is recognised on a receivable basis and is apportioned between the funds which comprise the Investment Trust Pool in the ratio of the shares held by each fund at the beginning of the accounting period after all charges and levies which apply to the Trust Pool have been met from that income and 5% of the net income remaining has been paid over to the College as general revenue to meet the cost of administering the Investment Trust Pool.

Other income is on a receivable basis over the period to which it relates.

1.5 Expenditure

Expenditure is recognised once there is a legal or constructive obligation to transfer economic benefit to a third party, it is probable that a transfer of economic benefits will be required in settlement, and the amount of the obligation can be measured reliably.

Expenditure is classified by activity. The costs of each activity are made up of the total of direct costs and shared costs, including support costs involved in undertaking each activity. Direct costs attributable to a single activity are allocated directly to that activity. Shared costs which contribute to more than one activity and support costs which are not attributable to a single activity are apportioned between those activities on a basis consistent with the use of resources. Central staff costs are allocated on the basis of time spent, and depreciation charges are allocated on the portion of the asset's use.

All expenditure is accounted for on an accruals basis inclusive of irrecoverable VAT.

Expenditure on raising funds relates to expenditure directly attributable to fundraising activities.

Charitable expenditure comprises those costs directly attributable to the Charitable Company's work.

Governance costs comprise the costs which are directly attributable to the management of the Charitable Company's assets, organisational procedures and the necessary legal procedures for compliance with statutory requirements.

Governance costs have been allocated to academic charitable activities.

Support costs are apportioned over the charitable activities of the Charitable Company on a percentage of staff costs basis.

Postage and stationery and computer costs are apportioned between academic and support costs based on estimated usage prior to the apportionment of support costs between the charitable activities of the Charitable Company.

NEW COLLEGE WORCESTER

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2024

1 Accounting policies

(Continued)

1.6 Tangible fixed assets

Assets costing £1,000 or more are capitalised.

Tangible fixed assets other than freehold land are stated at cost less depreciation.

Depreciation is recognised so as to write off the cost or valuation of assets less their residual values over their useful lives on the following bases:

Freehold land	is not depreciated
Freehold buildings	straight line basis over 50 years
Plant and Machinery	straight line basis over 5 years
Fixture and Fittings	straight line basis over 5 years or 10 years
Motor Vehicles	straight line basis over 5 years

The gain or loss arising on the disposal of an asset is determined as the difference between the sale proceeds and the carrying value of the asset, and is recognised in the statement of financial activities.

1.7 Fixed asset investments

Fixed asset investments are initially measured at transaction price excluding transaction costs, and are subsequently measured at fair value at each reporting date. Changes in fair value are recognised in net income/(expenditure) for the year. Transaction costs are expensed as incurred.

1.8 Impairment of fixed assets

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

1.9 Cash and cash equivalents

Cash and cash equivalents include cash in hand, deposits held at call with banks, other short-term liquid investments with original maturities of three months or less.

1.10 Financial instruments

The charitable company only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value.

Debtors

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

Liabilities

Liabilities are recognised where there is an obligation at the Balance Sheet date as a result of a past event, it is probable that a transfer of economic benefit will be required in settlement, and the amount of the settlement can be estimated reliably. Liabilities are recognised at the amount that the charitable company anticipates it will pay to settle the debt or the amount it has received as advanced payments for the goods or services it must provide.

NEW COLLEGE WORCESTER

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2024

1 Accounting policies

(Continued)

1.11 Employee benefits

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

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

1.12 Retirement benefits

The charitable company operates two defined benefit pension schemes.

The Teachers' Pension Scheme forms part of a multi-employer scheme and, therefore, it is unable to identify its share of the underlying assets and liabilities in the scheme on a consistent and reliable basis. As such the contributions are accounted for as if the scheme were defined contribution and charged as they become payable.

The Pensions Trust scheme also forms part of a multi-employer scheme, however, sufficient information is available to be accounted for as a defined benefit scheme.

The cost of providing benefits under defined benefit plans is determined separately for each plan using the projected unit credit method, and is based on actuarial advice.

The change in the net defined benefit liability arising from employee service during the year is recognised as an employee cost. The cost of plan introductions, benefit changes, settlements and curtailments are recognised as incurred.

The net interest element is determined by multiplying the net defined benefit liability by the discount rate, taking into account any changes in the net defined benefit liability during the period as a result of contribution and benefit payments. The net interest is recognised in income/(expenditure) for the year.

Remeasurement changes comprise actuarial gains and losses, the effect of the asset ceiling and the return on the net defined benefit liability excluding amounts included in net interest. These are recognised immediately in other recognised gains and losses in the period in which they occur and are not reclassified to income/(expenditure) in subsequent periods.

The net defined benefit pension asset or liability in the balance sheet comprises the total for each plan of the present value of the defined benefit obligation (using a discount rate based on high quality corporate bonds), less the fair value of plan assets out of which the obligations are to be settled directly. Fair value is based on market price information, and in the case of quoted securities is the published bid price. The value of a net pension benefit asset is limited to the amount that may be recovered either through reduced contributions or agreed refunds from the scheme.

1.13 Leases

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

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

NEW COLLEGE WORCESTER

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2024

2 Critical accounting estimates and judgements

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

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

Depreciation is based on judgement of the useful economic life and residual value of assets based on historical experience. Details of depreciation rates are in note 1.6 above.

The present value of the Pensions Trust Independent Schools' Pension Scheme defined benefit liability depends on a number of factors that are determined on an actuarial basis using a variety of assumptions. The assumptions used in determining the net cost (income) for pensions include the discount rate. Any changes in these assumptions, which are disclosed in note 23, will impact the amount of the pension liability. Furthermore a roll forward approach which projects results from the latest full actuarial valuation performed at 30 September 2020 has been used by the actuary in valuating the pensions liability at 31 August 2024. Any differences between the figures derived from the roll forward approach and a full actuarial valuation would impact on the carrying amount of the pension liability.

NEW COLLEGE WORCESTER

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2024

3 Donations and legacies

	Unrestricted funds general £	Restricted funds £	Total 2024 £	Total 2023 £
Donations and gifts	17,488	10,835	28,323	44,603
Legacies receivable	1,968,108	-	1,968,108	-
Other specified income as below	129,675	277,640	407,315	333,629
	<u>2,115,271</u>	<u>288,475</u>	<u>2,403,746</u>	<u>378,232</u>
For the year ended 31 August 2023	<u>106,478</u>	<u>271,754</u>		<u>378,232</u>
	Unrestricted funds general £	Restricted funds £	Total 2024 £	Total 2023 £
Grants receivable for core activities				
Teachers Pay & Pension Grant	129,675	-	129,675	61,717
OSF Active Partnership	-	4,951	4,951	-
ESFA Grants	-	1,453	1,453	24,533
Devolved Formula Capital Grant/School Condition Grant	-	74,703	74,703	94,532
Pupil Premium Funding	-	14,778	14,778	17,409
Celebration Day	-	-	-	190
Recovery Grant	-	18,492	18,492	-
Lightmongers Affiliation	-	7,000	7,000	-
Tutoring grant	-	(3,737)	(3,737)	-
Enterprise RAC UK	-	-	-	2,500
Vinchel Foundation	-	160,000	160,000	120,000
Awards 4 All	-	-	-	9,765
British Blind Together Fund	-	-	-	2,860
Other	-	-	-	123
	<u>129,675</u>	<u>277,640</u>	<u>407,315</u>	<u>333,629</u>

NEW COLLEGE WORCESTER

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2024

4 Charitable activities

	Teaching income	Music lessons for students	Student contributions to outdoor pursuits	Kitchen sales	Outreach and support income	Student activities including overseas school trips	Total 2024	Total 2023
	£	£	£	£	£	£	£	£
Income within charitable activities	6,380,103	16,168	8,353	902	2,468	-	6,407,994	5,868,331
Analysis by fund								
Unrestricted funds - general	6,225,064	16,168	8,353	902	2,468	-	6,252,955	
Restricted funds	155,039	-	-	-	-	-	155,039	
	6,380,103	16,168	8,353	902	2,468	-	6,407,994	
For the year ended 31 August 2023								
Unrestricted funds - general	5,700,893	14,859	17,752	2,250	2,674	-		5,738,428
Restricted funds	129,685	-	-	-	-	218		129,903
	5,830,578	14,859	17,752	2,250	2,674	218		5,868,331

NEW COLLEGE WORCESTER

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2024

5 Fundraising activities

	2024	2023
	£	£
Other fundraising income	1,753	3,183

6 Investments

	Unrestricted funds general £	Restricted funds £	Total 2024 £	Total 2023 £
Swimming pool and other hire	34,947	-	34,947	55,366
Income from listed investments	1,384	11,868	13,252	19,866
Interest receivable	8,830	-	8,830	3,801
	45,161	11,868	57,029	79,033
For the year ended 31 August 2023	60,160	18,873		79,033

Hire income and interest receivable on cash balances other than those held by the Investment Manager are recognised on a receivable basis and accrue to general revenue.

Investment income is recognised on a receivable basis and is apportioned between the funds which comprise the Investment Trust Pool in the ratio of the share held by each fund at the beginning of the accounting period after all charges and levies which apply to the Trust Pool have been met from that income and 5% of net income remaining has been paid over to the College as general revenue to meet the cost of administering the Investment Trust Pool.

7 Raising funds

	Unrestricted funds general £	Unrestricted funds Designated £	Total 2024 £	Total 2023 £
<u>Fundraising and publicity</u>				
Fundraising Strategy Planning	3,444	-	3,444	6,623
Fundraising activities expenditure - leaver's dinner	6,611	-	6,611	5,612
Staff costs	-	-	-	14,344
Depreciation	-	11,391	11,391	8,743
Fundraising and publicity	10,055	11,391	21,446	35,322
For the year ended 31 August 2023				
Fundraising and publicity	26,579	8,743		35,322

NEW COLLEGE WORCESTER

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2024

8 Charitable activities

	Teaching	Student care	Kitchen and domestic	Specific purpose projects	Total 2024	Total 2023
	£	£	£	£	£	£
Staff costs	3,098,823	1,674,121	330,084	-	5,103,028	4,400,050
Depreciation	191,331	33,148	33,148	26,237	283,864	232,795
Staff Training	42,078	15,576	-	-	57,654	44,684
Books and materials	22,617	-	-	-	22,617	33,459
Outdoor pursuits	123	-	-	-	123	293
Educational visits	39,273	-	-	-	39,273	48,387
Student external courses	6,755	-	-	-	6,755	5,674
Postage and stationery	30,685	-	-	-	30,685	31,667
Computer costs	8,736	-	-	-	8,736	10,380
Repairs and maintenance	196,750	-	-	-	196,750	100,296
Sundry	5,496	14,057	-	-	19,553	16,879
Bad debts	-	-	-	-	-	2,087
Subscriptions	33,332	-	-	-	33,332	25,713
Prizes for students	452	-	-	-	452	799
Examination fees	16,538	-	-	-	16,538	17,181
Medical costs	-	2,330	-	-	2,330	3,047
Cleaning	-	-	10,647	-	10,647	10,255
Food Costs	-	-	87,568	-	87,568	96,532
Outreach	-	-	-	278	278	284
College Improvement Plan	-	-	-	775	775	3,947
Restricted fund projects	-	-	-	54,035	54,035	51,899
Pension fund interest	18,000	-	-	-	18,000	15,000
	<u>3,710,989</u>	<u>1,739,232</u>	<u>461,447</u>	<u>81,325</u>	<u>5,992,993</u>	<u>5,151,308</u>
Share of support costs (see note 9)	860,956	452,018	91,067	-	1,404,041	1,033,470
Share of governance costs (see note 9)	366,416	-	-	-	366,416	136,682
	<u>4,938,361</u>	<u>2,191,250</u>	<u>552,514</u>	<u>81,325</u>	<u>7,763,450</u>	<u>6,321,460</u>

NEW COLLEGE WORCESTER

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2024

8 Charitable activities

(Continued)

Analysis by fund

Unrestricted funds - general	4,655,437	2,158,102	519,366	1,053	7,333,958
Unrestricted funds - Designated	191,331	33,148	33,148	26,237	283,864
Unrestricted funds - pension	18,000	-	-	-	18,000
Restricted funds	73,593	-	-	54,035	127,628
	<u>4,938,361</u>	<u>2,191,250</u>	<u>552,514</u>	<u>81,325</u>	<u>7,763,450</u>

For the year ended 31 August 2023

Unrestricted funds - general	3,929,654	1,599,718	482,679	4,231	6,016,282
Unrestricted funds - Designated	157,000	27,486	27,486	20,823	232,795
Unrestricted funds - pension	15,000	-	-	-	15,000
Restricted funds	5,484	-	-	51,899	57,383
	<u>4,107,138</u>	<u>1,627,204</u>	<u>510,165</u>	<u>76,953</u>	<u>6,321,460</u>

NEW COLLEGE WORCESTER

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2024

9 Support costs

	Support costs	Governance costs	2024	2023
	£	£	£	£
Staff costs	752,705	22,742	775,447	562,178
Administration staff training	7,910	-	7,910	10,249
Premises repairs and maintenance	130,103	-	130,103	62,321
Rates and water	17,853	-	17,853	27,639
Heat and light	238,060	-	238,060	180,589
Insurance	63,643	-	63,643	50,648
Transport costs	20,900	-	20,900	23,747
Postage and stationery	12,571	-	12,571	9,464
Telephone	19,192	-	19,192	10,143
Equipment repairs and maintenance	11,832	-	11,832	10,356
Computer costs	64,882	-	64,882	45,142
Sundry expenses	5,226	-	5,226	2,476
Adverts for recruitment of staff	26,943	-	26,943	21,256
Marketing of the activities of the school	16,843	-	16,843	25,803
Loan interest	13,312	-	13,312	11,538
Other interest	2,066	-	2,066	2,066
Audit and accountancy	-	10,140	10,140	9,000
Legal and professional fees	-	319,865	319,865	97,099
Bank charges	-	1,892	1,892	2,095
Investment management fees	-	3,303	3,303	5,755
Recruitment	-	8,474	8,474	588
	<u>1,404,041</u>	<u>366,416</u>	<u>1,770,457</u>	<u>1,170,152</u>
Analysed between				
Charitable activities	<u>1,404,041</u>	<u>366,416</u>	<u>1,770,457</u>	<u>1,170,152</u>

Postage and stationery, and computer costs are apportioned between academic and support costs based on estimated usage prior to the appointment of support costs between the charitable activities of the Charitable Company.

Other support costs are apportioned over the charitable activities of the Charitable Company on a percentage of staff costs basis.

Legal and professional fees includes the following:

	2024	2023
	£	£
Strategic planning consultant	159,009	39,025
Project accountant	34,200	-
Pension advice	46,809	-
Xero setup costs	2,592	-
Other professional services	77,255	58,074
	<u>319,865</u>	<u>97,099</u>

NEW COLLEGE WORCESTER

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2024

9 Support costs

(Continued)

Included in staff costs is £22,742 (2023 - £22,145) for company secretarial and governance time.

Governance costs includes payments to the auditors of £12,732 (2023 - £9,000) for audit fees, accounts preparation and other non audit services.

10 Trustees' Remuneration and Expenses

One trustee has been paid remuneration or has received other benefits from employment with the charity. The Principal only receives remuneration in respect of services she provides undertaking the role of Principal under her contract of employment.

The value of trustees' remuneration and other benefits was as follows:

Mrs R Perks (Principal and Trustee), Remuneration £108,271 (2023: £100,409) and Employers Pension Contributions £27,622 (2023: £23,777).

During the year trustees' expenses of £4,841 (2023: £419) were reimbursed to 3 trustees (2023: 1 trustee). Expenses related to travel, hospitality, room hire and other small sundry expenses.

11 Employees

Number of employees

The average monthly number of employees during the year was:

	2024 Number	2023 Number
Academic	76	75
Care	52	49
Domestic	24	23
Administration	18	15
	<u>170</u>	<u>162</u>

Employment costs

	2024 £	2023 £
Wages and salaries	4,466,573	3,737,759
Social security costs	393,045	346,090
Other pension costs	1,018,857	892,723
	<u>5,878,475</u>	<u>4,976,572</u>

NEW COLLEGE WORCESTER

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2024

11 Employees

(Continued)

The number of employees whose annual remuneration was £60,000 or more were:

	2024 Number	2023 Number
£60,001 - £70,000	4	3
£70,001 - £80,000	2	-
£100,001 - £110,000	1	1

Of the employees whose emoluments exceed £60,000, all employees have retirement benefits accruing under multi-employer defined benefit pension schemes. Total employer pensions contributions for the year for these employees amounted to £132,460 (2023: £71,932).

Included in wages and salaries are redundancy costs of £166,856 (2023: £nil).

Key management personnel is defined as the Principal, Vice Principal, Assistant Principals and Director of Finance. The total employee benefits of the key management personnel were £785,613 (2023: £506,978).

12 Taxation

The charity is exempt from taxation on its activities because all its income is applied for charitable purposes.

13 Transfers

During the year £43,000 (2023: £41,000) was released from unrestricted funds to the Pension Scheme reserve. Additionally, £466,245 (2023: £327,184) was transferred from unrestricted funds to restricted funds to represent the assets purchased from restricted funds. £1,850,512 (2023: £350,486) was transferred into the designated fund to equate the carry forward fund balance to the value of tangible fixed assets.

14 Tangible fixed assets

	Freehold land and buildings £	Plant and Machinery £	Fixture and Fittings £	Motor Vehicles £	Total £
Cost					
At 1 September 2023	15,101,684	890,901	726,360	114,967	16,833,912
Additions	629,354	88,742	444,202	-	1,162,298
At 31 August 2024	15,731,038	979,643	1,170,562	114,967	17,996,210
Depreciation					
At 1 September 2023	788,751	594,390	357,121	81,410	1,821,672
Depreciation charged in the year	69,110	111,842	103,244	11,058	295,254
At 31 August 2024	857,861	706,232	460,365	92,468	2,116,926
Carrying amount					
At 31 August 2024	14,873,177	273,411	710,197	22,499	15,879,284
At 31 August 2023	14,312,933	296,511	369,239	33,557	15,012,240

NEW COLLEGE WORCESTER

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2024

14 Tangible fixed assets

(Continued)

Included in land and buildings is freehold land with a net book value of £164,000.

During the year ended 31 March 2008 trusteeship of land and buildings of market value of £12,520,425 was transferred from Royal National Institute of Blind People and its subsidiary RNIB Services Limited to New College Worcester, subject to a capital recovery deed whereby if the property is sold prior to 8 June 2028, which would require written consent and confirmation that the consideration of such a sale is not below market value from RNIB, then the Charitable Company shall pay RNIB the lower of 82% of the consideration of sale plus VAT and £5,000,000 plus VAT.

In 2021, a deed of variation was entered into and, by agreement with RNIB, proceeds of a permitted disposal may be invested into alternative premises that deliver services to the blind and partially sighted.

15 Fixed asset investments

	2024 £	2023 £
Listed investments	-	713,519

Movements in fixed asset investments

	Total £
Cost or valuation	
At 31 August 2023	713,519
Additions	76,549
Valuation changes	2,288
Disposals	(792,356)
At 31 August 2024	-
Carrying amount	
At 31 August 2024	-
At 31 August 2023	713,519

16 Debtors

	2024 £	2023 £
Amounts falling due within one year:		
Trade debtors	145	1,247
Other debtors	1,471,966	5,616
Prepayments and accrued income	57,672	19,208
	1,529,783	26,071

NEW COLLEGE WORCESTER

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2024

17 Creditors: amounts falling due within one year

	Notes	2024 £	2023 £
Bank loans	20	13,140	13,140
Trade creditors		573,815	28,920
Other taxation and social security		79,968	78,135
Other creditors		155,826	94,638
Accruals		427,286	271,836
Deferred income	21	683,461	438,470
Obligations under finance leases	19	9,558	9,558
		<u>1,943,054</u>	<u>934,697</u>

18 Creditors: amounts falling due after more than one year

	Notes	2024 £	2023 £
Loans and overdrafts	20	142,192	155,206
Obligations under finance leases	19	9,088	18,645
		<u>151,280</u>	<u>173,851</u>

19 Finance lease obligations

Future minimum lease payments due under finance leases:

	2024 £	2023 £
Within one year	9,558	9,558
Within two and five years	9,088	18,645
	<u>18,646</u>	<u>28,203</u>

NEW COLLEGE WORCESTER

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2024

20 Loans and overdrafts

	2024 £	2023 £
Bank loans	155,332	168,346
Payable within one year	13,140	13,140
Payable after one year	142,192	155,206
Amounts included above which fall due after five years:		
Payable by instalments	52,560	85,054

21 Deferred income

	2024 £	2023 £
Other deferred income	683,461	438,470
	2024 £	2023 £
School fee income received in advance	679,086	438,470
Ski trip income received in advance	4,375	-
	683,461	438,470

Deferred income is included in the financial statements as follows:

	2024 £	2023 £
Deferred income is included within:		
Current liabilities	683,461	438,470
Movements in the year:		
Deferred income at 1 September 2023	438,470	372,134
Released from previous periods	(438,470)	(372,134)
Resources deferred in the year	683,461	438,470
Deferred income at 31 August 2024	683,461	438,470

NEW COLLEGE WORCESTER

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2024

22	Provisions for liabilities	Notes	2024 £	2023 £
	Retirement benefit obligations	23	319,000	331,000
			<u>319,000</u>	<u>331,000</u>

23 Retirement benefit schemes

Teachers' Pension Scheme

The Teachers' Pension Scheme (TPS) is a statutory, contributory, defined benefit scheme, governed by the Teachers' Pension Scheme Regulations 2014. Membership is automatic for teachers. All teachers have the option to opt-out of the TPS following enrolment.

The TPS is an unfunded scheme to which both the member and employer makes contributions, as a percentage of salary - these contributions are credited to the Exchequer. Retirement and other pension benefits are paid by public funds provided by Parliament.

Valuation of the Teachers' Pension Scheme

The Government Actuary, using normal actuarial principles, conducts a formal actuarial review of the TPS in accordance with the Public Service Pensions (Valuations and Employer Cost Cap) Directions 2014 published by HM Treasury every 4 years. The aim of the review is to ensure scheme costs are recognised and managed appropriately and the review specifies the level of future contributions.

Actuarial scheme valuations are dependent on assumptions about the value of future costs, design of benefits and many other factors. The latest actuarial valuation of the TPS was carried out as at 31 March 2020. The valuation report was published by the Department for Education on 27 October 2023, with the SCAPE rate, set by HMT, applying a notional investment return based on 1.7% above the rate of CPI. The key elements of the valuation outcome are:

- Employer contribution rates set at 28.68% of pensionable pay (including a 0.08% administration levy). This is an increase of 5% in employer contributions and the cost control result is such that no change in member benefits is needed.
- Total scheme liabilities (pensions currently in payment and the estimated cost of future benefits) for service to the effective date of £262,000 million and notional assets (estimated future contributions together with the notional investments held at the valuation date) of £222,200 million, giving a notional past service deficit of £39,800 million.

The result of this valuation will be implemented from 1 April 2024. The next valuation result is due to be implemented from 1 April 2028.

The employer's pension costs paid to TPS in the period amounted to £415,903 (2023:£358,265).

A copy of the valuation report and supporting documentation is on the Teachers' Pensions website.

Under the definitions set out in FRS 102, the TPS is an unfunded multi-employer pension scheme. The charitable company is unable to identify its share of the underlying assets and liabilities of the plan. Accordingly, the charitable company has taken advantage of the exemption in FRS 102 and has accounted for its contributions to the scheme as if it were a defined contribution scheme. The charitable company has set out above, the information available on the scheme.

NEW COLLEGE WORCESTER

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2024

23 Retirement benefit schemes

(Continued)

The Pensions Trust Scheme

The college participates in The Pensions Trust Independent Schools' Pension Scheme, a multi-employer scheme which provides benefits to some 61 non-associated employers. The scheme is a defined benefit scheme in the UK.

A full actuarial valuation for the scheme was carried out with an effective date of 30 September 2020. This actuarial valuation was certified on 22 December 2021 and showed assets of £201.1m, liabilities of £256.3m and a deficit of £55.2m. To eliminate this funding shortfall, the trustees and the participating employers have agreed that additional contributions will be paid, in combination from all employers, to the scheme as follows:

From 1 September 2022 to 30 June 2032 : £2.69m per annum (payable monthly and increasing by 3% on each 1st September).

The scheme's previous valuation was carried out with an effective date of 30 September 2017. This valuation showed assets of £149.4m, liabilities of £187.6m and a deficit of £38.2m. To eliminate this funding shortfall, the Trustee has asked the participating employers to pay additional contributions to the scheme as follows:

From 1 September 2019 to 30 April 2030 : £2.39m per annum (payable monthly and increasing 3% on each 1st September).

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

Movements in the present value of defined benefit obligations:

Key assumptions

	2024	2023
Discount rate (% per annum)	4.68%	5.79%

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.

	2024 £	2023 £
Actuarial revaluation	13,000	(21,000)
Net interest on defined benefit liability/(asset)	18,000	15,000
Total costs/(income)	31,000	(6,000)

The amounts included in the balance sheet arising from the charitable company's obligations in respect of defined benefit plans are as follows:

	2024 £	2023 £
Present value of defined benefit obligations	319,000	331,000
Deficit in scheme	319,000	331,000

NEW COLLEGE WORCESTER

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2024

23 Retirement benefit schemes

(Continued)

Movements in the present value of defined benefit obligations:

	2024 £
Liabilities at 1 September 2023	331,000
Actuarial revaluation	13,000
Deficit contributions paid	(43,000)
Interest cost	18,000
	<u> </u>
At 31 August 2024	<u>319,000</u>

The defined benefit obligations arise from plans funded as follows:

	2024 £
Wholly unfunded obligations	-
Wholly or partly funded obligations	319,000
	<u> </u>
	<u>319,000</u>

FOR THE YEAR ENDED 31 AUGUST 2024

Endowment funds represent assets which must be held permanently by the charitable company. Income arising on the endowment funds can be used in accordance with the objects of the charitable company and is included as unrestricted income. Any capital gains or losses arising on the assets form part of the fund.

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NEW COLLEGE WORCESTER

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2024

24 Endowment funds		(Continued)									
	Balance at 1 September 2022 £	Movement in funds				Balance at 1 September 2023 £	Movement in funds				Balance at 31 August 2024 £
		Income £	Expenditure £	Transfers £	Losses £		Income £	Expenditure £	Transfers £	Losses £	
B/fwd	554,874	-	-	-	(17,369)	537,505	-	-	-	(1,016)	536,489
Expendable endowments											
General Purpose Bequests	11,648	-	-	-	-	11,648	-	-	-	-	11,648
	566,522	-	-	-	(17,369)	549,153	-	-	-	(1,016)	548,137

Endowment Funds are held to provide income for scholarships, prizes, grants for activities at the College and towards the students' further education. Income generated from these funds is attributed to the associated restricted fund. Further details of these funds can be found in the restricted fund note.

NEW COLLEGE WORCESTER

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2024

25 Restricted funds

The restricted funds of the charity comprise the unexpended balances of donations and grants held on trust subject to specific conditions by donors as to how they may be used.

	Movement in funds				Gains and Balance at	
	Balance at 1 September 2023	Income	Expenditure	Transfers	(losses) 31 August 2024	
	£	£	£	£	£	£
Devolved Formula Capital Grant/School Condition Grant	-	74,703	-	(74,703)	-	-
EFA Bursary Fund Grant	3,706	1,453	-	-	-	5,159
Lightmongers Affiliation	-	7,000	(834)	-	-	6,166
Pupil Premium Funding	24,398	14,778	(27,332)	-	-	11,844
Archive Fund	2,817	-	-	-	-	2,817
Bransford Trust - Art	2,649	-	-	-	-	2,649
The Beatrice Laing Trust	1,632	-	-	-	-	1,632
IT Designated Fund	105,239	155,042	(1,624)	(100,796)	-	157,861
Mental Health	14,725	-	-	-	-	14,725
VICTA	1,500	-	-	-	-	1,500
VI Specialist Equipment	915	-	-	-	-	915
Vinchel Foundation Classroom and 6th Form Hostel Refurb	14,479	160,000	-	(174,479)	-	-
DFE Maintenance	7,215	-	-	-	-	7,215
Music Tour	2,975	-	-	(2,975)	-	-
Minibus	744	-	-	(744)	-	-
Activity Week	-	2,270	(8,826)	6,556	-	-
Play Equipment	904	-	-	(904)	-	-
COVID Catch up Grant	2,578	-	(2,578)	-	-	-
Orbit Braille Readers	914	-	-	(914)	-	-
Residential refurb - Lower school	14,000	-	-	(14,000)	-	-
Heating system	750	-	-	(750)	-	-
Specsfactory/Brillen	50,000	-	-	(50,000)	-	-
Cadbury Charitable Trust	50,000	-	-	(50,000)	-	-
COVID Recovery	18,768	18,492	(34,716)	-	-	2,544
Tutoring grant	2,955	(3,737)	-	-	-	(782)
Awards for All	5,813	-	-	-	-	5,813
Sundry small restricted funds < £500	3,439	113	(26)	(2,536)	-	990
Pete & Thomas Just giving	-	1,955	-	-	-	1,955
OSF Year 2	-	4,951	(4,951)	-	-	-
C/fwd	333,115	437,020	(80,887)	(466,245)	-	223,003

NEW COLLEGE WORCESTER

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2024

25 Restricted funds

(Continued)

	Balance at 1 September 2023	Movement in funds			Gains and Balance at (losses) 31 August 2024	
	£	Income	Expenditure	Transfers	£	£
		£	£	£		
B/fwd	333,115	437,020	(80,887)	(466,245)	-	223,003
Associated funds: The Charitable Company as Trustee administers these funds under their existing trusts						
Additional Scholarship Fund	2,228	98	-	-	(4)	2,322
Bonham Fund	851	40	-	-	(4)	887
College Prize Fund	563	68	-	-	-	631
De Cordova Fund	26,414	477	-	-	223	27,114
Eric Hamilton Tucker trust	66,289	14,854	(40,757)	-	2,293	42,679
Gullick Bequest	35,722	2,306	(5,984)	-	285	32,329
Hextall Foundation	16,675	226	-	-	106	17,007
Higby Fund	5,256	85	-	-	57	5,398
Scholarship Foundation	6,958	208	-	-	49	7,215
	<u>494,071</u>	<u>455,382</u>	<u>(127,628)</u>	<u>(466,245)</u>	<u>3,005</u>	<u>358,585</u>

NEW COLLEGE WORCESTER

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2024

25 Restricted funds

(Continued)

Prior year	Movement in funds				Gains and Balance at (losses) 31 August 2023	
	Balance at 1 September 2022	Income	Expenditure	Transfers		
	£	£	£	£	£	£
Devolved Formula Capital Grant/School Condition Grant	25,868	94,532	(962)	(119,438)	-	-
EFA Bursary Fund Grant	2,468	1,313	(75)	-	-	3,706
Lightmongers Affiliation	-	1,000	(1,116)	116	-	-
Pupil Premium Funding	9,886	17,409	(2,897)	-	-	24,398
Archive Fund	2,817	-	-	-	-	2,817
Bransford Trust - Art	2,649	-	-	-	-	2,649
The Beatrice Laing Trust	1,632	-	-	-	-	1,632
IT Designated Fund	56,078	129,685	(4,299)	(76,225)	-	105,239
Mental Health	17,965	1,200	(4,440)	-	-	14,725
VICTA	1,500	-	-	-	-	1,500
VI Specialist Equipment	915	-	-	-	-	915
Classroom refurbishment	11,164	120,000	-	(116,685)	-	14,479
DFE Maintenance	7,215	-	-	-	-	7,215
Music Tour	2,975	-	-	-	-	2,975
Minibus	744	-	-	-	-	744
College Car	1,724	-	-	(1,724)	-	-
Activity Week	-	3,737	(30)	(3,707)	-	-
Play Equipment	904	-	-	-	-	904
COVID Catch up Grant	3,341	-	(763)	-	-	2,578
Orbit Braille Readers	914	-	-	-	-	914
Residential refurb - Lower school	14,000	-	-	-	-	14,000
Heating system	750	-	-	-	-	750
Specsfactory/Brillen	50,000	-	-	-	-	50,000
Cadbury Charitable Trust	50,000	-	-	-	-	50,000
COVID Recovery	-	18,768	-	-	-	18,768
Tutoring grant	-	3,375	(420)	-	-	2,955
Awards for All	-	9,765	(3,952)	-	-	5,813
Sundry small restricted funds < £500	3,274	873	(1,187)	479	-	3,439
C/fwd	268,783	401,657	(20,141)	(317,184)	-	333,115

NEW COLLEGE WORCESTER

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2024

25 Restricted funds

(Continued)

Prior year	Movement in funds				Gains and Balance at (losses) 31 August 2023	
	Balance at 1 September 2022	Income	Expenditure	Transfers		
	£	£	£	£	£	£
B/fwd	268,783	401,657	(20,141)	(317,184)	-	333,115
Associated funds: The Charitable Company as Trustee administers these funds under their existing trusts						
Additional Scholarship Fund	2,153	156	-	-	(81)	2,228
Bonham Fund	804	63	-	-	(16)	851
College Prize Fund	456	109	-	-	(2)	563
De Cordova Fund	26,147	759	-	-	(492)	26,414
Eric Hamilton Tucker trust	82,870	13,929	(27,510)	-	(3,000)	66,289
Gullick Bequest	43,761	3,031	(9,732)	-	(1,338)	35,722
Hextall Foundation	16,624	359	-	-	(308)	16,675
Higby Fund	5,229	136	-	-	(109)	5,256
Scholarship Foundation	6,775	331	-	-	(148)	6,958
	<u>453,602</u>	<u>420,530</u>	<u>(57,383)</u>	<u>(317,184)</u>	<u>(5,494)</u>	<u>494,071</u>

NEW COLLEGE WORCESTER

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2024

25 Restricted funds

(Continued)

Details of the purpose of the main restricted funds are given below. A number of smaller value funds (<£500) also exist arising from donations from individuals or specific fund raising activities.

DFC (Devolved Formula Capital)/Schools Condition Grant - For improvements to buildings and other facilities, including Information Communication Technology.

EFA Bursary Fund Grant - Grant funding targeted for student experiencing the greatest financial disadvantages and / or course-related costs.

Lightmongers Affiliation - Contributions towards costs of association with Lightmongers.

Pupil Premium Funding - Government funding to raise the attainment of disadvantaged pupils.

Archive Fund - Donation to support the archiving of NCW documents.

Bransford Trust (Art) - Donations towards Visiting Artists.

The Beatrice Laing Trust - Donation towards blackout blinds in Chapel.

IT Designated Fund - College restricted fund for students' IT equipment.

Mental Health - For the provision of counselling services.

VICTA - Support for students applying for University.

VI Specialist Equipment - Up to date ICT equipment for generic use in College.

Vinchel Foundation Classroom and 6th Form Hostel refurbishment - In support of refurbishment works.

DFE Maintenance - (Devolved Formula Capital allocation) - For maintenance to buildings and other facilities.

Music Tour - Income received to enable pupils to go on a Music Tour.

Minibus - Donations towards the lease of a minibus.

College Car - Funding to assist with the running costs of the college car.

Activity Week - Funding received to assist with the costs of running the annual activity event.

Play equipment - Donations towards improvement to outdoor play equipment.

Covid Catch Up & Covid Recovery - Funding received to improve the educational outcomes for students disadvantaged by the Covid pandemic.

Orbit Braille Readers - Donation for the purchase of Braille learning aids.

Residential refurbishment - Donations toward the refurbishment of the lower school buildings.

Heating system - Donations toward the improvements to the heating system.

Specsfactory/Brillen - Donation towards capital projects for the benefit of the the students.

Cadbury Charitable Trust - Donation toward the refurbishment of the bathrooms in the lower school.

NEW COLLEGE WORCESTER

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2024

25 Restricted funds

(Continued)

Tutoring grant - funding received to support one-to-one tutoring.

Awards for All - funding received for the Hear to Help project.

Pete & Thomas Just Giving - funding received for specialist exercise equipment.

OSF Year 2 - funding for facility upgrades and maintenance.

Associated Funds

Additional Scholarship Foundation - Scholarships and grants for students and to establish students in the world.

Bonham Fund - Prize for student entering University to read Mathematics.

College Prize Fund - Various annual prizes and awards.

De Cordova Fund - Scholarships to enter University to take up a literary career.

Eric Hamilton Tucker Trust - Grants to enable students to travel abroad.

Gullick Bequest - Holiday grants to students.

Hextall Foundation - Scholarships post New College Worcester for education or travel.

Higby Fund - Grants to students wishing to enter Oxford University.

Scholarship Foundation - Scholarships at NCW or at University / College or promotes education generally.

NEW COLLEGE WORCESTER

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2024

26 Designated funds

The unrestricted funds of the charity comprise the unexpended balances of donations and grants which are not subject to specific conditions by donors and grantors as to how they may be used. These include designated funds which have been set aside out of unrestricted funds by the trustees for specific purposes.

	Balance at 1 September 2022 £	Expenditure £	Transfers £	Balance at 1 September 2023 £	Expenditure £	Transfers £	Balance at 31 August 2024 £
Properties transferred under trust by RNIB	11,952,485	(37,309)	-	11,915,176	(37,309)	-	11,877,867
General fixed asset designated fund	2,262,594	(204,229)	350,486	2,408,851	(257,946)	1,850,512	4,001,417
Property refurbishment	400,000	-	-	400,000	-	-	400,000
	<u>14,615,079</u>	<u>(241,538)</u>	<u>350,486</u>	<u>14,724,027</u>	<u>(295,255)</u>	<u>1,850,512</u>	<u>16,279,284</u>

The Trustee Governors have designated the properties previously held under trust by RNIB as these properties are subject to a capital recovery deed.

During the year ended 31 March 2008 land and buildings of market value of £12,520,425 were transferred from Royal National Institute of Blind People and its subsidiary RNIB Services Limited to New College Worcester, subject to a capital recovery deed whereby if the property is sold prior to 8 June 2028, which would require written consent and confirmation that the consideration of such a sale is not below market value from RNIB, then the Charitable Company shall pay RNIB the lower of 82% of the consideration of sale plus VAT and £5,000,000 plus VAT.

The Charitable Company assigns all fixed assets to a designated fund. This is done to ensure that the Charitable Company will have suitable level of reserves to meet future depreciation costs relating to these fixed assets and to recognise the fact that future depreciation charges will not directly affect the net operating capital of the Charitable Company.

In 2021 the Trustee Governors designated a sum of £400,000 for the purpose of undertaking a programme of property refurbishment.

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2024

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NEW COLLEGE WORCESTER

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2024

28 Capital commitments

Amounts contracted for but not provided in the financial statements:

	2024 £	2023 £
Acquisition of property, plant and equipment	201,052	-

29 Operating lease commitments

At the reporting end date the charitable company had outstanding commitments for future minimum lease payments under non-cancellable operating leases, which fall due as follows:

	2024 £	2023 £
Within one year	6,376	8,274
Between two and five years	521	5,729
	6,897	14,003

30 Cash generated from operations

	2024 £	2023 £
Surplus/(deficit) for the year	1,080,542	(28,833)
Adjustments for:		
Investment income recognised in statement of financial activities	(57,029)	(79,033)
(Gain)/loss on disposal of investments	(2,288)	24,223
Depreciation and impairment of tangible fixed assets	295,254	241,538
Pension (gain) / deficit	31,000	(6,000)
Movements in working capital:		
(Increase)/decrease in debtors	(1,503,712)	439,158
Increase in creditors	763,366	128,362
Increase in deferred income	244,991	66,336
Cash generated from operations	852,124	785,751

31 Related party transactions

Other than as detailed in note 10 there were no related party transactions in the year. A former Trustee N Duffy is also a director of Dolphin Computer Access Limited. The charity did not make any purchases from Dolphin Computer Access Limited before N Duffy resigned as a Trustee (2013: £3,759).

NEW COLLEGE WORCESTER

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2024

32 Analysis of changes in net funds

	At 1 September 2023 £	Cash flows £	Transfers £	At 31 August 2024 £
Cash at bank and in hand	1,856,918	397,091	-	2,254,009
Loans falling due within one year	(13,140)	13,014	(13,014)	(13,140)
Loans falling due after more than one year	(155,206)	-	13,014	(142,192)
Obligations under finance leases	(28,203)	9,557	-	(18,646)
	<u>1,660,369</u>	<u>419,662</u>	<u>-</u>	<u>2,080,031</u>

Accounts

Charity registration number 1118377

Company registration number 06053218 (England and Wales)

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

NEW COLLEGE WORCESTER

LEGAL AND ADMINISTRATIVE INFORMATION

Trustee Governors	Mr. S Tyler	
	Mrs. T Smith	
	Mrs. M Russell	
	Dr P A Simkiss	
	Lady L Morris	
	Mr T Lawrence	
	Mrs R Perks	(Appointed 1 September 2022)
	Mrs P Dyson	(Appointed 25 September 2023)
	Mrs K J Gorick	(Appointed 25 September 2023)
	Mrs L Mauro-Bracken	(Appointed 25 September 2023)
	Mr A S Price	(Appointed 25 September 2023)
	Mrs L E Stewart-Barritt	(Appointed 25 September 2023)
	Mrs E A Williams	(Appointed 1 October 2023)
Patrons	Lieutenant Colonel Patrick Holcroft LVO OBE	
	Lord Faulkner of Worcester	
Senior Leadership Team	Mrs. R. Perks, Principal	(Appointed 1 September 2022)
	Mr. S Farr, Vice Principal	(Appointed 1 September 2023)
	Mrs. V. Ward, Strategic Lead - VI Education	
	Mrs. F. Madden, Strategic Lead - Student Progress	(Resigned 31 August 2023)
	Mr. W. Stark, Strategic Lead - Student Progress	(Appointed 1 September 2023)
	Mr. P. Marnell, Strategic Lead - Student Wellbeing and Designated Safeguarding Lead	
	Mrs. L. Pratt, Assistant Principal: Strategic Lead Business and Finance	(Resigned 21 October 2022)
	Mrs. R. Hines, Assistant Principal: Strategic Lead Business and Finance	(Appointed 3 October 2022 & Resigned 3 January 2023)
	Mr. S. Morom, Strategic Lead Business and Finance	(Appointed 13 March 2023)
	Mrs. J. Dursley, Head of Care	(Appointed 1 September 2023)
Charity number	1118377	
Company number	06053218	
Registered office	Whittington Road Worcester WR5 2JX	
Auditor	Kendall Wadley LLP Granta Lodge 71 Graham Road Malvern Worcestershire WR14 2JS	

NEW COLLEGE WORCESTER

LEGAL AND ADMINISTRATIVE INFORMATION

Bankers	Lloyds Bank Plc 4 The Cross Worcester WR1 3PY
Solicitors	Thursfields 9-10 The Tything Worcester WR1 2HD
Investment advisors	J. M. Finn & Co 4 Coleman Street London EC2R 5TA

NEW COLLEGE WORCESTER

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NEW COLLEGE WORCESTER

TRUSTEE GOVERNORS' REPORT (INCLUDING DIRECTORS' REPORT)

FOR THE YEAR ENDED 31 AUGUST 2023

The Trustee Governors present their annual report and financial statements for the year ended 31 August 2023.

The financial statements have been prepared in accordance with the accounting policies set out in note 1 to the financial statements and comply with the charitable company's Memorandum & Articles of Association, the Companies Act 2006 and "Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019)".

Chair's Foreword by Linda Morris (Vice Chair)

2022/23 was a pivotal year in the development of New College Worcester. With Covid-19 behind us and in the context of the February 2022 Ofsted Residential Care and Safeguarding Inspection, the opportunity to review and confirm the strategic direction of the College was taken. This process also produced an outline estate strategy led by the needs of our students and designed to meet the business model of the college.

Our Chair, Diana Fulbrook, announced her intention to retire at the end of the 2022/23 academic year, in the Autumn Term, so a search to find a successor was started by me, as Vice Chair. Diana was very much instrumental in achieving this and we are grateful for her legacy. There is still much to do but having a clear Five-Year Rolling Strategy is key to the future direction of the college.

There were several changes to the Governing Body, due to planned retirements by long standing Trustee/ Governors and I would like to acknowledge their invaluable contribution. Fortunately, we were able to replace them with new Trustee/ Governors with a wide range of skills, of which Pat Dyson, our new Chair was one. Pat was appointed by the Governing Body in July 2023 to replace Diana. There was also a change of teaching staff governor and the parent governor.

The new Principal took up her role in September 2022, and her focus was immediately on safeguarding and bringing back robust operational planning and quality assurance, which had lost focus during the closure of College due to Covid-19. Changes in guidance and regulation has prompted the College to strengthen the safeguarding team and review governance arrangements.

Following several new appointments to strengthen leadership and senior management across the College, the Principal and Senior Lead for Business and Finance identified significant underlying pressures that could undermine the future viability of the college if not addressed. As a result, a Business Repositioning Programme was launched in the 2022/23 Summer Term which has been a major focus in 2023/24.

During the year, the College continued to focus its efforts on making the improvements required following the Ofsted residential care and safeguarding inspection in February 2022 which impacted negatively on the College community and funders. Significant improvements were noted by Ofsted in their November 2022 Education Monitoring Inspection however the Inadequate grading remains until they re-inspect, and the embedding of changes can be demonstrated.

The Governing Body has actively monitored and supported the efforts made to improve the processes required. Changes that have taken place during this year have enabled the Governing Body and Principal to be positive about the future and re-focus on longer term planning.

NEW COLLEGE WORCESTER

TRUSTEE GOVERNORS' REPORT (CONTINUED)(INCLUDING DIRECTORS' REPORT) FOR THE YEAR ENDED 31 AUGUST 2023

Objectives and activities

The Charitable Company's objects are:

- To provide and promote a religious, social and academic education for young persons who are visually impaired in the United Kingdom of Great Britain and Northern Ireland, the Channel islands and the Isle of Man and elsewhere in the Commonwealth and, subject thereto, from any other part of the world, with the ancillary purpose of supporting and facilitating generally the provision of education for such young persons;
- To manage and conduct New College Worcester (incorporating Worcester College For The Blind and Chorleywood College For Girls With Little Or No Sight) (NCW) and to hold and administer its property in accordance with the provisions set out in the Charitable Company's Memorandum and Articles of Association, but in particular to secure that the religious instruction given in the College is in accordance with the Doctrines of the Church of England.
- To use restricted funds, legacies and endowments for the purposes stated. A legacy policy is in place to support the furtherance of this objective.

The activities of the Charitable Company during the year were in support of the objects. Further details are included within the achievements and performance section of this report.

Public benefit

The Trustee Governors confirm that they have complied with the duty in section 4 of the Charities Act 2006 to have due regard to the Charity Commission's general guidance on public benefit, 'Charities and Public Benefit.'

NCW provides an extensive outreach programme to support students with visual impairment, and the professionals working with them. Subject specialists who are also Qualified Teachers of the Visually Impaired (QTVI) are able to provide advice and guidance nationally across all aspects of the curriculum. There are regular events throughout the academic year at the College, to enable visitors to receive training and support. We also have an annual 'Family Day', which is a national event open to everyone.

NEW COLLEGE WORCESTER

TRUSTEE GOVERNORS' REPORT (CONTINUED)(INCLUDING DIRECTORS' REPORT) FOR THE YEAR ENDED 31 AUGUST 2023

Achievements and performance

Overall, this has been a challenging academic year. Key leadership and management roles were vacant for a significant period of time for a variety of unavoidable reasons.

We have successfully recruited new staff members of excellent calibre to the roles of; Teacher of Biology, Exams Officer, Head of Care, Facilities Manager, Strategic Lead for Business and Finance and Safeguarding. These successful appointments ensure that both our operational and strategic capacity is strengthened across all areas, however, the legacy of their vacancy means that progress of the aspirational College Improvement Plan has been impeded.

We are delighted with the grading of 'Good' from our most recent residential inspection. Senior leaders recognise this provides us with a strong springboard to achieve the further necessary improvements with regard to safeguarding and embedding the quality assurance processes across the College provision as a whole.

External examination results for year 11 students demonstrated highly favourable outcomes, with all students able to demonstrate progression. Specific groups who performed well were free school meals (FSM) students, who outperformed non-FSM students in terms of results vs. targets, and also girls compared to boys. Some subjects stood out as having achieved excellent results. These subjects include Science Triple GCSE, Food Prep and Nutrition, and Entry Level Science. These were the right courses for these students which helped them to achieve and exceed their potential.

External examination results for sixth form were pleasing overall. We set aspirational targets and we have high expectations about university courses, for those who wanted to apply. The students overall performed well compared to data from their GCSE grades. The grades they achieved are way in excess of typical predicted grades from mainstream settings due to their small class sizes, specialist teaching, and well adapted resources. These year groups of course were affected by Covid 19, having not sat GCSE exams but instead first facing "real" exams in KS5. This proved challenging but NCW prepared them well for this, with students rising to the challenge. Results were very pleasing in a number of areas, namely, Film Studies, English Language, Politics, Sociology, Psychology and Health and Social Care.

In addition, supported Internships continue to be highly successful for sixth form students extending our relationships with local and national businesses and this is an offer we intend to continue with next year.

NEW COLLEGE WORCESTER

TRUSTEE GOVERNORS' REPORT (CONTINUED)(INCLUDING DIRECTORS' REPORT) FOR THE YEAR ENDED 31 AUGUST 2023

Financial review

The College leadership have continued with their strategy of increasing teaching income, which rose by 3.7% compared to 2021/2022. The focus has been on increasing student numbers which translates into a higher income and increased financial stability for the College. One of the effects of the Covid-19 pandemic was that some of our learners were funded for an extra year, this has resulted in an increase in students in our Sixth Form, which we anticipate will return to normal levels next year. Total income for the year was £6,331,172 compared to £6,234,714 in the prior year.

Net Outgoing Resources (after transfers between funds) on general activities for the year at £207,881 compare to £549,555 incoming in 2021/22. The 2023 position continues to reflect additional costs incurred in restructuring and repositioning the management infrastructure.

Total expenditure was £6,356,782 an increase of £748,840 (13.3%) on the prior year. The College faces a backlog of maintenance and therefore expenditure in this area will continue to increase.

Donations and legacies totalled £378,232 in 2022/2023 compared to £465,721 the previous year. This includes a Teachers Pay & Pension Grant (£61,717), Devolved Formula Capital Grant/Schools Condition Funding Grant (£94,532), and an award from the Vinchel Foundation (£120,000).

General Donations remained stable in the order of £45,000.

Endowment and other funds not needed in the short term are managed on the College's behalf by specialist investment managers JM Finn. At 31 August 2023 these investments showed an unrealised net loss in the year of £24,223 giving a market value of £713,519. The portfolio has now been realised in full and funds are to be placed in a less volatile investment product.

Designated funds increased by £108,948 during the year.

Reserves Policy

Total funds held as at 31 August 2023 amounted to £16,169,200 (2022 £16,198,033). This included restricted funds of £494,071 (2022 £453,602), endowment funds of £549,153 (2022 £566,522) and designated funds of £14,724,027 (2022 £14,615,079). Designated fund explanations are included in Note 28 of the Accounts.

General unrestricted funds were £732,949 (2022 £940,830). Reserves of this level are considered reasonable and in line Trustee Governors commitments to have the College reserves at £800,000. (equal to around 2 months running costs) to secure the College's financial stability. However, the current economic and political climate continues to increase financial pressures on all providers of special education needs services given that they are funded by Local Authorities. Trustee Governors remain mindful of the uncertainties and risks but aim to improve sustainability through increasing the levels and sources of funding and continued reviews of curriculum, staffing and fees. Strategic financial management and internal control are underpinned by strong Governance arrangements and a high level of financial competence within the Governing Body. The Trustee Governors continue to receive reassurances from external Auditors that adequate systems of internal control are in place and are exercised.

NEW COLLEGE WORCESTER

TRUSTEE GOVERNORS' REPORT (CONTINUED)(INCLUDING DIRECTORS' REPORT) FOR THE YEAR ENDED 31 AUGUST 2023

Plans for future

Trustee Governors continue to update their rolling 5-year Strategic Plan annually to ensure the College is best prepared to meet the increasingly challenging national and local context. They keep abreast of the fast-changing educational landscape, political direction, and vision impairment demographics, taking these into account in deciding how best to secure a sustainable future for the College. Working with the Senior Leadership Team, the Governing Body reaffirmed the 2021 /22 intent to progress with the three key strategic priorities for 2022/23. These are:

- Students make excellent progress
- Safeguarding is Effective and Residential Care is Outstanding
- Secure a sustainable future for NCW

As referred to in the Chair's Foreword, a Business Repositioning Programme (BRP) was launched in the 2022/23 Summer Term which is a major focus for the 2023/24 year. Within the context of the BRP Trustee Governors are retaining a keen focus on the three key strategic priorities.

Progress within each of the strategic priorities is monitored through the 2023/24 College Improvement Plan. This reflects the strengthened focus on robust operational planning and quality assurance, brought about by the new Principal whilst maintaining the key aim of the three strategic priorities. During this year work will be undertaken to more clearly identify and articulate strategic links to operational delivery plans.

Governing Body committees robustly monitor progress against the College Improvement Plan, taking responsibility for ensuring delivery of their respective subject areas whilst robustly scrutinising safeguarding responsibilities.

The Governing Body is now poised to refocus on BRP strategic workstreams which will provide opportunities for developing the long-term plan for the site and college. Work will be undertaken to scope the future direction for the College, reflecting all opportunities available for us in the educational and fundraising sectors whilst recognising the changing future of specialist education provision in a challenging financial climate.

Trustee Governors and the Senior Leadership Team maintain a strong commitment to work together to achieve the College's long-term aspirations.

NEW COLLEGE WORCESTER

TRUSTEE GOVERNORS' REPORT (CONTINUED)(INCLUDING DIRECTORS' REPORT) FOR THE YEAR ENDED 31 AUGUST 2023

Structure, governance and management

The Charitable Company is a company limited by guarantee, incorporated on 15 January 2007 and registered as a charity on 14 March 2007. The Charitable Company is governed by its Memorandum and Articles of Association dated 11 January 2007 (as amended by special resolution dated 6 March 2007 and as amended by special resolution dated 24 January 2012, and as amended by special resolution dated 15 November 2021 and further revised by special resolution dated 25 May 2022).

The Trustee Directors of the Charitable Company, known as Trustee Governors with effect from 24 January 2012, are its Trustees for the purposes of charity law and throughout this report are collectively referred to as the Trustee Governors.

The Trustee Governors, who are also the directors for the purpose of company law, and who served during the year and up to the date of signature of the financial statements were:

Mrs. D M Fulbrook OBE	(Resigned 25 September 2023)
Mr. I A Paul	(Resigned 25 September 2023)
Mr. S Tyler	
Mrs S Bannister	(Resigned 25 September 2023)
Mrs. T Smith	
Mrs. M Russell	
Mr J F Munoz	(Resigned 17 April 2023)
Dr P A Simkiss	
Mr N P Duffy	(Resigned 25 September 2023)
Lady L Morris	
Mrs S Lock	(Resigned 25 September 2023)
Mr T Lawrence	
Mrs R Perks	(Appointed 1 September 2022)
Mrs P Dyson	(Appointed 25 September 2023)
Mrs K J Gorick	(Appointed 25 September 2023)
Mrs L Mauro-Bracken	(Appointed 25 September 2023)
Mr A S Price	(Appointed 25 September 2023)
Mrs L E Stewart-Barritt	(Appointed 25 September 2023)
Mrs E A Williams	(Appointed 1 October 2023)

In previous years, in accordance with the Company's Articles of Association dated 11 January 2007 (as amended by Special Resolution dated 6 March 2007) one third of the Trustee Directors, chosen by ballot, together with one co-opted Trustee Director, were re-elected with new Trustee Governors being elected at future AGMs to fill vacancies arising. However, on 24 January 2012 the Company's Articles of Association were further revised by special resolution providing, amongst other things, a) for the establishment of a Governing Body in place of a Board of Trustee Directors where there was no committee established to discharge the functions of a school governing body, and b) the appointment of Trustee Governors for a term of four years.

The Principal is an ex officio Trustee Governor and member of the Governing Body.

None of the Trustee Governors has any beneficial interest in the Charitable Company. All of the Trustee Governors are members of the Charitable Company and guarantee to contribute up to £5 in the event of its winding up.

The Trustee Governors receive training at Governing Body meetings and by course attendance, as is deemed appropriate.

NEW COLLEGE WORCESTER

TRUSTEE GOVERNORS' REPORT (CONTINUED)(INCLUDING DIRECTORS' REPORT) FOR THE YEAR ENDED 31 AUGUST 2023

The Governing Body consists of at least nine and not more than fifteen individuals, all of whom must be Members. Trustee Governors must retire at the Annual General Meeting next following the fourth anniversary of their election, though they may stand for re-election. A retiring Trustee Governor who remains qualified may be re-appointed but cannot serve as a Trustee Governor for more than two four-year terms of office without a one year break.

The Trustee Governors meet regularly to manage the Charitable Company's affairs, with at least three meetings per year. A quorum of five Trustee Governors is required for each meeting.

The Principal has overall responsibility under the direction of the Governing Body for the internal organisation, management and discipline of the College and in particular for the provision, development and delivery of its education services. In consultation with the Principal the Governing Body has established a Senior Leadership Team under the chairmanship of the Principal to have responsibility for the operational management of the College. The remuneration of key management personnel is set by the Governing body.

Prior to incorporation, the operations of the Charitable Company were conducted as part of RNIB and upon incorporation RNIB and its subsidiary RNIB Services Limited transferred (by way of trust) most of the property and donated some other buildings and land, together with their associated assets, used by the Charitable Company and RNIB holds a capital recovery deed over most of the properties held by the Charitable Company, the details of which can be found elsewhere in the Accounts.

Risk Management Policy

The Trustee Governors have given consideration to the major risks to which the charity is exposed and satisfied themselves that systems or procedures are established in order to manage those risks. They have established a risk management policy to identify and assess risks and to evaluate what action must be taken to mitigate risks to an acceptable level. Risks are monitored and reviewed periodically. In general, the College adopts a medium level approach to risk after mitigating actions and defines its risk appetite as 'cautious'. There are certain areas where this approach does not apply, for example safeguarding and Health and Safety, and where a more cautious approach to risk is adopted and agreed by the Governing body or its Committees.

Auditor

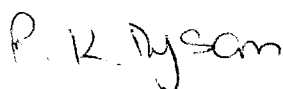
A resolution proposing that Kendall Wadley LLP be reappointed as auditors of the company will be put to the Members.

Disclosure of information to auditor

Each of the Trustee Governors has confirmed that there is no information of which they are aware which is relevant to the audit, but of which the auditor is unaware. They have further confirmed that they have taken appropriate steps to identify such relevant information and to establish that the auditor is aware of such information.

This report has been prepared in accordance with the provisions applicable to companies entitled to the small companies exemption.

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



Mrs P Dyson

Trustee Governor

Dated: 23 April 2024

NEW COLLEGE WORCESTER

STATEMENT OF TRUSTEE GOVERNORS' RESPONSIBILITIES **FOR THE YEAR ENDED 31 AUGUST 2023**

The Trustee Governors, who are also the directors of New College Worcester for the purpose of company law, are responsible for preparing the Trustee Governors' Report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company Law requires the Trustee Governors to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charitable company and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that year.

In preparing these financial statements, the Trustee Governors 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 operation.

The Trustee Governors are responsible for keeping adequate accounting records that disclose with reasonable accuracy at any time the financial position of the charitable company and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charitable company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

NEW COLLEGE WORCESTER

INDEPENDENT AUDITOR'S REPORT

TO THE TRUSTEE GOVERNORS OF NEW COLLEGE WORCESTER

Opinion

We have audited the financial statements of New College Worcester (the 'charitable company') for the year ended 31 August 2023 which comprise the statement of financial activities, the summary income and expenditure account, the balance sheet, the 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 charitable company's affairs as at 31 August 2023 and of its incoming resources and application of resources, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for opinion

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

Conclusions relating to going concern

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

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

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

Other information

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

We have nothing to report in this regard.

Matters on which we are required to report by exception

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

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

NEW COLLEGE WORCESTER

INDEPENDENT AUDITOR'S REPORT (CONTINUED)

TO THE TRUSTEE GOVERNORS OF NEW COLLEGE WORCESTER

Responsibilities of Trustee Governors

As explained more fully in the statement of Trustee Governors' responsibilities, the Trustee Governors, who are also the directors of the charitable company for the purpose of company law, are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the Trustee Governors determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error. In preparing the financial statements, the Trustee Governors are responsible for assessing the charitable company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the Trustee Governors either intend to liquidate the charitable company or to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements

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

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an 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.

The extent to which our procedures are capable of detecting irregularities, including fraud, is detailed below.

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

- an understanding of the risk assessment process (including the assessment of the risk of fraud) adopted by the Board is obtained and their attitude to risk ascertained
- an assessment of the susceptibility to material mis-statement of the financial statements as a result of management over-ride or fraud is made
- it is ensured that the engagement team have, collectively, the appropriate competence, capabilities and skills to be involved in the assignment, are fully briefed and understand the risks specific to the charity

Audit response to risks identified

The information obtained through the assessment to risk procedures is reviewed and the following work undertaken:

- processes to test the outcomes of our assessment include, a review of Board minutes, analytical review, the relevance and accuracy of significant accounting estimates, substantive testing of significant transactions, work to identify unusual or unexpected accounting entries including the testing of journal entries, information disclosed in the financial statements is traced to supporting documentation. In all instances it is acknowledged that material misstatements that arise from fraud may involve deliberate concealment or collusion and are, therefore, by their very nature harder to detect than those arising from error.
- an understanding of the legal and regulatory framework as applicable to the charity is obtained together with knowledge of the procedures put in place by the charity in order to comply with the same

It should be noted that Auditing standards limit the audit procedures required to identify non-compliance with laws and regulations to enquiry of the directors and other management and the inspection of regulatory and legal correspondence, if any.

A further description of our responsibilities is available on the Financial Reporting Council's website at: <https://www.frc.org.uk/auditorsresponsibilities>. This description forms part of our auditor's report.

NEW COLLEGE WORCESTER

INDEPENDENT AUDITOR'S REPORT (CONTINUED)

TO THE TRUSTEE GOVERNORS OF NEW COLLEGE WORCESTER

Use of our report

This report is made solely to the company's members, as a body, in accordance with section 391 of the Companies Act 2014. Our audit work has been undertaken so that we might state to the 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 company and the company's members as a body, for our audit work, for this report, or for the opinions we have formed.

Elizabeth Needham ACA CTA (VAT) (Senior Statutory Auditor)
for and on behalf of Kendall Wadley LLP

23 April 2024

Chartered Accountants
Statutory Auditor

Granta Lodge
71 Graham Road
Malvern
Worcestershire
WR14 2JS

Kendall Wadley LLP is eligible for appointment as auditor of the charitable company by virtue of its eligibility for appointment as auditor of a company under section 1212 of the Companies Act 2006.

NEW COLLEGE WORCESTER

STATEMENT OF FINANCIAL ACTIVITIES

FOR THE YEAR ENDED 31 AUGUST 2023

		Unrestricted funds general	Unrestricted funds Designated	Unrestricted funds Pension Scheme	Restricted funds	Endowment funds	Total 2023	Total 2022
	Notes	£	£	£	£	£	£	£
Income and endowments from:								
Donations and legacies	3	106,478	-	-	271,754	-	378,232	465,721
Charitable activities	4	5,738,428	-	-	129,903	-	5,868,331	5,659,781
Other trading activities	5	3,183	-	-	-	-	3,183	13,905
Investments	6	60,160	-	-	18,873	-	79,033	77,500
Other income	7	2,393	-	-	-	-	2,393	17,807
Total income		5,910,642	-	-	420,530	-	6,331,172	6,234,714
Expenditure on:								
Raising funds	8	26,579	8,743	-	-	-	35,322	85,336
Charitable activities	9	6,016,282	232,795	15,000	57,383	-	6,321,460	5,522,606
Total resources expended		6,042,861	241,538	15,000	57,383	-	6,356,782	5,607,942
Net gains on investments	14	(1,360)	-	-	(5,494)	(17,369)	(24,223)	(118,743)
Net (outgoing)/incoming resources before transfers		(133,579)	(241,538)	(15,000)	357,653	(17,369)	(49,833)	508,029
Gross transfers between funds	15	(74,302)	350,486	41,000	(317,184)	-	-	-
Net (outgoing)/incoming resources		(207,881)	108,948	26,000	40,469	(17,369)	(49,833)	508,029
Carried forward		(207,881)	108,948	26,000	40,469	(17,369)	(49,833)	508,029

NEW COLLEGE WORCESTER

STATEMENT OF FINANCIAL ACTIVITIES (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2023

Brought forward	(207,881)	108,948	26,000	40,469	(17,369)	(49,833)	508,029
Other recognised gains and losses							
Actuarial gain/(loss) on defined benefit pension schemes	-	-	21,000	-	-	21,000	(136,000)
Net movement in funds	(207,881)	108,948	47,000	40,469	(17,369)	(28,833)	372,029
Fund balances at 1 September 2022	940,830	14,615,079	(378,000)	453,602	566,522	16,198,033	15,826,004
Fund balances at 31 August 2023	732,949	14,724,027	(331,000)	494,071	549,153	16,169,200	16,198,033

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

All income and expenditure derive from continuing activities.

NEW COLLEGE WORCESTER

STATEMENT OF FINANCIAL ACTIVITIES (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2023

Prior year

		Unrestricted funds general	Unrestricted funds Designated	Unrestricted funds Pension Scheme	Restricted funds	Endowment funds	Total 2022
	Notes	£	£	£	£	£	£
Income and endowments from:							
Donations and legacies	3	247,936	-	-	217,785	-	465,721
Charitable activities	4	5,547,422	-	-	112,359	-	5,659,781
Other trading activities	5	13,905	-	-	-	-	13,905
Investments	6	58,331	-	-	19,169	-	77,500
Other income	7	17,807	-	-	-	-	17,807
Total income		5,885,401	-	-	349,313	-	6,234,714
Expenditure on:							
Raising funds	8	78,558	6,778	-	-	-	85,336
Charitable activities	9	5,221,621	194,566	2,000	104,419	-	5,522,606
Total resources expended		5,300,179	201,344	2,000	104,419	-	5,607,942
Net gains on investments	14	(6,667)	-	-	(26,933)	(85,143)	(118,743)
Net (outgoing)/incoming resources before transfers		578,555	(201,344)	(2,000)	217,961	(85,143)	508,029
Gross transfers between funds	15	(29,000)	141,667	29,000	(141,667)	-	-
Net (outgoing)/incoming resources		549,555	(59,677)	27,000	76,294	(85,143)	508,029
Carried forward		549,555	(59,677)	27,000	76,294	(85,143)	508,029

NEW COLLEGE WORCESTER

STATEMENT OF FINANCIAL ACTIVITIES (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2023

Brought forward	549,555	(59,677)	27,000	76,294	(85,143)	508,029
Other recognised gains and losses						
Actuarial gain/(loss) on defined benefit pension schemes	-	-	(136,000)	-	-	(136,000)
Net movement in funds	549,555	(59,677)	(109,000)	76,294	(85,143)	372,029
Fund balances at 1 September 2021	391,275	14,674,756	(269,000)	377,308	651,665	15,826,004
Fund balances at 31 August 2022	940,830	14,615,079	(378,000)	453,602	566,522	16,198,033

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

All income and expenditure derive from continuing activities.

NEW COLLEGE WORCESTER

SUMMARY INCOME AND EXPENDITURE ACCOUNT FOR THE YEAR ENDED 31 AUGUST 2023

	All income funds 2023 £	2022 £
Gross income	6,331,172	6,234,714
Losses on investments	(6,854)	(33,600)
Total income in the reporting period	6,324,318	6,201,114
Total expenditure from income funds	6,356,782	5,607,942
Net (expenditure)/income for the year	(32,464)	593,172

NEW COLLEGE WORCESTER

BALANCE SHEET

AS AT 31 AUGUST 2023

	Notes	2023 £	£	2022 £	£
Fixed assets					
Tangible assets	16	15,012,240		14,826,998	
Investments	17	713,519		740,673	
		<u>15,725,759</u>		<u>15,567,671</u>	
Current assets					
Debtors	18	26,071		465,229	
Cash at bank and in hand		1,856,918		1,479,811	
		<u>1,882,989</u>		<u>1,945,040</u>	
Creditors: amounts falling due within one year	19	(934,697)		(741,139)	
Net current assets		<u>948,292</u>		<u>1,203,901</u>	
Total assets less current liabilities		<u>16,674,051</u>		<u>16,771,572</u>	
Creditors: amounts falling due after more than one year	23	(173,851)		(195,539)	
Provisions for liabilities	24	(331,000)		(378,000)	
Net assets		<u>16,169,200</u>		<u>16,198,033</u>	
Capital funds					
Endowment funds	26	549,153		566,522	
Income funds					
Restricted funds	27	494,071		453,602	
Unrestricted funds - Designated	28	14,724,027		14,615,079	
Unrestricted funds - General		732,949		940,830	
Unrestricted funds - Pension Scheme		(331,000)		(378,000)	
		<u>16,169,200</u>		<u>16,198,033</u>	

The company is entitled to the exemption from the audit requirement contained in section 477 of the Companies Act 2006, for the year ended 31 August 2023 although an audit has been carried out under section 144 of the Charities Act 2011.

NEW COLLEGE WORCESTER

BALANCE SHEET (CONTINUED)

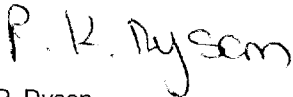
AS AT 31 AUGUST 2023

The members have not required the company to obtain an audit of its financial statements under the requirements of the Companies Act 2006, for the year in question in accordance with section 476.

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

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

The accounts were approved by the Trustee Governors on 23 April 2024



Mrs P Dyson
Trustee

Company Registration No. 06053218

NEW COLLEGE WORCESTER

STATEMENT OF CASH FLOWS

FOR THE YEAR ENDED 31 AUGUST 2023

	Notes	2023 £	£	2022 £	£
Cash flows from operating activities					
Cash generated from operations	32		785,751		361,810
Investing activities					
Purchase of tangible fixed assets		(426,780)		(268,303)	
Purchase of investments		(59,924)		(101,231)	
Proceeds from disposal of investments		62,855		107,727	
Investment income received		79,033		77,500	
Net cash used in investing activities			(344,816)		(184,307)
Financing activities					
Repayment of bank loans		(13,270)		(14,837)	
Repayment of pension fund deficit		(41,000)		(29,000)	
Payment of obligations under finance leases		(9,558)		(11,080)	
Net cash used in financing activities			(63,828)		(54,917)
Net increase in cash and cash equivalents			377,107		122,586
Cash and cash equivalents at beginning of year			1,479,811		1,357,225
Cash and cash equivalents at end of year			1,856,918		1,479,811

NEW COLLEGE WORCESTER

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

1 Accounting policies

Company information

New College Worcester is a private company limited by guarantee incorporated in England and Wales. The registered office is New College Worcester, Whittington Road, Worcester, WR5 2JX .

1.1 Accounting convention

The financial statements have been prepared in accordance with the charitable company's governing document, the Companies Act 2006 and "Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019)". The charitable company is a Public Benefit Entity as defined by FRS 102.

The financial statements are prepared in sterling, which is the functional currency of the charitable company. Monetary amounts in these financial statements are rounded to the nearest £.

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

1.2 Going concern

Following recent Ofsted inspections some local authorities withdrew funding until they had satisfied themselves that students were safe. In the last monitoring visit the inspectors stated that safeguarding is effective and this has had a positive effect on funding decisions. Pupil numbers have been capped by the Department for Education, however, ongoing dialogue shows that depending on potential pupil circumstances and subject to prior agreement with the Department for Education, it may be possible to accommodate additional pupils. The restructuring and repositioning process referred to in the report of the Governing Body will reduce ongoing costs, and this together with proceeds from the sale of surplus property indicates to the Trustee Governors that there is a reasonable expectation that the charitable company will have adequate resources to continue for a period of at least twelve months from the date of approval to the financial statements and it is, therefore, appropriate to continue to adopt the going concern basis of accounting.

1.3 Charitable funds

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

Designated funds comprise funds which have been set aside at the discretion of the Trustee Governors for specific purposes. The purposes and uses of the designated funds are set out in the notes to the accounts,

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

Expendable endowment funds are subject to specific conditions by donors that the funds must be invested to produce income by the charitable company.

1.4 Incoming resources

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

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

NEW COLLEGE WORCESTER

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2023

1 Accounting policies

(Continued)

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

Restricted grant income is recognised on a receivable basis. Unrestricted grant income is recognised over the period to which it relates.

School fees are recognised during the school term to which they relate.

Investment income is recognised on a receivable basis and is apportioned between the funds which comprise the Investment Trust Pool in the ratio of the shares held by each fund at the beginning of the accounting period after all charges and levies which apply to the Trust Pool have been met from that income and 5% of the net income remaining has been paid over to the College as general revenue to meet the cost of administering the Investment Trust Pool.

Other incoming resources are on a receivable basis over the period to which they relate.

1.5 Resources expended

Expenditure is recognised once there is a legal or constructive obligation to transfer economic benefit to a third party, it is probable that a transfer of economic benefits will be required in settlement, and the amount of the obligation can be measured reliably.

Expenditure is classified by activity. The costs of each activity are made up of the total of direct costs and shared costs, including support costs involved in undertaking each activity. Direct costs attributable to a single activity are allocated directly to that activity. Shared costs which contribute to more than one activity and support costs which are not attributable to a single activity are apportioned between those activities on a basis consistent with the use of resources. Central staff costs are allocated on the basis of time spent, and depreciation charges are allocated on the portion of the asset's use.

All expenditure is accounted for on an accruals basis inclusive of irrecoverable VAT.

Costs of generating funds relate to expenditure directly attributable of fundraising activities.

Charitable expenditure comprises those costs directly attributable to the Charitable Company's work.

Governance costs comprise the costs which are directly attributable to the management of the Charitable Company's assets, organisational procedures and the necessary legal procedures for compliance with statutory requirements.

Governance costs have been allocated to academic charitable activities.

Support costs are apportioned over the charitable activities of the Charitable Company on a percentage of staff costs basis.

Postage and stationery and computer costs are apportioned between academic and support costs based on estimated usage prior to the apportionment of support costs between the charitable activities of the Charitable Company.

NEW COLLEGE WORCESTER

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2023

1 Accounting policies

(Continued)

1.6 Tangible fixed assets

Tangible fixed assets other than freehold land are stated at cost less depreciation.

Depreciation is recognised so as to write off the cost or valuation of assets less their residual values over their useful lives on the following bases:

Freehold land	is not depreciated
Freehold buildings	straight line basis over 50 years
Plant and Machinery	straight line basis over 5 years
Fixture and Fittings	straight line basis over 5 years or 10 years
Motor Vehicles	straight line basis over 5 years

The gain or loss arising on the disposal of an asset is determined as the difference between the sale proceeds and the carrying value of the asset, and is recognised in the statement of financial activities.

1.7 Fixed asset investments

Fixed asset investments are initially measured at transaction price excluding transaction costs, and are subsequently measured at fair value at each reporting date. Changes in fair value are recognised in net income/(expenditure) for the year. Transaction costs are expensed as incurred.

1.8 Impairment of fixed assets

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

Recoverable amount is the higher of fair value less costs to sell and value in use. In assessing value in use, the estimated future cash flows are discounted to their present value using a pre-tax discount rate that reflects current market assessments of the time value of money and the risks specific to the asset for which the estimates of future cash flows have not been adjusted.

If the recoverable amount of an asset is estimated to be less than its carrying amount, the carrying amount of the asset is reduced to its recoverable amount. An impairment loss is recognised immediately in income/(expenditure) for the year, unless the relevant asset is carried at a revalued amount, in which case the impairment loss is treated as a revaluation decrease.

Recognised impairment losses are reversed if, and only if, the reasons for the impairment loss have ceased to apply. Where an impairment loss subsequently reverses, the carrying amount of the asset is increased to the revised estimate of its recoverable amount, but so that the increased carrying amount does not exceed the carrying amount that would have been determined had no impairment loss been recognised for the asset in prior years. A reversal of an impairment loss is recognised immediately, unless the relevant asset is carried in at a revalued amount, in which case the reversal of the impairment loss is treated as a revaluation increase.

1.9 Cash and cash equivalents

Cash and cash equivalents include cash in hand, deposits held at call with banks, other short-term liquid investments with original maturities of three months or less.

NEW COLLEGE WORCESTER

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2023

1 Accounting policies

(Continued)

1.10 Financial instruments

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

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

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

Basic financial assets

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

Basic financial liabilities

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

Debt instruments are subsequently carried at amortised cost, using the effective interest rate method.

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

Derecognition of financial liabilities

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

1.11 Employee benefits

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

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

NEW COLLEGE WORCESTER

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2023

1 Accounting policies

(Continued)

1.12 Retirement benefits

The charitable company operates two defined benefit pension schemes.

The Teachers' Pension Scheme forms part of a multi-employer scheme and, therefore, it is unable to identify its share of the underlying assets and liabilities in the scheme on a consistent and reliable basis. As such the contributions are accounted for as if the scheme were defined contribution and charged as they become payable.

The Pensions Trust scheme also forms part of a multi-employer scheme, however, sufficient information is available to be accounted for as a defined benefit scheme.

The cost of providing benefits under defined benefit plans is determined separately for each plan using the projected unit credit method, and is based on actuarial advice.

The change in the net defined benefit liability arising from employee service during the year is recognised as an employee cost. The cost of plan introductions, benefit changes, settlements and curtailments are recognised as incurred.

The net interest element is determined by multiplying the net defined benefit liability by the discount rate, taking into account any changes in the net defined benefit liability during the period as a result of contribution and benefit payments. The net interest is recognised in income/(expenditure) for the year.

Remeasurement changes comprise actuarial gains and losses, the effect of the asset ceiling and the return on the net defined benefit liability excluding amounts included in net interest. These are recognised immediately in other recognised gains and losses in the period in which they occur and are not reclassified to income/(expenditure) in subsequent periods.

The net defined benefit pension asset or liability in the balance sheet comprises the total for each plan of the present value of the defined benefit obligation (using a discount rate based on high quality corporate bonds), less the fair value of plan assets out of which the obligations are to be settled directly. Fair value is based on market price information, and in the case of quoted securities is the published bid price. The value of a net pension benefit asset is limited to the amount that may be recovered either through reduced contributions or agreed refunds from the scheme.

1.13 Leases

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

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

2 Critical accounting estimates and judgements

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

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

NEW COLLEGE WORCESTER

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2023

3 Donations and legacies

	Unrestricted funds general £	Restricted funds £	Total 2023 £	Total 2022 £
Donations and gifts	42,261	2,342	44,603	46,457
Other specified income as below	64,217	269,412	333,629	419,264
	<u>106,478</u>	<u>271,754</u>	<u>378,232</u>	<u>465,721</u>
For the year ended 31 August 2022	<u>247,936</u>	<u>217,785</u>		<u>465,721</u>

NEW COLLEGE WORCESTER

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2023

3 Donations and legacies

(Continued)

	Unrestricted funds general £	Restricted funds £	Total 2023 £	Total 2022 £
Grants receivable for core activities				
Teachers Pay & Pension Grant	61,717	-	61,717	59,407
Covid-19 Testing & Vaccination Grants	-	-	-	27,028
ESFA Grants	-	24,533	24,533	116,829
Devolved Formula Capital Grant/School Condition Grant	-	94,532	94,532	74,201
The Eveson Charitable Trust Grant	-	-	-	5,000
Worcester Community Foundation Grant	-	-	-	2,450
Edward Cadbury Charitable Trust Grant	-	-	-	50,000
Pupil Premium Funding	-	17,409	17,409	16,001
Celebration Day	-	190	190	150
Covid-19 Catch Up Grant	-	-	-	(2,486)
Birkdale Trust HI Pillow Pads	-	-	-	1,720
Michael Watson Charitable Trust	-	-	-	1,000
Squire Foundation	-	-	-	5,000
ESFA Free School Meals	-	-	-	3,046
Oxfordshire County Council	-	-	-	1,168
Apprentice grant	-	-	-	3,000
The Spectacle Grant	-	-	-	2,000
Specsfactory	-	-	-	50,000
PF Charitable Trust	-	-	-	3,000
Enterprise RAC UK	2,500	-	2,500	-
Vinchel Foundation	-	120,000	120,000	-
Awards 4 All	-	9,765	9,765	-
British Blind Together Fund	-	2,860	2,860	-
Other	-	123	123	750
	<u>64,217</u>	<u>269,412</u>	<u>333,629</u>	<u>419,264</u>

NEW COLLEGE WORCESTER

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2023

4 Charitable activities

	Teaching income	Music lessons for students	Student contributions to outdoor pursuits	Kitchen sales	Outreach and support income	Student activities including overseas school trips	Total 2023	Total 2022
	£	£	£	£	£	£	£	£
Income within charitable activities	5,830,578	14,859	17,752	2,250	2,674	218	5,868,331	5,659,781
Analysis by fund								
Unrestricted funds - general	5,700,893	14,859	17,752	2,250	2,674	-	5,738,428	
Restricted funds	129,685	-	-	-	-	218	129,903	
	5,830,578	14,859	17,752	2,250	2,674	218	5,868,331	
For the year ended 31 August 2022								
Unrestricted funds - general	5,515,703	12,498	10,581	1,285	7,355	-		5,547,422
Restricted funds	112,279	-	-	-	-	80		112,359
	5,627,982	12,498	10,581	1,285	7,355	80		5,659,781

NEW COLLEGE WORCESTER

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2023

5 Fundraising activities

	2023	2022
	£	£
Other fundraising income	3,183	13,905

6 Investments

	Unrestricted funds general £	Restricted funds £	Total 2023 £	Total 2022 £
Swimming pool and other hire	55,366	-	55,366	57,322
Income from listed investments	993	18,873	19,866	20,178
Interest receivable	3,801	-	3,801	-
	60,160	18,873	79,033	77,500
For the year ended 31 August 2022	58,331	19,169		77,500

Hire income and interest receivable on cash balances other than those held by the Investment Manager are recognised on a receivable basis and accrue to general revenue.

Investment income is recognised on a receivable basis and is apportioned between the funds which comprise the Investment Trust Pool in the ratio of the share held by each fund at the beginning of the accounting period after all charges and levies which apply to the Trust Pool have been met from that income and 5% of net income remaining has been paid over to the College as general revenue to meet the cost of administering the Investment Trust Pool.

NEW COLLEGE WORCESTER

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2023

7 Other income

	2023	2022
	£	£
Other income	2,393	17,807

8 Raising funds

	Unrestricted funds general	Unrestricted funds Designated	Total 2023	Total 2022
	£	£	£	£
<u>Fundraising and publicity</u>				
Fundraising Strategy Planning	6,623	-	6,623	6,630
Fundraising activities expenditure	5,612	-	5,612	3,234
Staff costs	14,344	-	14,344	68,694
Depreciation and impairment	-	8,743	8,743	6,778
	<u>26,579</u>	<u>8,743</u>	<u>35,322</u>	<u>85,336</u>
For the year ended 31 August 2022				
Fundraising and publicity	<u>78,558</u>	<u>6,778</u>		<u>85,336</u>
 Fundraising activities expenditure:				
Leavers dinner expenditure			5,612	3,234
			<u>5,612</u>	<u>3,234</u>

NEW COLLEGE WORCESTER

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2023

9 Charitable activities

	Teaching	Student care	Kitchen and domestic	Specific purpose projects	Total 2023	Total 2022
	£	£	£	£	£	£
Staff costs	2,817,244	1,277,224	305,582	-	4,400,050	3,814,964
Depreciation and impairment	157,000	27,486	27,486	20,823	232,795	194,566
Staff Training	33,852	10,832	-	-	44,684	39,695
Books and materials	33,459	-	-	-	33,459	56,933
Outdoor pursuits	293	-	-	-	293	1,891
Educational visits	48,387	-	-	-	48,387	27,889
Student external courses	5,674	-	-	-	5,674	3,988
Postage and stationery	31,667	-	-	-	31,667	25,552
Computer costs	10,380	-	-	-	10,380	16,892
Repairs and maintenance	100,296	-	-	-	100,296	65,906
Sundry	2,171	14,708	-	-	16,879	18,337
Bad debts	2,087	-	-	-	2,087	15,012
Subscriptions	25,713	-	-	-	25,713	17,064
Prizes for students	799	-	-	-	799	860
Examination fees	17,181	-	-	-	17,181	13,181
Medical costs	-	3,047	-	-	3,047	3,113
Cleaning	-	-	10,255	-	10,255	9,676
Food Costs	-	-	96,532	-	96,532	229,467
Outreach	-	-	-	284	284	517
College Improvement Plan	-	-	-	3,947	3,947	10,058
Restricted fund projects	-	-	-	51,899	51,899	54,729
Pension fund interest	15,000	-	-	-	15,000	2,000
	<u>3,301,203</u>	<u>1,333,297</u>	<u>439,855</u>	<u>76,953</u>	<u>5,151,308</u>	<u>4,622,290</u>
Share of support costs (see note 11)	669,253	293,907	70,310	-	1,033,470	809,978
Share of governance costs (see note 11)	136,682	-	-	-	136,682	90,338
	<u>4,107,138</u>	<u>1,627,204</u>	<u>510,165</u>	<u>76,953</u>	<u>6,321,460</u>	<u>5,522,606</u>

NEW COLLEGE WORCESTER

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2023

9 Charitable activities

(Continued)

Analysis by fund

Unrestricted funds - general	3,929,654	1,599,718	482,679	4,231	6,016,282
Unrestricted funds - Designated	157,000	27,486	27,486	20,823	232,795
Unrestricted funds - pension	15,000	-	-	-	15,000
Restricted funds	5,484	-	-	51,899	57,383
	<u>4,107,138</u>	<u>1,627,204</u>	<u>510,165</u>	<u>76,953</u>	<u>6,321,460</u>

For the year ended 31 August 2022

Unrestricted funds - general	3,423,881	1,382,330	404,835	10,575	5,221,621
Unrestricted funds - Designated	130,874	23,424	23,424	16,844	194,566
Unrestricted funds - pension	2,000	-	-	-	2,000
Restricted funds	49,690	-	-	54,729	104,419
	<u>3,606,445</u>	<u>1,405,754</u>	<u>428,259</u>	<u>82,148</u>	<u>5,522,606</u>

10 Trustee Governors

None of the Trustee Governors (or any persons connected with them) received any remuneration or benefits from the charitable company during the year, and none of them were reimbursed travelling and related expenses (2022 - £nil).

NEW COLLEGE WORCESTER

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2023

11 Support costs

	Support costs	Governance costs	2023	2022	Basis of allocation
	£	£	£	£	
Staff costs	540,033	22,145	562,178	434,045	
Administration staff training	10,249	-	10,249	7,926	
Premises repairs and maintenance	62,321	-	62,321	77,202	
Rates and water	27,639	-	27,639	6,395	
Heat and light	180,589	-	180,589	126,558	
Insurance	50,648	-	50,648	46,331	
Transport costs	23,747	-	23,747	13,448	
Postage and stationery	9,464	-	9,464	11,782	
Telephone	10,143	-	10,143	9,638	
Equipment repairs and maintenance	10,356	-	10,356	14,739	
Computer costs	45,142	-	45,142	30,964	
Sundry expenses	2,476	-	2,476	-	
Adverts for recruitment of staff	21,256	-	21,256	19,560	
Marketing of the activities of the school	25,803	-	25,803	20,366	
Loan interest	11,538	-	11,538	6,657	
Other interest	2,066	-	2,066	1,721	
Audit and accountancy	-	9,000	9,000	9,600	Governance
Legal and professional fees	-	97,099	97,099	31,811	Governance
Bank charges	-	2,095	2,095	2,014	Governance
Travel expenses	-	-	-	728	Governance
Investment management fees	-	5,755	5,755	6,205	Governance
Recruitment	-	588	588	22,626	
	<u>1,033,470</u>	<u>136,682</u>	<u>1,170,152</u>	<u>900,316</u>	
Analysed between					
Charitable activities	<u>1,033,470</u>	<u>136,682</u>	<u>1,170,152</u>	<u>900,316</u>	

Postage and stationery, and computer costs are apportioned between academic and support costs based on estimated usage prior to the appointment of support costs between the charitable activities of the Charitable Company.

Legal and professional fees includes OFSTED annual fees and general corporate advice.

Other support costs are apportioned over the charitable activities of the Charitable Company on a percentage of staff costs basis.

NEW COLLEGE WORCESTER

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2023

11 Support costs

(Continued)

Included in staff costs is £22,145 (2022 - £17,354) for company secretarial and governance time.

Governance costs includes payments to the auditors of £9,000 (2022 - £9,000) for audit fees and accounts preparation.

12 Employees

Number of employees

The average monthly number of employees during the year was:

	2023 Number	2022 Number
Academic	75	71
Care	49	48
Domestic	23	18
Administration	15	16
	<u>162</u>	<u>153</u>

Employment costs

	2023 £	2022 £
Wages and salaries	3,737,759	3,444,846
Social security costs	346,090	301,295
Other pension costs	892,723	571,562
	<u>4,976,572</u>	<u>4,317,703</u>

The agreed staffing establishment full time equivalents increased from 99.65 to 108.32 during the year. In addition there are 46.5 (2022 - 45) staff employed on a casual/seasonal basis for instrumental music lessons and to assist with scribing, reading and invigilating for examinations.

The number of employees whose annual remuneration was £60,000 or more were:

	2023 Number	2022 Number
£60,001 - £70,000	3	2
£100,001 - £110,000	1	1

Of the employees whose emoluments exceed £60,000, all employees have retirement benefits accruing under multi-employer defined benefit pension schemes. Total employer pensions contributions for the year for these employees amounted to £71,932 (2022 - £48,046).

13 Taxation

The charity is exempt from taxation on its activities because all its income is applied for charitable purposes.

NEW COLLEGE WORCESTER

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2023

14 Net gains/(losses) on investments

	Unrestricted funds general £	Restricted funds £	Endowment funds £	Total 2023 £	Total 2022 £
Revaluation of investments	(1,465)	(5,918)	(18,709)	(26,092)	(116,023)
Gain/loss on sale of investments	105	424	1,340	1,869	(2,720)
	<u>(1,360)</u>	<u>(5,494)</u>	<u>(17,369)</u>	<u>(24,223)</u>	<u>(118,743)</u>
For the year ended 31 August 2022	<u>(6,667)</u>	<u>(26,933)</u>	<u>(85,143)</u>		<u>(118,743)</u>

15 Transfers

During the year £33,302 (2022 - £16,547) was transferred from unrestricted funds to restricted funds to cover restricted wage expenditure. £41,000 (2022 - £29,000) was released from unrestricted funds to the Pension Scheme reserve.

£350,486 (2022 - £141,667) was transferred from restricted funds to the general fixed asset designated fund to reflect the movements in tangible fixed assets in the year.

16 Tangible fixed assets

	Freehold land and buildings £	Plant and Machinery £	Fixture and Fittings £	Motor Vehicles £	Total £
Cost					
At 1 September 2022	15,101,684	733,508	456,973	114,967	16,407,132
Additions	-	157,393	269,387	-	426,780
At 31 August 2023	<u>15,101,684</u>	<u>890,901</u>	<u>726,360</u>	<u>114,967</u>	<u>16,833,912</u>
Depreciation and impairment					
At 1 September 2022	722,116	507,342	281,261	69,415	1,580,134
Depreciation charged in the year	66,635	87,048	75,860	11,995	241,538
At 31 August 2023	<u>788,751</u>	<u>594,390</u>	<u>357,121</u>	<u>81,410</u>	<u>1,821,672</u>
Carrying amount					
At 31 August 2023	<u>14,312,933</u>	<u>296,511</u>	<u>369,239</u>	<u>33,557</u>	<u>15,012,240</u>
At 31 August 2022	<u>14,379,568</u>	<u>226,166</u>	<u>175,712</u>	<u>45,552</u>	<u>14,826,998</u>

NEW COLLEGE WORCESTER

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2023

16 Tangible fixed assets

(Continued)

Included in land and buildings is freehold land with a net book value of £164,000.

During the year ended 31 March 2008 trusteeship of land and buildings of market value of £12,520,425 was transferred from Royal National Institute of Blind People and its subsidiary RNIB Services Limited to New College Worcester, subject to a capital recovery deed whereby if the property is sold prior to 8 June 2028, which would require written consent and confirmation that the consideration of such a sale is not below market value from RNIB, then the Charitable Company shall pay RNIB the lower of 82% of the consideration of sale plus VAT and £5,000,000 plus VAT.

In 2021, a deed of variation was entered into and, by agreement with RNIB, proceeds of a permitted disposal may be invested into alternative premises that deliver services to the blind and partially sighted.

17 Fixed asset investments

	2023 £	2022 £
Listed investments	713,519	740,673
Movements in fixed asset investments		Total £
Cost or valuation		
At 31 August 2022		740,673
Additions		59,924
Valuation changes		(24,223)
Disposals		(62,855)
At 31 August 2023		713,519
Carrying amount		
At 31 August 2023		713,519
At 31 August 2022		740,673

18 Debtors

	2023 £	2022 £
Amounts falling due within one year:		
Trade debtors	1,247	404,534
Other debtors	5,616	5,123
Prepayments and accrued income	19,208	55,572
	26,071	465,229

NEW COLLEGE WORCESTER

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2023

19 Creditors: amounts falling due within one year

	Notes	2023 £	2022 £
Bank loans	20	13,140	14,280
Obligations under finance leases	21	9,558	9,558
Other taxation and social security		78,135	68,677
Deferred income	22	438,470	372,134
Trade creditors		28,920	41,279
Other creditors		94,638	135,267
Accruals		271,836	99,944
		<u>934,697</u>	<u>741,139</u>

20 Loans and overdrafts

	2023 £	2022 £
Bank loans	<u>168,346</u>	<u>181,616</u>
Payable within one year	13,140	14,280
Payable after one year	<u>155,206</u>	<u>167,336</u>
Amounts included above which fall due after five years:		
Payable by instalments	<u>85,054</u>	<u>98,324</u>

21 Finance lease obligations

Future minimum lease payments due under finance leases:

	2023 £	2022 £
Within one year	9,558	9,558
Within two and five years	18,645	28,203
	<u>28,203</u>	<u>37,761</u>

NEW COLLEGE WORCESTER

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2023

22 Deferred income

	2023 £	2022 £
Other deferred income	438,470	372,134

	2023 £	2022 £
School fee income received in advance	438,470	367,963
Other income	-	4,171
	438,470	372,134

23 Creditors: amounts falling due after more than one year

	Notes	2023 £	2022 £
Loans and overdrafts	20	155,206	167,336
Obligations under finance leases	21	18,645	28,203
		173,851	195,539

24 Provisions for liabilities

	Notes	2023 £	2022 £
Retirement benefit obligations	25	331,000	378,000
		331,000	378,000

25 Retirement benefit schemes

Teachers' Pension Scheme

The charitable company pays pension contributions on behalf of its employees into this multi-employee defined benefit pension scheme. The contributions amounted £350,265 (2022 - £325,315) into Teachers' Pension Scheme (Scheme ref 8857019), Mowden Hall, Darlington, County Durham, DL3 9EE.

The charitable company has not been notified by Teachers' Pension Scheme as to the estimated employer debt on withdrawal from the Teachers' Pension Scheme. However, resource accounts as at 31 March 2023 show the net liability of the scheme to be £303.2 billion (2022 - £532.3 billion). As at 31 March 2023, 12,357 employers were participating in the scheme, made up of 173 Local Authorities, 10,002 Academies (inc. free schools), 946 Independent establishments, 912 Others and 324 Further and Higher education institutions.

NEW COLLEGE WORCESTER

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2023

25 Retirement benefit schemes

(Continued)

The Pensions Trust Scheme

The college participates in The Pensions Trust Independent Schools' Pension Scheme, a multi-employer scheme which provides benefits to some 66 non-associated employers. The scheme is a defined benefit scheme in the UK.

A full actuarial valuation for the scheme was carried out with an effective date of 30 September 2020. This actuarial valuation was certified on 22 December 2021 and showed assets of £201.1m, liabilities of £256.3m and a deficit of £55.2m. To eliminate this funding shortfall, the trustees and the participating employers have agreed that additional contributions will be paid, in combination from all employers, to the scheme as follows:

From 1 September 2022 to 30 June 2032 : £2.69m per annum (payable monthly and increasing by 3% on each 1st September)

The scheme's previous valuation was carried out with an effective date of 30 September 2017. This valuation showed assets of £149.4m, liabilities of £187.6m and a deficit of £38.2m. To eliminate this funding shortfall, the Trustee has asked the participating employers to pay additional contributions to the scheme as follows:

From 1 September 2019 to 30 April 2030 : £2.39m per annum (payable monthly and increasing 3% on each 1st September)

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

Movements in the present value of defined benefit obligations:

Key assumptions

	2023	2022
Discount rate (% per annum)	5.79%	4.31%

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.

	2023 £	2022 £
Actuarial revaluation	(21,000)	136,000
Net interest on defined benefit liability/(asset)	15,000	2,000
Total costs/(income)	(6,000)	138,000

The amounts included in the balance sheet arising from the charitable company's obligations in respect of defined benefit plans are as follows:

	2023 £	2022 £
Present value of defined benefit obligations	331,000	378,000
Deficit in scheme	331,000	378,000

NEW COLLEGE WORCESTER

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2023

25 Retirement benefit schemes

(Continued)

Movements in the present value of defined benefit obligations:

	2023
	£
Liabilities at 1 September 2022	378,000
Actuarial revaluation	(21,000)
Deficit contributions paid	(41,000)
Interest cost	15,000
	<u> </u>
At 31 August 2023	<u>331,000</u>

The defined benefit obligations arise from plans funded as follows:

	2023
	£
Wholly unfunded obligations	-
Wholly or partly funded obligations	331,000
	<u> </u>
	<u>331,000</u>

NEW COLLEGE WORCESTER

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2023

26 Endowment funds

Endowment funds represent assets which must be held permanently by the charitable company. Income arising on the endowment funds can be used in accordance with the objects of the charitable company and is included as unrestricted income. Any capital gains or losses arising on the assets form part of the fund.

	Balance at 1 September 2021 £	Movement in funds			Balance at 1 September 2022 £	Movement in funds			Balance at 31 August 2023 £
		Incoming resources £	Resources expended £	Transfers £		Incoming resources £	Resources expended £	Transfers £	
Permanent endowments									
Additional									
Scholarship Fund	3,953	-	-	-	3,428	-	-	-	3,321
Bonham Fund	2,249	-	-	-	1,951	-	-	-	1,890
College Prize Fund	4,767	-	-	-	4,134	-	-	-	4,005
De Cordova	15,601	-	-	-	13,530	-	-	-	13,108
Eric Hamilton									
Tucker Trust	507,641	-	-	-	440,065	-	-	-	426,280
General									
Endowments	4,491	-	-	-	3,895	-	-	-	3,773
Gullick Bequest	85,431	-	-	-	74,095	-	-	-	71,782
Hextall									
Foundation	4,619	-	-	-	4,006	-	-	-	3,881
Higby Fund	2,024	-	-	-	1,756	-	-	-	1,701
Scholarship Foundation	9,241	-	-	-	8,014	-	-	-	7,764
C/fwd	640,017	-	-	-	554,874	-	-	-	537,505

NEW COLLEGE WORCESTER

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2023

26 Endowment funds		(Continued)									
	Balance at 1 September 2021 £	Movement in funds				Movement in funds				Gains and losses	Balance at 31 August 2023 £
		Incoming resources £	Resources expended £	Transfers £	Gains and losses £	Balance at 1 September 2022 £	Incoming resources £	Resources expended £	Transfers £		
B/fwd	640,017	-	-	-	(85,143)	554,874	-	-	-	(17,369)	537,505
Expendable endowments											
General Purpose Bequests	11,648	-	-	-	-	11,648	-	-	-	-	11,648
	651,665	-	-	-	(85,143)	566,522	-	-	-	(17,369)	549,153

Endowment Funds are held to provide income for scholarships, prizes, grants for activities at the College and towards the students' further education. Income generated from these funds is attributed to the associated restricted fund. Further details of these funds can be found in the restricted fund note.

NEW COLLEGE WORCESTER

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2023

27 Restricted funds

The restricted funds of the charity comprise the unexpended balances of donations and grants held on trust subject to specific conditions by donors as to how they may be used.

	Balance at 1 September 2022	Incoming resources	Movement in funds		Gains and losses	Balance at 31 August 2023
	£	£	Resources expended	Transfers	£	£
Devolved Formula Capital Grant/School Condition Grant	25,868	94,532	(962)	(119,438)	-	-
EFA Bursary Fund Grant	2,468	1,313	(75)	-	-	3,706
Lightmongers Affiliation	-	1,000	(1,116)	116	-	-
Pupil Premium Funding	9,886	17,409	(2,897)	-	-	24,398
Archive Fund	2,817	-	-	-	-	2,817
Bransford Trust - Art	2,649	-	-	-	-	2,649
Lochness Marathon - curriculum project	300	-	-	-	-	300
Gym Girls - Bradnack House Garden	295	-	-	-	-	295
Science Project	289	-	(52)	-	-	237
Bransford Trust Facilities	177	-	-	-	-	177
Ogden Trust	557	-	(167)	-	-	390
N Gunston - LRC centre	50	-	-	-	-	50
The Beatrice Laing Trust	1,632	-	-	-	-	1,632
IT Designated Fund	56,078	129,685	(4,299)	(76,225)	-	105,239
Mental Health	17,965	1,200	(4,440)	-	-	14,725
KS3 Lunchtime Activities	407	-	-	-	-	407
VICTA	1,500	-	-	-	-	1,500
VI Specialist Equipment	915	-	-	-	-	915
Classroom refurbishment	11,164	120,000	-	(116,685)	-	14,479
Beach Day	250	-	-	-	-	250
DFE Maintenance	7,215	-	-	-	-	7,215
Music Tour	2,975	-	-	-	-	2,975
Minibus	744	-	-	-	-	744
Lower School Activities	11	-	-	-	-	11
C/fwd	146,212	365,139	(14,008)	(312,232)	-	185,111

NEW COLLEGE WORCESTER

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2023

27 Restricted funds

(Continued)

	Balance at 1 September 2022	Incoming resources	Movement in funds		Gains and losses	Balance at 31 August 2023
	£	£	Resources expended	Transfers	£	£
B/fwd	146,212	365,139	(14,008)	(312,232)	-	185,111
Staff room refurb	474	-	(200)	-	-	274
College Car	1,724	-	-	(1,724)	-	-
Science Club	204	-	-	-	-	204
Judo Fund	260	-	-	-	-	260
Activity Week	-	3,737	(30)	(3,707)	-	-
Play Equipment	904	-	-	-	-	904
COVID Catch up Grant	3,341	-	(763)	-	-	2,578
Orbit Braille Readers	914	-	-	-	-	914
Residential refurb - Lower school	14,000	-	-	-	-	14,000
Heating system	750	-	-	-	-	750
Specsfactory/Brillen	50,000	-	-	-	-	50,000
Cadbury Charitable Trust	50,000	-	-	-	-	50,000
Celebration day	-	190	(669)	479	-	-
School uniform	-	85	-	-	-	85
COVID Recovery	-	18,768	-	-	-	18,768
Tutoring grant	-	3,375	(420)	-	-	2,955
NCW youth group	-	133	(99)	-	-	34
Tandem	-	465	-	-	-	465
Awards for All	-	9,765	(3,952)	-	-	5,813
C/fwd	268,783	401,657	(20,141)	(317,184)	-	333,115

Associated funds: The Charitable Company as Trustee administers these funds under their existing trusts

Additional Scholarship Fund	2,153	156	-	-	(81)	2,228
Bonham Fund	804	63	-	-	(16)	851
College Prize Fund	456	109	-	-	(2)	563
De Cordova Fund	26,147	759	-	-	(492)	26,414
Eric Hamilton Tucker trust	82,870	13,929	(27,510)	-	(3,000)	66,289
Gullick Bequest	43,761	3,031	(9,732)	-	(1,338)	35,722
Hextall Foundation	16,624	359	-	-	(308)	16,675
Higby Fund	5,229	136	-	-	(109)	5,256
Scholarship Foundation	6,775	331	-	-	(148)	6,958
	453,602	420,530	(57,383)	(317,184)	(5,494)	494,071

NEW COLLEGE WORCESTER

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2023

27 Restricted funds

(Continued)

Prior year	Movement in funds					
	Balance at 1 September 2021	Incoming resources	Resources expended	Transfers	Gains and losses	Balance at 31 August 2022
	£	£	£	£	£	£
Devolved Formula Capital Grant/School Condition Grant	35,905	66,658	(12,907)	(63,788)	-	25,868
EFA Bursary Fund Grant	1,494	1,156	(182)	-	-	2,468
Lightmongers Affiliation	968	-	(968)	-	-	-
Pupil Premium Funding	8,664	6,776	(5,554)	-	-	9,886
Archive Fund	2,817	-	-	-	-	2,817
Surgery Refurbishment	11	-	(11)	-	-	-
Bransford Trust - Art	2,649	-	-	-	-	2,649
Lochness Marathon - curriculum project	300	-	-	-	-	300
Gym Girls - Bradnack House Garden	295	-	-	-	-	295
Science Project	289	-	-	-	-	289
Bransford Trust Facilities	177	-	-	-	-	177
Ogden Trust	992	3,540	(3,975)	-	-	557
N Gunston - LRC centre	50	-	-	-	-	50
Goalball kit	37	-	(37)	-	-	-
Christmas concert	279	-	(279)	-	-	-
Clarvis Phillip Jackson	448	-	(448)	-	-	-
The Beatrice Laing Trust	1,632	-	-	-	-	1,632
IT Designated Fund	34,720	112,278	(17,052)	(73,868)	-	56,078
Mental Health	21,190	11,225	(14,450)	-	-	17,965
KS3 Lunchtime Activities	407	-	-	-	-	407
VICTA	1,500	-	-	-	-	1,500
VI Specialist Equipment	915	-	-	-	-	915
Classroom refurbishment	14,118	-	(1,030)	(1,924)	-	11,164
Beach Day	250	-	-	-	-	250
DFE Maintenance	4,650	7,544	(4,979)	-	-	7,215
Music Tour	2,975	-	-	-	-	2,975
Minibus	6,994	-	(6,250)	-	-	744
C/fwd	144,726	209,177	(68,122)	(139,580)	-	146,201

NEW COLLEGE WORCESTER

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2023

27 Restricted funds

(Continued)

	Balance at 1 September 2020	Incoming resources	Movement in funds		Gains and losses	Balance at 31 August 2021
	£	£	Resources expended	Transfers	£	£
B/fwd	144,726	209,177	(68,122)	(139,580)	-	146,201
British Council - Erasmus project	4,942	(4,942)	-	-	-	-
Lower School Activities	11	-	-	-	-	11
Staff room refurb	474	-	-	-	-	474
College car	6,784	-	(5,060)	-	-	1,724
Science Club	204	-	-	-	-	204
Judo Fund	260	-	-	-	-	260
Activity week	78	-	(78)	-	-	-
Play equipment	804	100	-	-	-	904
COVID Catch up Grant	19,616	(2,486)	(13,789)	-	-	3,341
Pillow pads	565	1,720	(2,285)	-	-	-
Orbit Braille Readers	914	-	-	-	-	914
Kitchen equipment	90	-	(90)	-	-	-
Residential refurb - Lower school	-	14,000	-	-	-	14,000
Heating system	-	750	-	-	-	750
Specsfactory/Brillen	-	50,000	-	-	-	50,000
Cadbury Charitable Trust	-	50,000	-	-	-	50,000
Celebration day	-	250	(250)	-	-	-
School uniform	-	80	(80)	-	-	-
COVID Recovery	-	4,500	(4,500)	-	-	-
Tutoring grant	-	4,428	(4,428)	-	-	-
Penns fundraising	-	116	(116)	-	-	-
Trauma informed school	-	2,450	(2,450)	-	-	-
C/fwd	179,468	330,143	(101,248)	(139,580)	-	268,783

Associated funds: The Charitable Company as Trustee administers these funds under their existing trusts

Additional Scholarship Fund	2,392	159	-	-	(398)	2,153
Bonham Fund	818	64	-	-	(78)	804
College Prize Fund	354	110	-	-	(8)	456
De Cordova Fund	27,788	771	-	-	(2,412)	26,147
Eric Hamilton Tucker trust	83,426	14,149	-	-	(14,705)	82,870
Gullick Bequest	52,416	3,078	(3,084)	(2,087)	(6,562)	43,761
Hextall Foundation	17,768	365	-	-	(1,509)	16,624
Higby Fund	5,711	138	(87)	-	(533)	5,229
Scholarship Foundation	7,167	336	-	-	(728)	6,775
	377,308	349,313	(104,419)	(141,667)	(26,933)	453,602

NEW COLLEGE WORCESTER

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2023

27 Restricted funds

(Continued)

Details of the purpose of the main restricted funds are given below, A number of smaller value funds (<£500) also exist arising from donations from individuals or specific fund raising activities.

DFC (Devolved Formula Capital)/Schools Condition Grant - For improvements to buildings and other facilities, including Information Communication Technology.

EFA Bursary Fund Grant - Grant funding targeted for student experiencing the greatest financial disadvantages and / or course-related costs.

Lightmongers Affiliation - Contributions towards costs of association with Lightmongers.

Pupil Premium Funding - Government funding to raise the attainment of disadvantaged pupils.

Archive Fund - Donation to support the archiving of NCW documents.

Bransford Trust (Art) - Donations towards Visiting Artists.

The Ogden Trust - Donation for the Physics department.

The Beatrice Laing Trust - Donation towards blackout blinds in Chapel.

IT Designated Fund - College restricted fund for students' IT equipment.

Mental Health - For the provision of counselling services.

VICTA - Support for students applying for University.

VI Specialist Equipment - Up to date ICT equipment for generic use in College.

Classroom refurbishment - In support of a room modernisation programme.

NEW COLLEGE WORCESTER

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2023

27 Restricted funds

(Continued)

DFE Maintenance - (Devolved Formula Capital allocation) - For maintenance to buildings and other facilities.

Music Tour - Income received to enable pupils to go on a Music Tour.

Minibus - Donations towards the lease of a minibus.

College Car - Funding to assist with the running costs of the college car.

Activity Week - Funding received to assist with the costs of running the annual activity event.

Play equipment - Donations towards improvement to outdoor play equipment.

Covid Catch Up & Covid Recovery - Funding received to improve the educational outcomes for students disadvantaged by the Covid pandemic.

Orbit Braille Readers - Donation for the purchase of Braille learning aids.

Residential refurbishment - Donations toward the refurbishment of the lower school buildings.

Heating system - Donations toward the improvements to the heating system.

Specsfactory/Brillen - Donation towards capital projects for the benefit of the the students.

Cadbury Charitable Trust - Donation toward the refurbishment of the bathrooms in the lower school.

Covid Recovery - Decided heading is probably self-explanatory.

Tutoring grant - funding received to support one-to-one tutoring.

Trauma informed school - funding the school received to attend trauma-based externally led training.

Associated Funds

Additional Scholarship Foundation - Scholarships and grants for students and to establish students in the world.

Bonham Fund - Prize for student entering University to read Mathematics.

College Prize Fund - Various annual prizes and awards.

De Cordova Fund - Scholarships to enter University to take up a literary career.

Eric Hamilton Tucker Trust - Grants to enable students to travel abroad.

Gullick Bequest - Holiday grants to students.

Hextall Foundation - Scholarships post New College Worcester for education or travel.

Higby Fund - Grants to students wishing to enter Oxford University.

Scholarship Foundation - Scholarships at NCW or at University / College or promotes education generally.

NEW COLLEGE WORCESTER

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2023

28 Designated funds

The unrestricted funds of the charity comprise the unexpended balances of donations and grants which are not subject to specific conditions by donors and grantors as to how they may be used. These include designated funds which have been set aside out of unrestricted funds by the trustees for specific purposes.

	Balance at 1 September 2021 £	Resources expended £	Transfers £	Balance at 1 September 2022 £	Resources expended £	Transfers £	Balance at 31 August 2023 £
Properties transferred under trust by RNIB	11,989,794	(37,309)	-	11,952,485	(37,309)	-	11,915,176
General fixed asset designated fund	2,284,962	(164,035)	141,667	2,262,594	(204,229)	350,486	2,408,851
Property refurbishment	400,000	-	-	400,000	-	-	400,000
	<u>14,674,756</u>	<u>(201,344)</u>	<u>141,667</u>	<u>14,615,079</u>	<u>(241,538)</u>	<u>350,486</u>	<u>14,724,027</u>

The Trustee Governors have designated the properties previously held under trust by RNIB as these properties are subject to a capital recovery deed.

During the year ended 31 March 2008 land and buildings of market value of £12,520,425 were transferred from Royal National Institute of Blind People and its subsidiary RNIB Services Limited to New College Worcester, subject to a capital recovery deed whereby if the property is sold prior to 8 June 2028, which would require written consent and confirmation that the consideration of such a sale is not below market value from RNIB, then the Charitable Company shall pay RNIB the lower of 82% of the consideration of sale plus VAT and £5,000,000 plus VAT.

The Charitable Company assigns all fixed assets purchased with restricted funds and certain fixed assets purchased with unrestricted funds to a designated fund. This is done to ensure that the Charitable Company will have suitable level of reserves to meet future depreciation costs relating to these fixed assets and to recognise the fact that future depreciation charges will not directly affect the net operating capital of the Charitable Company. The fund also includes assets purchased with funds donated to the school specifically for the purchase of such assets.

In 2021 the Trustee Governors designated a sum of £400,000 for the purpose of undertaking a programme of property refurbishment.

NEW COLLEGE WORCESTER

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2023

29	Analysis of net assets between funds	Unrestricted funds		Designated funds		Restricted funds		Endowment funds		Designated funds		Restricted funds		Endowment funds		Total	
		2023	£	2023	£	2023	£	2023	£	2022	£	2022	£	2022	£	2023	£
	Fund balances at 31 August 2023 are represented by:																
	Tangible assets	688,213		14,324,027		-		-		611,919	14,215,079	-		-		15,012,240	14,826,998
	Investments	39,886		-		159,354		514,279		41,410	-	165,514		533,749		713,519	740,673
	Current assets/(liabilities)	178,701		400,000		334,717		34,874		483,040	400,000	288,088		32,773		948,292	1,203,901
	Long term liabilities	(173,851)		-		-		-		(195,539)	-	-		-		(173,851)	(195,539)
	Provisions	(331,000)		-		-		-		(378,000)	-	-		-		(331,000)	(378,000)
		401,949		14,724,027		494,071		549,153		562,830	14,615,079	453,602		566,522		16,169,200	16,198,033

NEW COLLEGE WORCESTER

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2023

30 Operating lease commitments

At the reporting end date the charitable company had outstanding commitments for future minimum lease payments under non-cancellable operating leases, which fall due as follows:

	2023 £	2022 £
Within one year	8,274	14,288
Between two and five years	5,729	14,002
	<u>14,003</u>	<u>28,290</u>

31 Related party transactions

Remuneration of key management personnel

The remuneration of key management personnel, is as follows.

	2023 £	2022 £
Aggregate compensation	<u>506,978</u>	<u>457,443</u>

No guarantees have been given or received.

One of the Trustee Governors had one child attend the College during the year. The standard College fees for this student were paid for by Westminster City Council as the relevant Local Authority.

N Duffy (Trustee) is also a director of Dolphin Computer Access Limited. During the year the Charity made purchases of £3,759 (2022: £3,759) from Dolphin Computer Access Limited. The amount outstanding at the year end was £nil (2022: £nil).

NEW COLLEGE WORCESTER

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2023

32	Cash generated from operations	2023 £	2022 £
	(Deficit)/surplus for the year	(28,833)	372,029
	Adjustments for:		
	Investment income recognised in statement of financial activities	(79,033)	(77,500)
	(Gain)/loss on disposal of investments	(1,869)	2,720
	Fair value gains and losses on investments	26,092	116,023
	Depreciation and impairment of tangible fixed assets	241,538	201,345
	Pension (gain) / deficit	(6,000)	138,000
	Movements in working capital:		
	Decrease/(increase) in debtors	439,158	(383,088)
	Increase in creditors	128,362	66,147
	Increase/(decrease) in deferred income	66,336	(73,866)
	Cash generated from operations	785,751	361,810

33	Analysis of changes in net funds	At 1 September 2022 £	Cash flows £	Transfers £	At 31 August 2023 £
	Cash at bank and in hand	1,479,811	377,107	-	1,856,918
	Loans falling due within one year	(14,280)	14,837	(14,453)	(13,140)
	Loans falling due after more than one year	(167,336)	-	14,453	(155,206)
	Obligations under finance leases	(37,761)	9,558	-	(28,203)
		<u>1,260,434</u>	<u>401,502</u>	<u>-</u>	<u>1,660,369</u>

Accounts

Charity registration number 1118377

Company registration number 06053218 (England and Wales)

NEW COLLEGE WORCESTER
ANNUAL REPORT AND FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2022

NEW COLLEGE WORCESTER

LEGAL AND ADMINISTRATIVE INFORMATION

Trustee Governors	Mrs. D M Fulbrook OBE Mr. I A Paul Mr. S Tyler Mrs. S Bannister Mrs. T Smith Mrs. M Russell Mr J F Munoz Dr P A Simkiss Mr N P Duffy Lady L Morris Mrs S Lock Mr T Lawrence	(Appointed 25 May 2022)
Patrons	Lieutenant Colonel Patrick Holcroft LVO OBE Lord Faulkner of Worcester	
Senior Leadership Team	Miss. N. Ross, Principal Mrs. R. Perks, Principal Mrs. V. Ward, Strategic Lead - VI Education Mrs. F. Madden, Strategic Lead - Student Progress Mr. P. Marnell, Strategic Lead - Student Wellbeing Mrs. L. Pratt, Assistant Principal: Strategic Lead Business and Finance Mrs. R. Hines, Assistant Principal: Strategic Lead Business and Finance	(Resigned 31 August 2022) (Appointed 1 September 2022) (Resigned 21 October 2022) (Appointed 3 October 2022)
Charity number	1118377	
Company number	06053218	
Registered office	Whittington Road Worcester WR5 2JX	
Auditor	Kendall Wadley LLP Granta Lodge 71 Graham Road Malvern Worcestershire WR14 2JS	
Bankers	Lloyds Bank Plc 4 The Cross Worcester WR1 3PY	
Solicitors	Thursfields 9-10 The Tything Worcester WR1 2HD	

NEW COLLEGE WORCESTER

LEGAL AND ADMINISTRATIVE INFORMATION

Investment advisors

J. M. Finn & Co
4 Coleman Street
London
EC2R 5TA

NEW COLLEGE WORCESTER

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NEW COLLEGE WORCESTER

TRUSTEE GOVERNORS' REPORT (INCLUDING DIRECTORS' REPORT)

FOR THE YEAR ENDED 31 AUGUST 2022

The Trustee Governors present their annual report and financial statements for the year ended 31 August 2022.

The financial statements have been prepared in accordance with the accounting policies set out in note 1 to the financial statements and comply with the charitable company's Memorandum & Articles of Association, the Companies Act 2006 and "Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019)".

Chair's Foreword by Diana Fulbrook OBE

2021/22 was again a challenging year for NCW as staff and students initially settled back into a post covid situation. Covid had clearly had an impact on everyone and it took a while for people to re-establish their confidence. This resulted in a particular focus on the mental health and well-being of students, which included their anxiety about taking exams at the end of the year. Despite this, results were again positive and all leavers were able to go on to their place of choice.

Recruitment of staff, particularly care staff, was an ongoing problem throughout the year and hampered the progression of change. Considerable effort was put into ensuring staffing levels were adequate and thanks go to staff for achieving this.

The year started positively in respect of student numbers, bolstered by the impact of covid as many mainstream schools were unable to meet the needs of vision impaired children home studying. This meant a healthier financial situation and the college looked forward to being in a better position to develop long term plans. However, an Ofsted residential care and safeguarding inspection in February 2022 rated NCW as inadequate, having previously been good, which impacted negatively on the college community and funders. This became the priority area of attention and a re-inspection in July demonstrated the improvements made and resulted in an outcome of good. A related education inspection, whilst commending the college for its curriculum and application of this, had to rate the college as inadequate due to the safeguarding concerns. Significant improvements have been noted by them since but the rating remains until they re-inspect and the embedment of changes can be demonstrated.

The year was therefore dominated by safeguarding and the Governing Body actively monitored and supported the efforts made to improve the processes required. By the end of the year, despite the good rating for residential care and safeguarding, the reality of the remaining education rating affected local authority decisions to fund students, so numbers reduced which in turn affected income for the start of next year. The impact has therefore been immense and the complex needs of many students were highlighted. Whilst of real concern, the Governing Body and Principal are positive about the future and will re-focus on longer term planning next year. It is good to note that the auditors continue to have confidence in the college and reached a positive conclusion in their report.

Throughout this difficult time, the priority has always been on the students who have unfailingly provided the rationale, inspiration and rewards for continuing commitment to NCW. Thanks go to the senior leadership team and to all staff for their unstinting contributions during the year, and to parents, governors and volunteers for their ongoing support.

The Principal's decision to move on at the end of the year after 5 years in post meant a poignant period of departure and particular thanks go to her for her leadership and dedication during her time with us. A new Principal has been appointed to start in September 2022 and we look forward to moving ahead with our long term planning.

NEW COLLEGE WORCESTER

TRUSTEE GOVERNORS' REPORT (CONTINUED)(INCLUDING DIRECTORS' REPORT) FOR THE YEAR ENDED 31 AUGUST 2022

Objectives and activities

The Charitable Company's objects are:

- To provide and promote a religious, social and academic education for young persons who are visually impaired in the United Kingdom of Great Britain and Northern Ireland, the Channel islands and the Isle of Man and elsewhere in the Commonwealth and, subject thereto, from any other part of the world, with the ancillary purpose of supporting and facilitating generally the provision of education for such young persons;
- To manage and conduct New College Worcester (incorporating Worcester College For The Blind and Chorleywood College For Girls With Little Or No Sight) (NCW) and to hold and administer its property in accordance with the provisions set out in the Charitable Company's Memorandum and Articles of Association, but in particular to secure that the religious instruction given in the College is in accordance with the Doctrines of the Church of England.
- To use restricted funds, legacies and endowments for the purposes stated. A legacy policy is in place to support the furtherance of this objective.

The activities of the Charitable Company during the year were in support of the objects. Further details are included within the achievements and performance section of this report.

NEW COLLEGE WORCESTER

TRUSTEE GOVERNORS' REPORT (CONTINUED)(INCLUDING DIRECTORS' REPORT) FOR THE YEAR ENDED 31 AUGUST 2022

Achievements and performance

2020/2021 proved to be a very challenging year for everyone as the Covid pandemic continued to dominate our daily lives. NCW was no exception.

Experiencing two extended periods of lockdown, the students had to draw on their newfound technology skills, accessing all of their lessons on line during these enforced periods of home learning. Google Meet became the home of lessons, assemblies, clubs, activities and key worker meetings. Delivering lessons online was easier for some subject areas than others. However, even Mobility and PE used all of their creativity to ensure the very best was made of the situation, with students and staff alike showing resilience and determination. 'March to March' provided a much-needed opportunity for students to share their feelings and emotions about lockdown, through song, poetry, art and music. Our Lands' End to John O'Groats challenge ensured a welcome afternoon 'off timetable' as our wider community tried (and succeeded) to travel the 800-mile distance in just one afternoon.

Progress on the College Improvement Plan was inevitably impeded by the need to focus on delivering lessons from home and supporting the community to maintain positive wellbeing. However, a real highlight of the year was the success of our Outreach program. With over 100 (remote) attendees at most events, the serendipitous forced move to online delivery has really enhanced our future delivery of Outreach.

With exams cancelled and Teacher Assessed Grades providing the benchmark for year 11, 12 and 13 assessments, our cohort of leavers departed NCW looking forward to a variety of different pathways. Staff were pleased that all of our grades were accepted by the exam boards. Unusually, the majority of year 13 gained a third year of funding, enabling them to stay at NCW to ensure they achieved the A level results and independence they needed. Those leaving, departed to go to Further Education and into the world of work. Our first cohort of students also went on to begin their Internship or work experience program, spending 4 days in the world of work and one day at NCW, developing their skills. In addition, we were excited that one student joined the NCW staff team as our very first apprentice, becoming a member of our IT team.

The 2020/21 academic year challenged us all to work differently and think differently. What was not different, was the commitment and dedication shown by the staff, the perseverance and tenacity of the students and the support shown by our parents.

Thank you all.

Public Benefit

The Trustee Governors confirm that they have complied with the duty in section 4 of the Charities Act 2006 to have due regard to the Charity Commission's general guidance on public benefit, 'Charities and Public Benefit.'

NCW provides an extensive outreach programme to support students with visual impairment, and the professionals working with them, across the country. Helplines are very busy and subject specialists who are also Qualified Teachers of the Visually Impaired (QTVI) are able to provide advice and guidance across all aspects of the curriculum. There are regular events throughout the academic year at the College to enable visitors to receive training and support including, for the first time this year, workshops on developing Independent Living Skills. Members of staff from the College are also able to attend other schools to provide specialist professional development.

NEW COLLEGE WORCESTER

TRUSTEE GOVERNORS' REPORT (CONTINUED)(INCLUDING DIRECTORS' REPORT) FOR THE YEAR ENDED 31 AUGUST 2022

Financial review

The College leadership have continued with their strategy of increasing teaching income, which rose by 18.15% compared to 2019/2020. The focus has been on increasing student numbers which translates into a higher income and increased financial stability for the College. One of the effects of the Covid-19 pandemic was that some of our learners were funded for an extra year, this has resulted in an increase in students in our Sixth Form, which we anticipate will return to normal levels over the next 2 years. Total income for the year was £6,234,714 compared to £5,361,661 in the prior year.

The increased income translated into a surplus with Net Incoming Resources (after transfers between funds) on general activities for the year at £549,555 compared to £154,395 in 2020/2021.

Total expenditure was £5,607,942 an increase of £894,787 (18.98%) on the prior year. The College faces a backlog of maintenance and therefore expenditure in this area will continue to increase.

Donations and legacies totalled £465,721 in 2021/2022 compared to £386,491 the previous year. This includes a Teachers Pay & Pension Grant (£59,407), Devolved Formula Capital Grant/Schools Condition Funding Grant (£74,201), Covid Mass Testing Grant (£27,028) and a Covid Catch Up Grant refund of (£2,486).

General Donations reduced by £59,794 (44%) to £46,457, undoubtedly as a result of the Covid-19 pandemic.

Teaching income was not negatively affected by the pandemic as teaching once again moved to an online platform.

Endowment and other funds not needed in the short term are managed on the College's behalf by specialist investment managers JM Finn. At 31 August 2022 these investments showed an unrealised net loss in the year of £118,743 and amounted to £740,673 at the year end.

Designated funds decreased by £59,677 during the year.

Reserves Policy

Total funds held as at 31 August 2022 amounted to £16,198,035 (2021 £15,826,004). This included restricted funds of £453,603 (2021 £377,308), endowment funds of £566,522 (2021 £651,665) and designated funds of £14,615,079 (2020 £14,674,756). Designated fund explanations are included in Note 27 of the Accounts.

General unrestricted funds were £940,830 (2021 £391,275). Reserves of this level are considered reasonable and in line Trustee Governors commitments to have the College reserves at £800,000. (equal to around 2 months running costs) to secure the College's financial stability. However, the current economic and political climate continues to increase financial pressures on all providers of special education needs services given that they are funded by Local Authorities. Trustee Governors remain mindful of the uncertainties and risks but aim to improve sustainability through increasing the levels and sources of funding and continued reviews of curriculum, staffing and fees. Strategic financial management and internal control are underpinned by strong Governance arrangements and a high level of financial competence within the Governing Body. The Trustee Governors continue to receive reassurances from external Auditors that adequate systems of internal control are in place and are exercised.

NEW COLLEGE WORCESTER

TRUSTEE GOVERNORS' REPORT (CONTINUED)(INCLUDING DIRECTORS' REPORT) FOR THE YEAR ENDED 31 AUGUST 2022

Plans for future

The Trustee Governors update their rolling 5-year Strategic Plan annually to ensure the college is best prepared to meet the increasingly challenging context. They keep abreast of the fast-changing educational landscape, political direction, and vision impairment demographics and take these into account in deciding how best to secure a sustainable future for the college. Working with the Senior Leadership Team, the Governing Body identified three key strategic priorities for 2021/22:

- All students make excellent progress
- Residential Care and Safeguarding are outstanding
- Secure a sustainable future for NCW

Progress with the strategic implementation plan flowing from this is closely monitored through the Governing Body's committees which take responsibility for ensuring delivery of their respective allocated objectives. As in the previous year, there was progress in the first two priority areas but much of the work identified for securing a sustainable future was not progressed due to lack of time and resources as well as the focus on safeguarding improvements.

The Governing Body is now poised to develop a long-term plan for the site and college which provides some exciting opportunities. Work will be undertaken to scope the future direction for the college and what campus is needed to support this. The need to provide better residential accommodation has been prioritised and it is clear that NCW needs to also develop its virtual offer and support for students, parents and teachers in mainstream schools. The future is positive for the college, despite the challenging context for special schools, and Trustee Governors and the Senior Leadership Team maintain a strong commitment to work together to achieve the College's long-term aspirations.

NEW COLLEGE WORCESTER

TRUSTEE GOVERNORS' REPORT (CONTINUED)(INCLUDING DIRECTORS' REPORT) FOR THE YEAR ENDED 31 AUGUST 2022

Structure, governance and management

The Charitable Company is a company limited by guarantee, incorporated on 15 January 2007 and registered as a charity on 14 March 2007. The Charitable Company is governed by its Memorandum and Articles of Association dated 11 January 2007 (as amended by special resolution dated 6 March 2007 and as amended by special resolution dated 24 January 2012, and as amended by special resolution dated 15 November 2021 and further revised by special resolution dated 25 May 2022).

The Trustee Directors of the Charitable Company, known as Trustee Governors with effect from 24 January 2012, are its Trustees for the purposes of charity law and throughout this report are collectively referred to as the Trustee Governors.

The Trustee Governors, who are also the directors for the purpose of company law, and who served during the year and up to the date of signature of the financial statements were:

Mrs. D M Fulbrook OBE

Mr. I A Paul

Mr. S Tyler

Ms. S Ayres

(Resigned 31 August 2022)

Mrs. S Bannister

Mrs. T Smith

Miss N Ross

(Resigned 31 August 2022)

Mrs. M Russell

Mr R W Godfrey

(Resigned 2 December 2021)

Mr J F Munoz

Dr P A Simkiss

Mr N P Duffy

Lady L Morris

Mrs S Lock

Mrs G E Wright

(Resigned 31 August 2022)

Mr M Hudson

(Appointed 30 March 2022 and resigned 31 August 2022)

Mrs H Johnson

(Appointed 8 December 2021 and resigned 8 February 2022)

Mr T Lawrence

(Appointed 25 May 2022)

In previous years, in accordance with the Company's Articles of Association dated 11 January 2007 (as amended by Special Resolution dated 6 March 2007) one third of the Trustee Directors, chosen by ballot, together with one co-opted Trustee Director, were re-elected with new Trustee Governors being elected at future AGMs to fill vacancies arising. However, on 24 January 2012 the Company's Articles of Association were further revised by special resolution providing, amongst other things, a) for the establishment of a Governing Body in place of a Board of Trustee Directors where there was no committee established to discharge the functions of a school governing body, and b) the appointment of Trustee Governors for a term of four years.

The Principal is an ex officio Trustee Governor and member of the Governing Body.

None of the Trustee Governors has any beneficial interest in the Charitable Company. All of the Trustee Governors are members of the Charitable Company and guarantee to contribute up to £5 in the event of its winding up.

The Trustee Governors receive training at Governing Body meetings and by course attendance, as is deemed appropriate.

NEW COLLEGE WORCESTER

TRUSTEE GOVERNORS' REPORT (CONTINUED)(INCLUDING DIRECTORS' REPORT) FOR THE YEAR ENDED 31 AUGUST 2022

The Governing Body consists of at least nine and not more than fifteen individuals, all of whom must be Members. Trustee Governors must retire at the Annual General Meeting next following the fourth anniversary of their election, though they may stand for re-election. A retiring Trustee Governor who remains qualified may be re-appointed but cannot serve as a Trustee Governor for more than two four-year terms of office without a one year break.

The Trustee Governors meet regularly to manage the Charitable Company's affairs, with at least three meetings per year. A quorum of five Trustee Governors is required for each meeting.

The Principal has overall responsibility under the direction of the Governing Body for the internal organisation, management and discipline of the College and in particular for the provision, development and delivery of its education services. In consultation with the Principal the Governing Body has established a Senior Leadership Team under the chairmanship of the Principal to have responsibility for the operational management of the College. The remuneration of key management personnel is set by the Governing body.

Prior to incorporation, the operations of the Charitable Company were conducted as part of RNIB and upon incorporation RNIB and its subsidiary RNIB Services Limited transferred (by way of trust) most of the property and donated some other buildings and land, together with their associated assets, used by the Charitable Company and RNIB holds a capital recovery deed over most of the properties held by the Charitable Company, the details of which can be found elsewhere in the Accounts.

Risk Management Policy

The Trustee Governors have given consideration to the major risks to which the charity is exposed and satisfied themselves that systems or procedures are established in order to manage those risks. They have established a risk management policy to identify and assess risks and to evaluate what action must be taken to mitigate risks to an acceptable level. Risks are monitored and reviewed periodically. In general, the College adopts a medium level approach to risk after mitigating actions and defines its risk appetite as 'cautious'. There are certain areas where this approach does not apply, for example safeguarding and Health and Safety, and where a more cautious approach to risk is adopted and agreed by the Governing body or its Committees.

Auditor

A resolution proposing that Kendall Wadley LLP be reappointed as auditors of the company will be put to the Members.

Disclosure of information to auditor

Each of the Trustee Governors has confirmed that there is no information of which they are aware which is relevant to the audit, but of which the auditor is unaware. They have further confirmed that they have taken appropriate steps to identify such relevant information and to establish that the auditor is aware of such information.

This report has been prepared in accordance with the provisions applicable to companies entitled to the small companies exemption.

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



Mrs. D M Fulbrook OBE

Trustee Governor

Dated: 14 March 2023

NEW COLLEGE WORCESTER

STATEMENT OF TRUSTEE GOVERNORS' RESPONSIBILITIES

FOR THE YEAR ENDED 31 AUGUST 2022

The Trustee Governors, who are also the directors of New College Worcester for the purpose of company law, are responsible for preparing the Trustee Governors' Report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company Law requires the Trustee Governors to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charitable company and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that year.

In preparing these financial statements, the Trustee Governors 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 operation.

The Trustee Governors are responsible for keeping adequate accounting records that disclose with reasonable accuracy at any time the financial position of the charitable company and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charitable company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

NEW COLLEGE WORCESTER

INDEPENDENT AUDITOR'S REPORT

TO THE MEMBERS OF NEW COLLEGE WORCESTER

Opinion

We have audited the financial statements of New College Worcester (the 'charitable company') for the year ended 31 August 2022 which comprise the statement of financial activities, the summary income and expenditure account, the balance sheet, the 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 charitable company's affairs as at 31 August 2022 and of its incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for opinion

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

Conclusions relating to going concern

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

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

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

Other information

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

We have nothing to report in this regard.

NEW COLLEGE WORCESTER

INDEPENDENT AUDITOR'S REPORT (CONTINUED)

TO THE MEMBERS OF NEW COLLEGE WORCESTER

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

Matters on which we are required to report by exception

In the light of the knowledge and understanding of the charitable company and its environment obtained in the course of the audit, we have not identified material misstatements in the directors' report included within the Trustee Governors' report.

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

- adequate accounting records have not been kept, or returns adequate for our audit have not been received from branches not visited by us; 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; or
- the Trustee Governors were not entitled to prepare the financial statements in accordance with the small companies regime and take advantage of the small companies' exemptions in preparing the Trustee Governors' report and from the requirement to prepare a strategic report.

Responsibilities of Trustee Governors

As explained more fully in the statement of Trustee Governors' responsibilities, the Trustee Governors, who are also the directors of the charitable company for the purpose of company law, are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the Trustee Governors determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error. In preparing the financial statements, the Trustee Governors are responsible for assessing the charitable company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the Trustee Governors either intend to liquidate the charitable company or to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements

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

The extent to which our procedures are capable of detecting irregularities, including fraud, is detailed below.

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

- an understanding of the risk assessment process (including the assessment of the risk of fraud) adopted by the Board is obtained and their attitude to risk ascertained
- an assessment of the susceptibility to material mis-statement of the financial statements as a result of management over-ride or fraud is made
- it is ensured that the engagement team have, collectively, the appropriate competence, capabilities and skills to be involved in the assignment, are fully briefed and understand the risks specific to the charity

NEW COLLEGE WORCESTER

INDEPENDENT AUDITOR'S REPORT (CONTINUED) TO THE MEMBERS OF NEW COLLEGE WORCESTER

Audit response to risks identified

The information obtained through the assessment to risk procedures is reviewed and the following work undertaken:

- processes to test the outcomes of our assessment include, a review of Board minutes, analytical review, the relevance and accuracy of significant accounting estimates, substantive testing of significant transactions, work to identify unusual or unexpected accounting entries including the testing of journal entries, information disclosed in the financial statements is traced to supporting documentation. In all instances it is acknowledged that material misstatements that arise from fraud may involve deliberate concealment or collusion and are, therefore, by their very nature harder to detect than those arising from error.

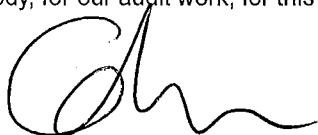
- an understanding of the legal and regulatory framework as applicable to the charity is obtained together with knowledge of the procedures put in place by the charity in order to comply with the same

It should be noted that Auditing standards limit the audit procedures required to identify non-compliance with laws and regulations to enquiry of the directors and other management and the inspection of regulatory and legal correspondence, if any.

A further description of our responsibilities is available on the Financial Reporting Council's website at: <https://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 company's members, as a body, in accordance with section 391 of the Companies Act 2014. Our audit work has been undertaken so that we might state to the 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 company and the company's members as a body, for our audit work, for this report, or for the opinions we have formed.



Elizabeth Needham ACA CTA (VAT) (Senior Statutory Auditor)
for and on behalf of Kendall Wadley LLP

14 March 2023

Chartered Accountants
Statutory Auditor

Granta Lodge
71 Graham Road
Malvern
Worcestershire
WR14 2JS

NEW COLLEGE WORCESTER

STATEMENT OF FINANCIAL ACTIVITIES

FOR THE YEAR ENDED 31 AUGUST 2022

		Unrestricted funds general	Unrestricted funds Designated	Unrestricted funds Pension Scheme	Restricted funds	Endowment funds	Total 2022	Total 2021
	Notes	£	£	£	£	£	£	£
Income and endowments from:								
Donations and legacies	3	247,936	-	-	217,785	-	465,721	386,491
Charitable activities	4	5,547,422	-	-	112,359	-	5,659,781	4,901,470
Other trading activities	5	13,905	-	-	-	-	13,905	7,324
Investments	6	58,331	-	-	19,169	-	77,500	52,977
Other income	7	17,807	-	-	-	-	17,807	13,399
Total income		5,885,401	-	-	349,313	-	6,234,714	5,361,661
Expenditure on:								
Raising funds	8	78,558	6,778	-	-	-	85,336	75,253
Charitable activities	9	5,221,621	194,566	2,000	104,419	-	5,522,606	4,637,902
Total resources expended		5,300,179	201,344	2,000	104,419	-	5,607,942	4,713,155
Net gains on investments	13	(6,667)	-	-	(26,933)	(85,143)	(118,743)	158,900
Net incoming/(outgoing) resources before transfers		578,555	(201,344)	(2,000)	217,961	(85,143)	508,029	807,406
Gross transfers between funds	14	(29,000)	141,667	29,000	(141,667)	-	-	-
Net incoming/(outgoing) resources		549,555	(59,677)	27,000	76,294	(85,143)	508,029	807,406
Carried forward		549,555	(59,677)	27,000	76,294	(85,143)	508,029	807,406

NEW COLLEGE WORCESTER

STATEMENT OF FINANCIAL ACTIVITIES (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2022

Brought forward	549,555	(59,677)	27,000	76,294	(85,143)	508,029	807,406
Other recognised gains and losses							
Actuarial (loss)/gain on defined benefit pension schemes	-	-	(136,000)	-	-	(136,000)	2,000
Net movement in funds	549,555	(59,677)	(109,000)	76,294	(85,143)	372,029	809,406
Fund balances at 1 September 2021	391,275	14,674,756	(269,000)	377,308	651,665	15,826,004	15,016,598
Fund balances at 31 August 2022	<u>940,830</u>	<u>14,615,079</u>	<u>(378,000)</u>	<u>453,602</u>	<u>566,522</u>	<u>16,198,033</u>	<u>15,826,004</u>

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

All income and expenditure derive from continuing activities.

NEW COLLEGE WORCESTER

STATEMENT OF FINANCIAL ACTIVITIES (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2022

Prior year

		Unrestricted funds general	Unrestricted funds Designated	Unrestricted funds Pension Scheme	Restricted funds	Endowment funds	Total 2021
	Notes	£	£	£	£	£	£
Income and endowments from:							
Donations and legacies	3	225,991	-	-	160,500	-	386,491
Charitable activities	4	4,804,010	-	-	97,460	-	4,901,470
Other trading activities	5	7,324	-	-	-	-	7,324
Investments	6	37,118	-	-	15,859	-	52,977
Other income	7	13,399	-	-	-	-	13,399
Total income		5,087,842	-	-	273,819	-	5,361,661
Expenditure on:							
Raising funds	8	69,724	5,529	-	-	-	75,253
Charitable activities	9	4,392,031	166,143	3,000	76,728	-	4,637,902
Total resources expended		4,461,755	171,672	3,000	76,728	-	4,713,155
Net gains on investments	13	8,920	-	-	36,042	113,938	158,900
Net incoming/(outgoing) resources before transfers		635,007	(171,672)	(3,000)	233,133	113,938	807,406
Gross transfers between funds	14	(480,612)	657,294	28,000	(204,682)	-	-
Net incoming/(outgoing) resources		154,395	485,622	25,000	28,451	113,938	807,406
Carried forward		154,395	485,622	25,000	28,451	113,938	807,406

NEW COLLEGE WORCESTER

STATEMENT OF FINANCIAL ACTIVITIES (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2022

Brought forward	154,395	485,622	25,000	28,451	113,938	807,406
Other recognised gains and losses						
Actuarial (loss)/gain on defined benefit pension schemes	-	-	2,000	-	-	2,000
Net movement in funds	154,395	485,622	27,000	28,451	113,938	809,406
Fund balances at 1 September 2020	236,880	14,189,134	(296,000)	348,857	537,727	15,016,598
Fund balances at 31 August 2021	<u>391,275</u>	<u>14,674,756</u>	<u>(269,000)</u>	<u>377,308</u>	<u>651,665</u>	<u>15,826,004</u>

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

All income and expenditure derive from continuing activities.

NEW COLLEGE WORCESTER

SUMMARY INCOME AND EXPENDITURE ACCOUNT

FOR THE YEAR ENDED 31 AUGUST 2022

	All income funds	
	2022	2021
	£	£
Gross income	6,234,714	5,361,661
(Losses)/gains on investments	(33,600)	44,962
Total income in the reporting period	6,201,114	5,406,623
Total expenditure from income funds	5,607,942	4,713,155
Net income for the year	593,172	693,468

NEW COLLEGE WORCESTER

BALANCE SHEET

AS AT 31 AUGUST 2022

	Notes	2022 £	£	2021 £	£
Fixed assets					
Tangible assets	15	14,826,998		14,711,199	
Investments	16	740,673		865,911	
		<u>15,567,671</u>		<u>15,577,110</u>	
Current assets					
Debtors	17	465,229		82,141	
Cash at bank and in hand		<u>1,479,811</u>		<u>1,357,225</u>	
		1,945,040		1,439,366	
Creditors: amounts falling due within one year	18	<u>(741,139)</u>		<u>(739,683)</u>	
Net current assets		<u>1,203,901</u>		<u>699,683</u>	
Total assets less current liabilities		<u>16,771,572</u>		<u>16,276,793</u>	
Creditors: amounts falling due after more than one year	20	(195,539)		(181,789)	
Provisions for liabilities	23	(378,000)		(269,000)	
Net assets		<u><u>16,198,033</u></u>		<u><u>15,826,004</u></u>	
Capital funds					
Endowment funds	25	566,522		651,665	
Income funds					
Restricted funds	26	453,602		377,308	
Unrestricted funds - Designated	27	14,615,079		14,674,756	
Unrestricted funds - General		940,830		391,275	
Unrestricted funds - Pension Scheme		<u>(378,000)</u>		<u>(269,000)</u>	
		<u><u>16,198,033</u></u>		<u><u>15,826,004</u></u>	

NEW COLLEGE WORCESTER

BALANCE SHEET (CONTINUED)

AS AT 31 AUGUST 2022

The members have not required the company to obtain an audit of its financial statements for the year in question in accordance with section 476.

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

The accounts were approved by the Trustee Governors on 14 March 2023



Mrs. D M Fulbrook OBE

Trustee

Company Registration No. 06053218

NEW COLLEGE WORCESTER

STATEMENT OF CASH FLOWS

FOR THE YEAR ENDED 31 AUGUST 2022

	Notes	2022 £	£	2021 £	£
Cash flows from operating activities					
Cash generated from operations	33		361,810		872,057
Investing activities					
Purchase of tangible fixed assets		(268,303)		(359,907)	
Purchase of investments		(101,231)		(46,133)	
Proceeds on disposal of investments		107,727		46,308	
Interest received		77,500		52,977	
Net cash used in investing activities			(184,307)		(306,755)
Financing activities					
Repayment of bank loans		(14,837)		(14,674)	
Repayment of pension fund deficit		(29,000)		(28,000)	
Payment of obligations under finance leases		(11,080)		-	
Net cash used in financing activities			(54,917)		(42,674)
Net increase in cash and cash equivalents			122,586		522,628
Cash and cash equivalents at beginning of year			1,357,225		834,597
Cash and cash equivalents at end of year			1,479,811		1,357,225

NEW COLLEGE WORCESTER

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 AUGUST 2022

1 Accounting policies

Company information

New College Worcester is a private company limited by guarantee incorporated in England and Wales. The registered office is New College Worcester, Whittington Road, Worcester, WR5 2JX .

1.1 Accounting convention

The financial statements have been prepared in accordance with the charitable company's governing document, the Companies Act 2006 and "Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019)". The charitable company is a Public Benefit Entity as defined by FRS 102.

The financial statements are prepared in sterling, which is the functional currency of the charitable company. Monetary amounts in these financial statements are rounded to the nearest £.

The financial statements have been prepared under the historical cost convention. The principal accounting policies adopted are set out below.

1.2 Going concern

Following recent Ofsted inspections some local authorities withdrew funding until they had satisfied themselves that students were safe. In the last monitoring visit the inspectors stated that safeguarding is effective and this has had a positive effect on funding decisions. The 10 year strategy is also developing alternative funding streams which are not dependant on student fee income. There are a number of designated funds which can be applied to current projects. On this basis the Trustee Governors have a reasonable expectation that the charitable company will have adequate resources to continue for a period of at least twelve months from the date of approval to the financial statements and continue to adopt the going concern basis of accounting.

1.3 Charitable funds

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

Designated funds comprise funds which have been set aside at the discretion of the Trustee Governors for specific purposes. The purposes and uses of the designated funds are set out in the notes to the accounts,

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

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

Expendable endowment funds are subject to specific conditions by donors that the funds must be invested to produce income by the charitable company.

1.4 Incoming resources

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

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

NEW COLLEGE WORCESTER

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2022

1 Accounting policies

(Continued)

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

Restricted grant income is recognised on a receivable basis. Unrestricted grant income is recognised over the period to which it relates.

School fees are recognised during the school term to which they relate.

Investment income is recognised on a receivable basis and is apportioned between the funds which comprise the Investment Trust Pool in the ratio of the shares held by each fund at the beginning of the accounting period after all charges and levies which apply to the Trust Pool have been met from that income and 5% of the net income remaining has been paid over to the College as general revenue to meet the cost of administering the Investment Trust Pool.

Other incoming resources are on a receivable basis over the period to which they relate.

1.5 Resources expended

Expenditure is recognised once there is a legal or constructive obligation to transfer economic benefit to a third party, it is probable that a transfer of economic benefits will be required in settlement, and the amount of the obligation can be measured reliably.

Expenditure is classified by activity. The costs of each activity are made up of the total of direct costs and shared costs, including support costs involved in undertaking each activity. Direct costs attributable to a single activity are allocated directly to that activity. Shared costs which contribute to more than one activity and support costs which are not attributable to a single activity are apportioned between those activities on a basis consistent with the use of resources. Central staff costs are allocated on the basis of time spent, and depreciation charges are allocated on the portion of the asset's use.

All expenditure is accounted for on an accruals basis inclusive of irrecoverable VAT.

Costs of generating funds relate to expenditure directly attributable of fundraising activities.

Charitable expenditure comprises those costs directly attributable to the Charitable Company's work.

Governance costs comprise the costs which are directly attributable to the management of the Charitable Company's assets, organisational procedures and the necessary legal procedures for compliance with statutory requirements.

Governance costs have been allocated to academic charitable activities.

Support costs are apportioned over the charitable activities of the Charitable Company on a percentage of staff costs basis.

Postage and stationery and computer costs are apportioned between academic and support costs based on estimated usage prior to the apportionment of support costs between the charitable activities of the Charitable Company.

NEW COLLEGE WORCESTER

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2022

1 Accounting policies

(Continued)

1.6 Tangible fixed assets

Tangible fixed assets other than freehold land are stated at cost less depreciation.

Depreciation is recognised so as to write off the cost or valuation of assets less their residual values over their useful lives on the following bases:

Freehold land	is not depreciated
Freehold buildings	straight line basis over 50 years
Plant and Machinery	straight line basis over 5 years
Fixture and Fittings	straight line basis over 5 years
Motor Vehicles	straight line basis over 5 years

The gain or loss arising on the disposal of an asset is determined as the difference between the sale proceeds and the carrying value of the asset, and is recognised in the statement of financial activities.

1.7 Fixed asset investments

Fixed asset investments are initially measured at transaction price excluding transaction costs, and are subsequently measured at fair value at each reporting date. Changes in fair value are recognised in net income/(expenditure) for the year. Transaction costs are expensed as incurred.

1.8 Impairment of fixed assets

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

Recoverable amount is the higher of fair value less costs to sell and value in use. In assessing value in use, the estimated future cash flows are discounted to their present value using a pre-tax discount rate that reflects current market assessments of the time value of money and the risks specific to the asset for which the estimates of future cash flows have not been adjusted.

If the recoverable amount of an asset is estimated to be less than its carrying amount, the carrying amount of the asset is reduced to its recoverable amount. An impairment loss is recognised immediately in income/(expenditure) for the year, unless the relevant asset is carried at a revalued amount, in which case the impairment loss is treated as a revaluation decrease.

Recognised impairment losses are reversed if, and only if, the reasons for the impairment loss have ceased to apply. Where an impairment loss subsequently reverses, the carrying amount of the asset is increased to the revised estimate of its recoverable amount, but so that the increased carrying amount does not exceed the carrying amount that would have been determined had no impairment loss been recognised for the asset in prior years. A reversal of an impairment loss is recognised immediately, unless the relevant asset is carried in at a revalued amount, in which case the reversal of the impairment loss is treated as a revaluation increase.

1.9 Cash and cash equivalents

Cash and cash equivalents include cash in hand, deposits held at call with banks, other short-term liquid investments with original maturities of three months or less.

NEW COLLEGE WORCESTER

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2022

1 Accounting policies

(Continued)

1.10 Financial instruments

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

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

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

Basic financial assets

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

Basic financial liabilities

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

Debt instruments are subsequently carried at amortised cost, using the effective interest rate method.

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

Derecognition of financial liabilities

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

1.11 Employee benefits

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

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

NEW COLLEGE WORCESTER

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2022

1 Accounting policies

(Continued)

1.12 Retirement benefits

The charitable company operates two defined benefit pension schemes.

The Teachers' Pension Scheme forms part of a multi-employer scheme and, therefore, it is unable to identify its share of the underlying assets and liabilities in the scheme on a consistent and reliable basis. As such the contributions are accounted for as if the scheme were defined contribution and charged as they become payable.

The Pensions Trust scheme also forms part of a multi-employer scheme, however, sufficient information is available to be accounted for as a defined benefit scheme.

The cost of providing benefits under defined benefit plans is determined separately for each plan using the projected unit credit method, and is based on actuarial advice.

The change in the net defined benefit liability arising from employee service during the year is recognised as an employee cost. The cost of plan introductions, benefit changes, settlements and curtailments are recognised as incurred.

The net interest element is determined by multiplying the net defined benefit liability by the discount rate, taking into account any changes in the net defined benefit liability during the period as a result of contribution and benefit payments. The net interest is recognised in income/(expenditure) for the year.

Remeasurement changes comprise actuarial gains and losses, the effect of the asset ceiling and the return on the net defined benefit liability excluding amounts included in net interest. These are recognised immediately in other recognised gains and losses in the period in which they occur and are not reclassified to income/(expenditure) in subsequent periods.

The net defined benefit pension asset or liability in the balance sheet comprises the total for each plan of the present value of the defined benefit obligation (using a discount rate based on high quality corporate bonds), less the fair value of plan assets out of which the obligations are to be settled directly. Fair value is based on market price information, and in the case of quoted securities is the published bid price. The value of a net pension benefit asset is limited to the amount that may be recovered either through reduced contributions or agreed refunds from the scheme.

1.13 Leases

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

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

NEW COLLEGE WORCESTER

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2022

2 Critical accounting estimates and judgements

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

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

3 Donations and legacies

	Unrestricted funds general £	Restricted funds £	Total 2022 £	Total 2021 £
Donations and gifts	47,542	(1,085)	46,457	106,251
Legacies receivable	-	-	-	12,000
Other specified income as below	200,394	218,870	419,264	268,240
	<u>247,936</u>	<u>217,785</u>	<u>465,721</u>	<u>386,491</u>
For the year ended 31 August 2021	<u>225,991</u>	<u>160,500</u>		<u>386,491</u>
Legacies receivable				
Joan Tavira	-	-	-	12,000
	<u>-</u>	<u>-</u>	<u>-</u>	<u>12,000</u>

NEW COLLEGE WORCESTER

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2022

3 Donations and legacies

(Continued)

	Unrestricted funds general £	Restricted funds £	Total 2022 £	Total 2021 £
Grants receivable for core activities				
Teachers Pay & Pension Grant	59,407	-	59,407	117,865
COVID Testing & Vaccination Grants	27,028	-	27,028	21,550
Access to Work	-	-	-	1,040
ESFA Grants	107,901	8,928	116,829	1,864
Devolved Formula Capital Grant/School Condition Grant	-	74,201	74,201	75,190
The Eveson Charitable Trust Grant	-	5,000	5,000	-
Worcester Community Foundation Grant	-	2,450	2,450	-
Baron Davenport Charitable Trust Grant	-	-	-	804
Edward Cadbury Charitable Trust Grant	-	50,000	50,000	-
Pupil Premium Funding	-	16,001	16,001	18,072
Celebration Day	-	150	150	190
COVID Catch Up Grant	-	(2,486)	(2,486)	21,850
Birkdale Trust HI Pillow Pads	-	1,720	1,720	1,000
Michael Watson Charitable Trust	-	1,000	1,000	2,000
Squire Foundation	-	5,000	5,000	5,000
ESFA Free School Meals	1,890	1,156	3,046	1,815
Oxfordshire County Council	1,168	-	1,168	-
Apprentice grant	3,000	-	3,000	-
The Spectacle Grant	-	2,000	2,000	-
Specsfactory	-	50,000	50,000	-
PF Charitable Trust	-	3,000	3,000	-
Other	-	750	750	-
	<u>200,394</u>	<u>218,870</u>	<u>419,264</u>	<u>268,240</u>

NEW COLLEGE WORCESTER

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2022

4 Charitable activities

	Teaching income	Music lessons for students	Student contributions to outdoor pursuits	Kitchen sales	Outreach and support income	Student activities including overseas school trips	Total 2022	Total 2021
	£	£	£	£	£	£	£	£
Income within charitable activities	5,627,982	12,498	10,581	1,285	7,355	80	5,659,781	4,901,470
Analysis by fund								
Unrestricted funds - general	5,515,703	12,498	10,581	1,285	7,355	-	5,547,422	
Restricted funds	112,279	-	-	-	-	80	112,359	
	5,627,982	12,498	10,581	1,285	7,355	80	5,659,781	
For the year ended 31 August 2021								
Unrestricted funds - general	4,776,858	11,728	449	509	14,466	-		4,804,010
Restricted funds	97,293	-	-	-	-	167		97,460
	4,874,151	11,728	449	509	14,466	167		4,901,470

NEW COLLEGE WORCESTER

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2022

5 Fundraising activities

	2022	2021
	£	£
Other fundraising income	13,905	7,324

6 Investments

	Unrestricted funds general £	Restricted funds £	Total 2022 £	Total 2021 £
Swimming pool and other hire	57,322	-	57,322	36,138
Income from listed investments	1,009	19,169	20,178	16,694
Interest receivable	-	-	-	145
	<u>58,331</u>	<u>19,169</u>	<u>77,500</u>	<u>52,977</u>
For the year ended 31 August 2021	<u>37,118</u>	<u>15,859</u>		<u>52,977</u>

Hire income and interest receivable on cash balances other than those held by the Investment Manager are recognised on a receivable basis and accrue to general revenue.

Investment income is recognised on a receivable basis and is apportioned between the funds which comprise the Investment Trust Pool in the ratio of the share held by each fund at the beginning of the accounting period after all charges and levies which apply to the Trust Pool have been met from that income and 5% of net income remaining has been paid over to the College as general revenue to meet the cost of administering the Investment Trust Pool.

NEW COLLEGE WORCESTER

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2022

7 Other income

	2022	2021
	£	£
Other income	17,807	13,399

8 Raising funds

	Unrestricted funds general £	Unrestricted funds Designated £	Total 2022 £	Total 2021 £
<u>Fundraising and publicity</u>				
Fundraising Strategy Planning	6,630	-	6,630	2,635
Fundraising activities expenditure	3,234	-	3,234	727
Staff costs	68,694	-	68,694	66,362
Depreciation and impairment	-	6,778	6,778	5,529
Fundraising and publicity	78,558	6,778	85,336	75,253
For the year ended 31 August 2021				
Fundraising and publicity	69,724	5,529		75,253
Fundraising activities expenditure:				
Leavers dinner expenditure			3,234	727
			3,234	727

NEW COLLEGE WORCESTER

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2022

9 Charitable activities

	Teaching	Student care	Kitchen and domestic	Specific purpose projects	Total 2022	Total 2021
	£	£	£	£	£	£
Staff costs	2,553,922	1,124,109	136,933	-	3,814,964	3,231,154
Depreciation and impairment	130,874	23,424	23,424	16,844	194,566	166,143
Staff Training	25,136	14,559	-	-	39,695	8,213
Books and materials	56,933	-	-	-	56,933	19,495
Outdoor pursuits	1,891	-	-	-	1,891	4,738
Educational visits	27,889	-	-	-	27,889	3,918
Student external courses	3,988	-	-	-	3,988	2,376
Postage and stationery	25,552	-	-	-	25,552	19,553
Computer costs	16,892	-	-	-	16,892	8,133
Repairs and maintenance	65,906	-	-	-	65,906	138,000
Sundry	13,402	4,935	-	-	18,337	6,088
Bad debts	15,012	-	-	-	15,012	9,848
Subscriptions	17,064	-	-	-	17,064	10,285
Prizes for students	860	-	-	-	860	1,057
Examination fees	13,181	-	-	-	13,181	7,244
Medical costs	-	3,113	-	-	3,113	1,352
Cleaning	-	-	9,676	-	9,676	6,376
Food Costs	-	-	229,467	-	229,467	175,721
Outreach	-	-	-	517	517	110
College Improvement Plan	-	-	-	10,058	10,058	(35)
Restricted fund projects	-	-	-	54,729	54,729	1,733
Pension fund interest	2,000	-	-	-	2,000	4,815
	<u>2,970,502</u>	<u>1,170,140</u>	<u>399,500</u>	<u>82,148</u>	<u>4,622,290</u>	<u>3,826,317</u>
Share of support costs (see note 11)	545,605	235,614	28,759	-	809,978	754,353
Share of governance costs (see note 11)	90,338	-	-	-	90,338	57,232
	<u>3,606,445</u>	<u>1,405,754</u>	<u>428,259</u>	<u>82,148</u>	<u>5,522,606</u>	<u>4,637,902</u>

NEW COLLEGE WORCESTER

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2022

9 Charitable activities

(Continued)

Analysis by fund

Unrestricted funds - general	3,423,881	1,382,330	404,835	10,575	5,221,621
Unrestricted funds - Designated	130,874	23,424	23,424	16,844	194,566
Unrestricted funds - pension	2,000	-	-	-	2,000
Restricted funds	49,690	-	-	54,729	104,419
	<u>3,606,445</u>	<u>1,405,754</u>	<u>428,259</u>	<u>82,148</u>	<u>5,522,606</u>

For the year ended 31 August 2021

Unrestricted funds - general	2,955,061	1,094,695	342,200	75	4,392,031
Unrestricted funds - Designated	111,589	20,221	20,221	14,112	166,143
Unrestricted funds - pension	3,000	-	-	-	3,000
Restricted funds	74,995	-	-	1,733	76,728
	<u>3,144,645</u>	<u>1,114,916</u>	<u>362,421</u>	<u>15,920</u>	<u>4,637,902</u>

10 Trustee Governors

None of the Trustee Governors (or any persons connected with them) received any remuneration or benefits from the charitable company during the year, and none of them were reimbursed travelling and related expenses (2021 - £nil).

NEW COLLEGE WORCESTER

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2022

11 Support costs

	Support costs £	Governance costs £	2022 £	2021 £	Basis of allocation
Staff costs	416,691	17,354	434,045	450,739	
Administration staff training	7,926	-	7,926	2,504	
Premises repairs and maintenance	77,202	-	77,202	73,179	
Rates and water	6,395	-	6,395	4,718	
Heat and light	126,558	-	126,558	111,377	
Insurance	46,331	-	46,331	39,723	
Transport costs	13,448	-	13,448	16,840	
Postage and stationery	11,782	-	11,782	11,403	
Telephone	9,638	-	9,638	6,946	
Equipment repairs and maintenance	14,739	-	14,739	2,201	
Computer costs	30,964	-	30,964	27,658	
Adverts for recruitment of staff	19,560	-	19,560	3,681	
Marketing of the activities of the school	20,366	-	20,366	12,890	
Loan interest	6,657	-	6,657	6,236	
Other interest	1,721	-	1,721	-	
Audit and accountancy	-	9,600	9,600	7,200	Governance
Legal and professional fees	-	31,811	31,811	30,855	Governance
Bank charges	-	2,014	2,014	(2,458)	Governance
Travel expenses	-	728	728	-	Governance
Investment management fees	-	6,205	6,205	5,893	Governance
Recruitment	-	22,626	22,626	-	
	<u>809,978</u>	<u>90,338</u>	<u>900,316</u>	<u>811,585</u>	
Analysed between					
Charitable activities	<u>809,978</u>	<u>90,338</u>	<u>900,316</u>	<u>811,585</u>	

Postage and stationery, and computer costs are apportioned between academic and support costs based on estimated usage prior to the appointment of support costs between the charitable activities of the Charitable Company.

Legal and professional fees includes OFSTED annual fees and general corporate advice.

Other support costs are apportioned over the charitable activities of the Charitable Company on a percentage of staff costs basis.

NEW COLLEGE WORCESTER

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2022

11 Support costs

(Continued)

Included in staff costs is £17,354 (2021 - £15,742) for company secretarial and governance time.

Governance costs includes payments to the auditors of £9,000 (2021 - £7,200) for audit fees and accounts preparation.

12 Employees

Number of employees

The average monthly number of employees during the year was:

	2022 Number	2021 Number
Academic	71	56
Care	48	41
Domestic	18	20
Administration	16	17
	<u>153</u>	<u>134</u>

Employment costs

	2022 £	2021 £
Wages and salaries	3,444,846	2,980,213
Social security costs	301,295	251,712
Other pension costs	571,562	516,330
	<u>4,317,703</u>	<u>3,748,255</u>

The agreed staffing establishment full time equivalents increased from 86.46 to 99.65 during the year. In addition there are 45 (2021 - 31) staff employed on a casual/seasonal basis for instrumental music lessons and to assist with scribing, reading and invigilating for examinations.

The number of employees whose annual remuneration was £60,000 or more were:

	2022 Number	2021 Number
£60,001 - £70,000	2	1
£100,001 - £110,000	1	1

Of the employees whose emoluments exceed £60,000, all employees have retirement benefits accruing under multi-employer defined benefit pension schemes. Total employer pensions contributions for the year for these employees amounted to £48,046 (2021 - £38,971).

NEW COLLEGE WORCESTER

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2022

13 Net gains/(losses) on investments

	Unrestricted funds general	Restricted funds	Endowment funds	Total 2022	Total 2021
	£	£	£	£	£
Revaluation of investments	(6,514)	(26,316)	(83,193)	(116,023)	148,669
Gain/loss on sale of investments	(153)	(617)	(1,950)	(2,720)	10,231
	<u>(6,667)</u>	<u>(26,933)</u>	<u>(85,143)</u>	<u>(118,743)</u>	<u>158,900</u>
For the year ended 31 August 2021	<u>8,920</u>	<u>36,042</u>	<u>113,938</u>		<u>158,900</u>

14 Transfers

During the year £16,547 (2021 - £19,516) was transferred from restricted funds to unrestricted funds to cover restricted wage expenditure. £29,000 (2021 - £28,000) was released from unrestricted funds to the Pension Scheme reserve.

£141,667 (2021 - £220,508) was transferred from restricted funds to the general fixed asset designated fund to reflect the movements in tangible fixed assets in the year.

In 2021, the Trustee Governors designated a sum of £400,000 to fund a property refurbishment programme and a transfer from unrestricted funds to designated funds was made.

15 Tangible fixed assets

	Freehold land	Plant and Machinery	Fixture and Fittings	Motor Vehicles	Total
	£	£	£	£	£
Cost					
At 1 September 2021	15,037,722	648,368	337,772	66,127	16,089,989
Additions	63,962	85,140	119,201	48,840	317,143
At 31 August 2022	<u>15,101,684</u>	<u>733,508</u>	<u>456,973</u>	<u>114,967</u>	<u>16,407,132</u>
Depreciation and impairment					
At 1 September 2021	656,318	430,546	234,241	57,685	1,378,790
Depreciation charged in the year	65,798	76,796	47,020	11,730	201,344
At 31 August 2022	<u>722,116</u>	<u>507,342</u>	<u>281,261</u>	<u>69,415</u>	<u>1,580,134</u>
Carrying amount					
At 31 August 2022	<u>14,379,568</u>	<u>226,166</u>	<u>175,712</u>	<u>45,552</u>	<u>14,826,998</u>
At 31 August 2021	<u>14,381,404</u>	<u>217,822</u>	<u>103,531</u>	<u>8,442</u>	<u>14,711,199</u>

NEW COLLEGE WORCESTER

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2022

15 Tangible fixed assets

(Continued)

Included in land and buildings is freehold land with a net book value of £164,000.

During the year ended 31 March 2008 trusteeship of land and buildings of market value of £12,520,425 was transferred from Royal National Institute of Blind People and its subsidiary RNIB Services Limited to New College Worcester, subject to a capital recovery deed whereby if the property is sold prior to 8 June 2028, which would require written consent and confirmation that the consideration of such a sale is not below market value from RNIB, then the Charitable Company shall pay RNIB the lower of 82% of the consideration of sale plus VAT and £5,000,000 plus VAT.

In 2021, a deed of variation was entered into and, by agreement with RNIB, proceeds of a permitted disposal may be invested into alternative premises that deliver services to the blind and partially sighted.

16 Fixed asset investments

	2022 £	2021 £
Listed investments	740,673	865,911

Movements in fixed asset investments

	Total £
Cost or valuation	
At 31 August 2021	865,911
Additions	101,231
Valuation changes	(118,742)
Disposals	(107,727)
At 31 August 2022	740,673
Carrying amount	
At 31 August 2022	740,673
At 31 August 2021	865,911

17 Debtors

	2022 £	2021 £
Amounts falling due within one year:		
Trade debtors	404,534	13,979
Other debtors	5,123	22,590
Prepayments and accrued income	55,572	45,572
	465,229	82,141

NEW COLLEGE WORCESTER

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2022

18 Creditors: amounts falling due within one year

	Notes	2022 £	2021 £
Bank loans	21	14,280	14,664
Obligations under finance leases	22	9,558	-
Other taxation and social security		68,677	65,236
Deferred income	19	372,134	446,000
Trade creditors		41,279	46,111
Other creditors		135,267	106,825
Accruals		99,944	60,847
		<u>741,139</u>	<u>739,683</u>

19 Deferred income

	2022 £	2021 £
Other deferred income	<u>372,134</u>	<u>446,000</u>
	<u>2022 £</u>	<u>2021 £</u>
School fee income received in advance	367,963	439,893
Swimming pool and other hire income received in advance	-	1,750
Hire an apprentice grant	-	3,000
Other income	4,171	1,357
	<u>372,134</u>	<u>446,000</u>

20 Creditors: amounts falling due after more than one year

	Notes	2022 £	2021 £
Loans and overdrafts	21	167,336	181,789
Obligations under finance leases	22	28,203	-
		<u>195,539</u>	<u>181,789</u>

NEW COLLEGE WORCESTER

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2022

21 Loans and overdrafts

	2022 £	2021 £
Bank loans	181,616	196,453
Payable within one year	14,280	14,664
Payable after one year	167,336	181,789
Amounts included above which fall due after five years:		
Payable by instalments	(98,324)	(113,160)

22 Finance lease commitments

Future minimum lease payments due under finance leases:

	2022 £	2021 £
Within one year	9,558	-
Within two and five years	28,203	-
	37,761	-

23 Provisions for liabilities

	Notes	2022 £	2021 £
Retirement benefit obligations	24	378,000	269,000
		378,000	269,000

24 Retirement benefit schemes

Teachers' Pension Scheme

The charitable company pays pension contributions on behalf of its employees into this multi-employee defined benefit pension scheme. The contributions amounted £325,315 (2021 - £294,941) into Teachers' Pension Scheme (Scheme ref 8857019), Mowden Hall, Darlington, County Durham, DL3 9EE.

The charitable company has not been notified by Teachers' Pension Scheme as to the estimated employer debt on withdrawal from the Teachers' Pension Scheme. However, resource accounts as at 31 March 2022 show the net liability of the scheme to be £532.3 billion (2021 - £481.1 billion). As at 31 March 2022, 12,209 employers were participating in the scheme, made up of 173 Local Authorities, 9,851 Academies (inc. free schools), 1,027 Independent establishments, 814 Others and 344 Further and Higher education institutions.

NEW COLLEGE WORCESTER

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2022

24 Retirement benefit schemes

(Continued)

The Pensions Trust Scheme

The college participates in The Pensions Trust Independent Schools' Pension Scheme, a multi-employer scheme which provides benefits to some 66 non-associated employers. The scheme is a defined benefit scheme in the UK.

A full actuarial valuation for the scheme was carried out with an effective date of 30 September 2017. This actuarial valuation was certified on 27 December 2018 and showed assets of £149.4m, liabilities of £187.6m and a deficit of £38.2m. To eliminate this funding shortfall, the trustees and the participating employers have agreed that additional contributions will be paid, in combination from all employers, to the scheme as follows:

From 1 September 2019 to 30 April 2030 : £2.39m per annum (payable monthly and increasing by 3% on each 1st September)

The scheme's previous valuation was carried out with an effective date of 30 September 2014. This valuation showed assets of £110.0m, liabilities of £147.4m and a deficit of £37.4m. To eliminate this funding shortfall, the Trustee has asked the participating employers to pay additional contributions to the scheme as follows:

From 1 September 2016 to 31 August 2029 : £2.34m per annum (payable monthly and increasing 3% on each 1st September)

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

Movements in the present value of defined benefit obligations:

Key assumptions

	2022	2021
Discount rate (% per annum)	4.31%	1.09%

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.

	2022 £	2021 £
Actuarial revaluation	136,000	(2,000)
Net interest on defined benefit liability/(asset)	2,000	3,000
Total costs	138,000	1,000

The amounts included in the balance sheet arising from the charitable company's obligations in respect of defined benefit plans are as follows:

	2022 £	2021 £
Present value of defined benefit obligations	378,000	269,000
Deficit in scheme	378,000	269,000

NEW COLLEGE WORCESTER

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2022

24 Retirement benefit schemes

(Continued)

Movements in the present value of defined benefit obligations:

	2022 £
Liabilities at 1 September 2021	269,000
Actuarial revaluation	136,000
Deficit contributions paid	(29,000)
Interest cost	2,000
At 31 August 2022	378,000

The defined benefit obligations arise from plans funded as follows:

	2022 £
Wholly unfunded obligations	-
Wholly or partly funded obligations	378,000
	378,000

NEW COLLEGE WORCESTER

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2022

25 Endowment funds

Endowment funds represent assets which must be held permanently by the charitable company. Income arising on the endowment funds can be used in accordance with the objects of the charitable company and is included as unrestricted income. Any capital gains or losses arising on the assets form part of the fund.

	Balance at 1 September 2020 £	Movement in funds				Balance at 1 September 2021 £	Movement in funds				Balance at 31 August 2022 £
		Incoming resources £	Resources expended £	Transfers £	Revaluations gains and losses £		Incoming resources £	Resources expended £	Transfers £	Revaluations gains and losses £	
Permanent endowments											
Additional											
Scholarship Fund	3,251	-	-	-	702	3,953	-	-	-	(525)	3,428
Bonham Fund	1,850	-	-	-	399	2,249	-	-	-	(298)	1,951
College Prize Fund	3,920	-	-	-	847	4,767	-	-	-	(633)	4,134
De Cordova	12,830	-	-	-	2,771	15,601	-	-	-	(2,071)	13,530
Eric Hamilton Tucker Trust	417,210	-	-	-	90,431	507,641	-	-	-	(67,576)	440,065
General											
Endowments	3,693	-	-	-	798	4,491	-	-	-	(596)	3,895
Gullick Bequest	70,261	-	-	-	15,170	85,431	-	-	-	(11,336)	74,095
Hexall											
Foundation	3,799	-	-	-	820	4,619	-	-	-	(613)	4,006
Higby Fund	1,665	-	-	-	359	2,024	-	-	-	(268)	1,756
Scholarship Foundation	7,600	-	-	-	1,641	9,241	-	-	-	(1,227)	8,014
C/fwd	526,079	-	-	-	113,938	640,017	-	-	-	(85,143)	554,874

NEW COLLEGE WORCESTER

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2022

25 Endowment funds

25 Endowment funds		(Continued)										
	Balance at 1 September 2020 £	Movement in funds					Movement in funds					Balance at 31 August 2022 £
		Incoming resources £	Resources expended £	Transfers £	Revaluations gains and losses £	Balance at 1 September 2021 £	Incoming resources £	Resources expended £	Transfers £	Revaluations gains and losses £		
B/fwd	526,079	-	-	-	113,938	640,017	-	-	-	(85,143)	554,874	
Expendable endowments												
General Purpose	11,648	-	-	-	-	11,648	-	-	-	-	11,648	
Bequests	537,727	-	-	-	113,938	651,665	-	-	-	(85,143)	566,522	

Endowment Funds are held to provide income for scholarships, prizes, grants for activities at the College and towards the students' further education. Income generated from these funds is attributed to the associated restricted fund. Further details of these funds can be found in the restricted fund note.

NEW COLLEGE WORCESTER

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2022

26 Restricted funds

The income funds of the charity include restricted funds comprising the following unexpended balances of donations and grants held on trust for specific purposes:

	Movement in funds					
	Balance at 1 September 2021	Incoming resources	Resources expended	Transfers	Revaluations, gains and losses	Balance at 31 August 2022
	£	£	£	£	£	£
Devolved Formula Capital Grant/School Condition Grant	35,905	66,658	(12,907)	(63,788)	-	25,868
EFA Bursary Fund Grant	1,494	1,156	(182)	-	-	2,468
Lightmongers Affiliation	968	-	(968)	-	-	-
Pupil Premium Funding	8,664	6,776	(5,554)	-	-	9,886
Archive Fund	2,817	-	-	-	-	2,817
Surgery Refurbishment	11	-	(11)	-	-	-
Bransford Trust - Art	2,649	-	-	-	-	2,649
Lochness Marathon - curriculum project	300	-	-	-	-	300
Gym Girls - Bradnack House Garden	295	-	-	-	-	295
Science Project	289	-	-	-	-	289
Bransford Trust Facilities	177	-	-	-	-	177
Ogden Trust	992	3,540	(3,975)	-	-	557
N Gunston - LRC centre	50	-	-	-	-	50
Goalball kit	37	-	(37)	-	-	-
Christmas concert	279	-	(279)	-	-	-
Clarvis Phillip Jackson	448	-	(448)	-	-	-
The Beatrice Laing Trust	1,632	-	-	-	-	1,632
IT Designated Fund	34,720	112,278	(17,052)	(73,868)	-	56,078
Mental Health	21,190	11,225	(14,450)	-	-	17,965
KS3 Lunchtime Activities	407	-	-	-	-	407
VICTA	1,500	-	-	-	-	1,500
VI Specialist Equipment	915	-	-	-	-	915
Classroom refurbishment	14,118	-	(1,030)	(1,924)	-	11,164
Beach Day	250	-	-	-	-	250
DFE Maintenance	4,650	7,544	(4,979)	-	-	7,215
Music Tour	2,975	-	-	-	-	2,975
Minibus	6,994	-	(6,250)	-	-	744
British Council - Erasmus project	4,942	(4,942)	-	-	-	-
Lower School Activities	11	-	-	-	-	11
C/fwd	149,679	204,235	(68,122)	(139,580)	-	146,212

NEW COLLEGE WORCESTER

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2022

26 Restricted funds

(Continued)

	Balance at 1 September 2021	Incoming resources	Movement in funds Resources expended	Transfers	Revaluations, gains and losses	Balance at 31 August 2022
	£	£	£	£	£	£
B/fwd	149,679	204,235	(68,122)	(139,580)	-	146,212
Staff room refurb	474	-	-	-	-	474
College Car	6,784	-	(5,060)	-	-	1,724
Science Club	204	-	-	-	-	204
Judo Fund	260	-	-	-	-	260
Activity Week	78	-	(78)	-	-	-
Play Equipment	804	100	-	-	-	904
COVID Catch up Grant	19,616	(2,486)	(13,789)	-	-	3,341
Pillow pads	565	1,720	(2,285)	-	-	-
Orbit Braille Readers	914	-	-	-	-	914
Kitchen equipment	90	-	(90)	-	-	-
Residential refurb - Lower school	-	14,000	-	-	-	14,000
Heating system	-	750	-	-	-	750
Specsfactory/Brillen	-	50,000	-	-	-	50,000
Cadbury Charitable Trust	-	50,000	-	-	-	50,000
Celebration day	-	250	(250)	-	-	-
School uniform	-	80	(80)	-	-	-
COVID Recovery	-	4,500	(4,500)	-	-	-
Tutoring grant	-	4,428	(4,428)	-	-	-
Penns fundraising	-	116	(116)	-	-	-
Trauma informed school	-	2,450	(2,450)	-	-	-
C/fwd	179,468	330,143	(101,248)	(139,580)	-	268,783

Associated funds: The Charitable Company as Trustee administers these funds under their existing trusts

Additional Scholarship Fund	2,392	159	-	-	(398)	2,153
Bonham Fund	818	64	-	-	(78)	804
College Prize Fund	354	110	-	-	(8)	456
De Cordova Fund	27,788	771	-	-	(2,412)	26,147
Eric Hamilton Tucker trust	83,426	14,149	-	-	(14,705)	82,870
Gullick Bequest	52,416	3,078	(3,084)	(2,087)	(6,562)	43,761
Hextall Foundation	17,768	365	-	-	(1,509)	16,624
Higby Fund	5,711	138	(87)	-	(533)	5,229
Scholarship Foundation	7,167	336	-	-	(728)	6,775
	<u>377,308</u>	<u>349,313</u>	<u>(104,419)</u>	<u>(141,667)</u>	<u>(26,933)</u>	<u>453,602</u>

NEW COLLEGE WORCESTER

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2022

26 Restricted funds

(Continued)

Prior year	Movement in funds					Balance at 31 August 2021
	Balance at 1 September 2020	Incoming resources	Resources expended	Transfers	Revaluations, gains and losses	
	£	£	£	£	£	£
Devolved Formula Capital Grant/School Condition Grant	3,648	75,190	(963)	(41,970)	-	35,905
EFA Bursary Fund Grant	7,233	1,864	(7,603)	-	-	1,494
Lightmongers Affiliation	1,168	-	(200)	-	-	968
Pupil Premium Funding	6,645	9,073	(7,054)	-	-	8,664
Archive Fund	2,817	-	-	-	-	2,817
Surgery Refurbishment	1,000	-	(989)	-	-	11
Bransford Trust - Art	2,649	-	-	-	-	2,649
Lochness Marathon - curriculum project	300	-	-	-	-	300
Gym Girls - Bradnack House Garden	295	-	-	-	-	295
Six Masters Charities - sleeping bags	203	-	(203)	-	-	-
Science Project	114	200	(25)	-	-	289
Bransford Trust Facilities	177	-	-	-	-	177
Ogden Trust	992	-	-	-	-	992
N Gunston - LRC centre	50	-	-	-	-	50
Goalball kit	37	-	-	-	-	37
Christmas concert	279	-	-	-	-	279
Clarvis Phillip Jackson	4,789	-	(4,341)	-	-	448
The Beatrice Laing Trust	2,280	-	-	(648)	-	1,632
IT Designated Fund	-	97,293	(10,613)	(51,960)	-	34,720
Mental Health	27,959	11,000	(17,769)	-	-	21,190
KS3 Lunchtime Activities	542	-	(135)	-	-	407
Y7 Catch up	1,000	-	(1,000)	-	-	-
NCW Youth Club	3	-	(3)	-	-	-
VICTA	1,500	-	-	-	-	1,500
VI Specialist Equipment	3,508	-	2,764	(5,357)	-	915
Classroom refurbishment	85,611	13,500	(634)	(84,359)	-	14,118
Beach Day	250	-	-	-	-	250
Celebration Day - awards	327	190	(517)	-	-	-
C/fwd	155,376	208,310	(49,285)	(184,294)	-	130,107

NEW COLLEGE WORCESTER

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2022

26 Restricted funds

(Continued)

	Balance at 1 September 2020	Incoming resources	Movement in funds		Revaluations, gains and losses	Balance at 31 August 2021
	£	£	Resources expended	Transfers	£	£
B/fwd	155,376	208,310	(49,285)	(184,294)	-	130,107
DFE Maintenance	4,650	-	-	-	-	4,650
Music Tour	2,775	200	-	-	-	2,975
Minibus	9,598	-	(2,604)	-	-	6,994
British Council - Erasmus project	4,942	-	-	-	-	4,942
Lifts campaign	-	16,302	-	(16,302)	-	-
Lower School Activities	11	-	-	-	-	11
Staff room refurb	712	-	(238)	-	-	474
College car	10,904	-	(4,120)	-	-	6,784
Science Club	204	-	-	-	-	204
Leavers Dinner	144	167	(311)	-	-	-
Judo Fund	260	-	-	-	-	260
Activity week	74	1,937	(1,933)	-	-	78
Play equipment	-	804	-	-	-	804
Orbit Braille Readers	-	5,000	-	(4,086)	-	914
COVID tests	-	236	(236)	-	-	-
Garden	-	89	(89)	-	-	-
Free school meals	-	1,815	(1,815)	-	-	-
COVID Catch up Grant	-	21,850	(2,234)	-	-	19,616
Pillow pads	-	1,000	(435)	-	-	565
Kitchen equipment	-	250	(160)	-	-	90
C/fwd	189,650	257,960	(63,460)	(204,682)	-	179,468

Associated funds: The Charitable Company as Trustee administers these funds under their existing trusts

Additional Scholarship Fund	1,728	132	-	-	532	2,392
Bonham Fund	660	53	-	-	105	818
College Prize Fund	252	91	-	-	11	354
De Cordova Fund	23,923	638	-	-	3,227	27,788
Eric Hamilton Tucker trust	52,043	11,705	-	-	19,678	83,426
Gullick Bequest	54,356	2,546	(13,268)	-	8,782	52,416
Hextall Foundation	15,446	302	-	-	2,020	17,768
Higby Fund	4,884	114	-	-	713	5,711
Scholarship Foundation	5,915	278	-	-	974	7,167
	348,857	273,819	(76,728)	(204,682)	36,042	377,308

NEW COLLEGE WORCESTER

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2022

26 Restricted funds

(Continued)

Details of the purpose of the main restricted funds are given below, A number of smaller value funds (<£500) also exist arising from donations from individuals or specific fund raising activities.

DFC (Devolved Formula Capital)/Schools Condition Grant - For improvements to buildings and other facilities, including Information Communication Technology.

EFA Bursary Fund Grant - Grant funding targeted for student experiencing the greatest financial disadvantages and / or course-related costs.

Lightmongers Affiliation - Contributions towards costs of association with Lightmongers.

Pupil Premium Funding - Government funding to raise the attainment of disadvantaged pupils.

Archive Fund - Donation to support the archiving of NCW documents.

Bransford Trust (Art) - Donations towards Visiting Artists.

The Ogden Trust - Donation for the Physics department.

Clarvis Phillip Jackson - to be used within the music department.

The Beatrice Laing Trust - Donation towards blackout blinds in Chapel.

IT Designated Fund - College restricted fund for students' IT equipment.

Mental Health - For the provision of counselling services.

VICTA - Support for students applying for University.

VI Specialist Equipment - Up to date ICT equipment for generic use in College.

Classroom refurbishment - In support of a room modernisation programme.

NEW COLLEGE WORCESTER

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2022

26 Restricted funds

(Continued)

DFE Maintenance - (Devolved Formula Capital allocation) - For maintenance to buildings and other facilities.

Music Tour - Income received to enable pupils to go on a Music Tour.

Minibus - Donations towards the lease of a minibus.

British Council Erasmus project - Funding received by British Council for Erasmus programmes, where students engage in educational opportunities such as travelling abroad to gain work experience.

Play equipment - Donations towards improvement to outdoor play equipment.

Baron Davenports Mental Health - Funding received to provide support through therapy sessions for a specific student.

Covid Catch Up & Covid Recovery - Funding received to improve the educational outcomes for students disadvantaged by the Covid pandemic.

Pillow Pads - Funding received towards the purchase of fire prevention aids for hearing impaired students.

Orbit Braille Readers - Donation for the purchase of Braille learning aids.

Residential refurbishment - Donations toward the refurbishment of the lower school buildings.

Heating system - Donations toward the improvements to the heating system.

Specsfactory/Brillen - Donation towards capital projects for the benefit of the the students.

Cadbury Charitable Trust - Donation toward the refurbishment of the bathrooms in the lower school.

Tutoring grant - funding received to support one-to-one tutoring.

Trauma informed school - funding the school received to attend trauma-based externally led training.

Associated Funds

Additional Scholarship Foundation - Scholarships and grants for students and to establish students in the world.

Bonham Fund - Prize for student entering University to read Mathematics.

College Prize Fund - Various annual prizes and awards.

De Cordova Fund - Scholarships to enter University to take up a literary career.

Eric Hamilton Tucker Trust - Grants to enable students to travel abroad.

Gullick Bequest - Holiday grants to students.

Hextall Foundation - Scholarships post New College Worcester for education or travel.

Higby Fund - Grants to students wishing to enter Oxford University.

Scholarship Foundation - Scholarships at NCW or at University / College or promotes education generally.

NEW COLLEGE WORCESTER

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2022

27 Designated funds

The income funds of the charity include the following designated funds which have been set aside out of unrestricted funds by the trustees for specific purposes:

	Balance at 1 September 2020 £	Resources expended £	Transfers £	Balance at 1 September 2021 £	Resources expended £	Transfers £	Balance at 31 August 2022 £
Properties transferred under trust by RNIB	12,027,103	(37,309)	-	11,989,794	(37,309)	-	11,952,485
General fixed asset designated fund	2,162,031	(134,363)	257,294	2,284,962	(164,035)	141,667	2,262,594
Property refurbishment	-	-	400,000	400,000	-	-	400,000
	<u>14,189,134</u>	<u>(171,672)</u>	<u>657,294</u>	<u>14,674,756</u>	<u>(201,344)</u>	<u>141,667</u>	<u>14,615,079</u>

The Trustee Governors have designated the properties previously held under trust by RNIB as these properties are subject to a capital recovery deed.

During the year ended 31 March 2008 land and buildings of market value of £12,520,425 were transferred from Royal National Institute of Blind People and its subsidiary RNIB Services Limited to New College Worcester, subject to a capital recovery deed whereby if the property is sold prior to 8 June 2028, which would require written consent and confirmation that the consideration of such a sale is not below market value from RNIB, then the Charitable Company shall pay RNIB the lower of 82% of the consideration of sale plus VAT and £5,000,000 plus VAT.

The Charitable Company assigns all fixed assets purchased with restricted funds and certain fixed assets purchased with unrestricted funds to a designated fund. This is done to ensure that the Charitable Company will have suitable level of reserves to meet future depreciation costs relating to these fixed assets and to recognise the fact that future depreciation charges will not directly affect the net operating capital of the Charitable Company. The fund also includes assets purchased with funds donated to the school specifically for the purchase of such assets.

In 2021 the Trustee Governors designated a sum of £400,000 for the purpose of undertaking a programme of property refurbishment, due to commence in September 2022.

NEW COLLEGE WORCESTER

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2022

28	Analysis of net assets between funds	Unrestricted funds		Designated funds		Restricted funds		Endowment funds		Total		Designated funds		Restricted funds		Endowment funds		Total	
		2022	£	2022	£	2022	£	2022	£	2022	£	2021	£	2021	£	2021	£	2021	£
	Fund balances at 31 August 2022 are represented by:																		
	Tangible assets	611,919		14,215,079		-		-		14,826,998		436,443		14,274,756		-		14,711,199	
	Investments	41,410		-		165,514		533,749		740,673		48,441		-		623,550		865,911	
	Current assets/(liabilities)	483,040		400,000		288,088		32,773		1,203,901		88,179		400,000		28,115		699,683	
	Long term liabilities	(195,539)		-		-		-		(195,539)		(181,789)		-		-		(181,789)	
	Provisions	(378,000)		-		-		-		(378,000)		(269,000)		-		-		(269,000)	
		562,830		14,615,079		453,602		566,522		16,198,033		122,274		14,674,756		651,665		15,826,004	

NEW COLLEGE WORCESTER

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2022

29 Capital commitments	2022	2021
	£	£

At 31 August 2022 the charitable company had capital commitments as follows:

Contracted for but not provided in the financial statements:

Acquisition of property, plant and equipment	-	7,421
	<u> </u>	<u> </u>

30 Events after the reporting date

In relation to the Ofsted judgements an Education monitoring visit took place in November 2022 and the inspectors stated that safeguarding is effective at New College Worcester. The Inspectors indicated they would return before the end of the academic year to carry out a further monitoring visit. During this time the leadership team will be able to demonstrate that the positive changes noted by the inspection team have been fully embedded before the formal reinspection takes place.

31 Operating lease commitments

At the reporting end date the charitable company had outstanding commitments for future minimum lease payments under non-cancellable operating leases, which fall due as follows:

	2022	2021
	£	£
Within one year	14,288	18,568
Between two and five years	14,002	28,291
	<u>28,290</u>	<u>46,859</u>

32 Related party transactions

Remuneration of key management personnel

The remuneration of key management personnel, is as follows.

	2022	2021
	£	£
Aggregate compensation	<u>457,443</u>	<u>452,629</u>

No guarantees have been given or received.

NEW COLLEGE WORCESTER

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2022

32 Related party transactions

(Continued)

One of the Trustee Governors had one child attend the College during the year. The standard College fees for this student were paid for by Westminster City Council as the relevant Local Authority.

N Duffy (Trustee) is also a director of Dolphin Computer Access Limited. During the year the Charity made purchases of £3,759 (2021: £3,759) from Dolphin Computer Access Limited. The amount outstanding at the year end was £nil (2021: £nil).

S Ayres (Trustee) is also a Trustee of Baron Davenport's Charity. During the prior year the Charity received donations and grants of £2,804 from Baron Davenport's Charity. The amount outstanding at the year end was £nil (2021: £nil).

33 Cash generated from operations

2022

2021

£

£

Surplus for the year

372,029

809,406

Adjustments for:

Investment income recognised in statement of financial activities

(77,500)

(52,977)

Loss/(gain) on disposal of investments

2,720

(10,231)

Fair value gains and losses on investments

116,023

(148,669)

Depreciation and impairment of tangible fixed assets

201,345

171,673

Pension deficit

138,000

1,000

Movements in working capital:

(Increase) in debtors

(383,088)

(8,597)

Increase in creditors

66,147

36,875

(Decrease)/increase in deferred income

(73,866)

73,577

Cash generated from operations

361,810

872,057

34 Analysis of changes in net funds

At 1 September
2021

Cash flows

Transfers

At 31 August
2022

£

£

£

£

Cash at bank and in hand

1,357,225

122,589

-

1,479,814

Loans falling due within one year

(14,664)

14,837

(14,453)

(14,280)

Loans falling due after more than one year

(181,789)

-

14,453

(167,336)

Obligations under finance leases

-

(37,761)

-

(37,761)

1,160,772

99,665

-

1,260,437

Accounts

Charity registration number 1118377

Company registration number 06053218 (England and Wales)

NEW COLLEGE WORCESTER
ANNUAL REPORT AND FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2021

NEW COLLEGE WORCESTER

LEGAL AND ADMINISTRATIVE INFORMATION

Trustee Governors	Mrs. D M Fulbrook OBE Mr. I A Paul Mr. S Tyler Ms. S Ayres Mrs. S Bannister Mrs. T Smith Miss N Ross Mrs. M Russell Mr R W Godfrey Mr J F Munoz Dr P A Simkiss Mr N P Duffy Lady L Morris Mrs S Lock Mrs G E Wright	(Appointed 7 July 2021) (Appointed 7 July 2021) (Appointed 9 December 2020)
Patrons	Lieutenant Colonel Patrick Holcroft LVO OBE Lord Faulkner of Worcester	
Senior Leadership Team	Miss N. Ross, Principal Mrs. V. Ward, Strategic Lead - VI Education Mrs. F. Madden, Strategic Lead - Student Progress Mr. J. Clugston - Strategic Lead - Student Wellbeing Mrs. L. Pratt, Assistant Principal: Strategic Lead Business and Finance	
Charity number	1118377	
Company number	06053218	
Registered office	Whittington Road Worcester WR5 2JX	
Auditor	Kendall Wadley LLP Granta Lodge 71 Graham Road Malvern Worcestershire WR14 2JS	
Bankers	Lloyds Bank Plc 4 The Cross Worcester WR1 3PY	
Solicitors	Thursfields 9-10 The Tything Worcester WR1 2HD	

NEW COLLEGE WORCESTER

LEGAL AND ADMINISTRATIVE INFORMATION

Investment advisors

J. M. Finn & Co
4 Coleman Street
London
EC2R 5TA

NEW COLLEGE WORCESTER

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NEW COLLEGE WORCESTER

TRUSTEE GOVERNORS' REPORT (INCLUDING DIRECTORS' REPORT) FOR THE YEAR ENDED 31 AUGUST 2021

The Trustee Governors present their annual report and financial statements for the year ended 31 August 2021.

The financial statements have been prepared in accordance with the accounting policies set out in note 2 to the financial statements and comply with the charitable company's Memorandum & Articles of Association, the Companies Act 2006 and "Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019)".

Chair's Foreword by Diana Fulbrook OBE

2020/21 was a year of continuing challenge for NCW with the evolvement of Covid-19. The start of the year saw a return of students after a period of lockdown and it was anticipated that there would be a gradual return to normal college life. This did not prove to be the case as further restrictions and preventative measures prevailed and on a daily basis the College had to deal with the anxiety of potential closure due to an occurrence of Covid. Staff and students adapted magnificently and the year was punctuated with students being sent home and staff resorting to on-line teaching. Continuity of learning and support was provided and the anxieties of staff, students and their families were very well managed by the senior leadership team.

A particular benefit of the situation was the continuing strength in the use of IT for remote learning which proved to be a good marketing opportunity. Due mainly to difficulties in mainstream schools in the provision of targeted home studying for vision impaired students, the value of NCW became clear and student numbers grew so by the end of the year the college was in a much healthier position financially. It is particularly positive that the number of Year 7 students starting this year is the highest for years. Thanks go to staff and the senior leadership team for their undoubted success in achieving this but it is an area that requires constant vigilance and active work by all.

The marketing efforts to attract international students were put on hold with Covid-19 restrictions and will be reactivated at some point in the future when it is safe to do so. Equally the normal extra benefits for students such as trips abroad and wide opportunities to demonstrate their musical and sporting skills have not been possible due to the restrictions although opportunities have been sought wherever possible. The cancellation of external exams yet again meant a focus on teacher assessments which was very time consuming but all leavers were able to go on to their place of choice with several remaining for an extra year.

The College had been particularly aware of the emotional needs of students on their return and more resources have been given to support their well-being including developing staff skills in this area. An external audit indicated a positive culture in respect of well-being and safeguarding and the recommendations are being followed through. Some students have complex mental health needs and effective partnership work between all agencies involved and families, continues to be important.

The outcome of the care staff review was put on hold due to the financial position previously but has been re-activated. Recruitment of residential staff has proved difficult so coverage has been challenging at times. The care side of the college is an essential element for the safety and well-being of students and their development of independent living skills, and particular thanks go to all staff for their commitment and dedication in delivering this. Last year again tested all staff to their limits and the Governing Body remains immensely grateful for this. The students' resilience and desire to learn has also been wonderful to see and we pay tribute to them and their parents for their inspirational response to the year's challenges. It is good to note that the auditors continue to have confidence in the improved financial position of the college and reached a positive conclusion in their report. The Governing Body would also like to particularly thank the Principal for her leadership and resilience over the past challenging year.

NEW COLLEGE WORCESTER

TRUSTEE GOVERNORS' REPORT (CONTINUED)(INCLUDING DIRECTORS' REPORT) FOR THE YEAR ENDED 31 AUGUST 2021

Objectives and activities

The Charitable Company's objects are:

- To provide and promote a religious, social and academic education for young persons who are visually impaired in the United Kingdom of Great Britain and Northern Ireland, the Channel islands and the Isle of Man and elsewhere in the Commonwealth and, subject thereto, from any other part of the world, with the ancillary purpose of supporting and facilitating generally the provision of education for such young persons;
- To manage and conduct New College Worcester (incorporating Worcester College For The Blind and Chorleywood College For Girls With Little Or No Sight) (NCW) and to hold and administer its property in accordance with the provisions set out in the Charitable Company's Memorandum and Articles of Association, but in particular to secure that the religious instruction given in the College is in accordance with the Doctrines of the Church of England. The Articles of Association are due for review in 2020/21.
- To use restricted funds, legacies and endowments for the purposes stated. A legacy policy is in place to support the furtherance of this objective.

The activities of the Charitable Company during the year were in support of the objects. Further details are included within the achievements and performance section of this report.

NEW COLLEGE WORCESTER

TRUSTEE GOVERNORS' REPORT (CONTINUED)(INCLUDING DIRECTORS' REPORT) FOR THE YEAR ENDED 31 AUGUST 2021

Achievements and performance

2020/2021 proved to be a very challenging year for everyone as the Covid pandemic continued to dominate our daily lives. NCW was no exception.

Experiencing two extended periods of lockdown, the students had to draw on their newfound technology skills, accessing all of their lessons on line during these enforced periods of home learning. Google Meet became the home of lessons, assemblies, clubs, activities and key worker meetings. Delivering lessons online was easier for some subject areas than others. However, even Mobility and PE used all of their creativity to ensure the very best was made of the situation, with students and staff alike showing resilience and determination. 'March to March' provided a much-needed opportunity for students to share their feelings and emotions about lockdown, through song, poetry, art and music. Our Lands' End to John O'Groats challenge ensured a welcome afternoon 'off timetable' as our wider community tried (and succeeded) to travel the 800-mile distance in just one afternoon.

Progress on the College Improvement Plan was inevitably impeded by the need to focus on delivering lessons from home and supporting the community to maintain positive wellbeing. However, a real highlight of the year was the success of our Outreach program. With over 100 (remote) attendees at most events, the serendipitous forced move to online delivery has really enhanced our future delivery of Outreach.

With exams cancelled and Teacher Assessed Grades providing the benchmark for year 11, 12 and 13 assessments, our cohort of leavers departed NCW looking forward to a variety of different pathways. Staff were pleased that all of our grades were accepted by the exam boards. Unusually, the majority of year 13 gained a third year of funding, enabling them to stay at NCW to ensure they achieved the A level results and independence they needed. Those leaving, departed to go to Further Education and into the world of work. Our first cohort of students also went on to begin their Internship or work experience program, spending 4 days in the world of work and one day at NCW, developing their skills. In addition, we were excited that one student joined the NCW staff team as our very first apprentice, becoming a member of our IT team.

The 2020/21 academic year challenged us all to work differently and think differently. What was not different, was the commitment and dedication shown by the staff, the perseverance and tenacity of the students and the support shown by our parents.

Thank you all.

Public Benefit

The Trustee Governors confirm that they have complied with the duty in section 4 of the Charities Act 2006 to have due regard to the Charity Commission's general guidance on public benefit, 'Charities and Public Benefit.'

NCW provides an extensive outreach programme to support students with visual impairment, and the professionals working with them, across the country. Helplines are very busy and subject specialists who are also Qualified Teachers of the Visually Impaired (QTVI) are able to provide advice and guidance across all aspects of the curriculum. There are regular events throughout the academic year at the College to enable visitors to receive training and support including, for the first time this year, workshops on developing Independent Living Skills. Members of staff from the College are also able to attend other schools to provide specialist professional development.

NEW COLLEGE WORCESTER

TRUSTEE GOVERNORS' REPORT (CONTINUED)(INCLUDING DIRECTORS' REPORT) FOR THE YEAR ENDED 31 AUGUST 2021

Financial review

The College leadership have continued with their strategy of increasing teaching income, which rose by 18.15% compared to 2019/2020. The focus has been on increasing student numbers which translates into a higher income and increased financial stability for the College. One of the effects of the Covid-19 pandemic was that some of our learners were funded for an extra year, this has resulted in an increase in students in our Sixth Form, which we anticipate will return to normal levels over the next 2 years. Total income for the year was £5,361,661 compared to £4,568,672 in the prior year.

The increased income translated into a surplus with Net Incoming Resources (after transfers between funds) on general activities for the year at £154,395 compared to £77 in 2019/2020.

Total expenditure was £4,713,155 an increase of £233,940 (5.2%) on the prior year. The College faces a backlog of maintenance and therefore expenditure in this area will continue to increase.

Donations and legacies totalled £386,491 in 2020/2021 compared to £340,675 the previous year. This includes a Teachers Pay & Pension Grant (£117,865), Devolved Formula Capital Grant/Schools Condition Funding Grant £75,190, Covid Mass Testing Grant (£21,550) and a Covid Catch Up Grant (£21,850).

General Donations reduced by £48,606 (31%) to £106,251, undoubtedly as a result of the Covid-19 pandemic.

Teaching income was not negatively affected by the pandemic as teaching once again moved to an online platform.

Endowment and other funds not needed in the short term are managed on the College's behalf by specialist investment managers JM Finn. At 31 August 2021 these investments showed an unrealised net gain in the year of £158,900 and amounted to £865,911 at the year end.

Designated funds increased by £485,622 during the year which includes additions to the General fixed asset designated fund and a Property Refurbishment fund.

Reserves Policy

Total funds held as at 31 August 2021 amounted to £15,826,004 (2020 £15,016,598). This included restricted funds of £377,308 (2020 £348,857), endowment funds of £651,665 (2020 £537,727) and designated funds of £14,674,756 (2020 £14,189,134). Designated fund explanations are included in Note 26 of the Accounts.

General unrestricted funds were £391,275 (2020 £236,880). Reserves of this level are considered low and Trustee Governors are committed to building the College reserves to £800,000 over the next few years (equal to around 2 months running costs) to secure the College's financial stability. However, the current economic and political climate continues to increase financial pressures on all providers of special education needs services given that they are funded by Local Authorities. Trustee Governors remain mindful of the uncertainties and risks but aim to improve sustainability through increasing the levels and sources of funding and continued reviews of curriculum, staffing and fees. Strategic financial management and internal control are underpinned by strong Governance arrangements and a high level of financial competence within the Governing Body. The Trustee Governors continue to receive reassurances from external Auditors that adequate systems of internal control are in place and are exercised.

NEW COLLEGE WORCESTER

TRUSTEE GOVERNORS' REPORT (CONTINUED)(INCLUDING DIRECTORS' REPORT) FOR THE YEAR ENDED 31 AUGUST 2021

Plans for future

The Trustee Governors update their rolling 5-year Strategic Plan annually to ensure the college is best prepared to meet the increasingly challenging context. They keep abreast of the fast-changing educational landscape, political direction, and vision impairment demographics and take these into account in deciding how best to secure a sustainable future for the college. Working with the Senior Leadership Team, the Governing Body identified three key strategic priorities for 2020/21:

- All students make excellent progress
- Increase student numbers
- Secure a sustainable future for NCW

Progress with the strategic implementation plan flowing from this is closely monitored through the Governing Body's committees which take responsibility for ensuring delivery of their respective allocated objectives. Last year indicated positive outcomes in the first two priorities but much of the work identified for securing a sustainable future could not be progressed due to the Covid restrictions and capacity. The Governing Body recognised the need to focus on the first two but has now agreed to develop a long-term 10-year plan for the site and college. This provides some exciting opportunities, particularly since negotiations with the RNIB to amend the capital recovery deed were finally successful which provides the college with more autonomy and flexibility to make decisions about its usage of the site. The need to provide better residential accommodation has been prioritised and work is underway to develop plans to achieve this. The future is positive for the College, despite the unknowns about the impact of Covid-19, and Trustee Governors and the Senior Leadership Team maintain a strong commitment to work together to achieve the College's long-term aspirations, and the strategic plan.

NEW COLLEGE WORCESTER

TRUSTEE GOVERNORS' REPORT (CONTINUED)(INCLUDING DIRECTORS' REPORT) FOR THE YEAR ENDED 31 AUGUST 2021

Structure, governance and management

The Charitable Company is a company limited by guarantee, incorporated on 15 January 2007 and registered as a charity on 14 March 2007. The Charitable Company is governed by its Memorandum and Articles of Association dated 11 January 2007 (as amended by Special Resolution dated 6 March 2007 and further revised by special resolution dated 24 January 2012).

The Trustee Directors of the Charitable Company, known as Trustee Governors with effect from 24 January 2012, are its Trustees for the purposes of charity law and throughout this report are collectively referred to as the Trustee Governors.

The Trustee Governors, who are also the directors for the purpose of company law, and who served during the year and up to the date of signature of the financial statements were:

Mrs. D M Fulbrook OBE

Mr. I A Paul

Mr. S Tyler

Ms. S Ayres

Mrs. S Bannister

Mrs. K Holyoak

(Resigned 7 July 2021)

Mrs. T Smith

Miss N Ross

Mrs. M Russell

Mr R W Godfrey

Mr J F Munoz

Dr P A Simkiss

Mr N P Duffy

Lady L Morris

(Appointed 7 July 2021)

Mrs S Lock

(Appointed 7 July 2021)

Mrs G E Wright

(Appointed 9 December 2020)

In previous years, in accordance with the Company's Articles of Association dated 11 January 2007 (as amended by Special Resolution dated 6 March 2007) one third of the Trustee Directors, chosen by ballot, together with one co-opted Trustee Director, were re-elected with new Trustee Governors being elected at future AGMs to fill vacancies arising. However, on 24 January 2012 the Company's Articles of Association were further revised by special resolution providing, amongst other things, a) for the establishment of a Governing Body in place of a Board of Trustee Directors where there was no committee established to discharge the functions of a school governing body, and b) the appointment of Trustee Governors for a term of four years.

The Principal is an ex officio Trustee Governor and member of the Governing Body.

None of the Trustee Governors has any beneficial interest in the Charitable Company. All of the Trustee Governors are members of the Charitable Company and guarantee to contribute up to £5 in the event of its winding up.

The Trustee Governors receive training at Governing Body meetings and by course attendance, as is deemed appropriate.

NEW COLLEGE WORCESTER

TRUSTEE GOVERNORS' REPORT (CONTINUED)(INCLUDING DIRECTORS' REPORT) FOR THE YEAR ENDED 31 AUGUST 2021

The Governing Body consists of at least nine and not more than fifteen individuals, all of whom must be Members. Trustee Governors must retire at the Annual General Meeting next following the fourth anniversary of their election, though they may stand for re-election. A retiring Trustee Governor who remains qualified may be re-appointed but cannot serve as a Trustee Governor for more than two four-year terms of office without a one year break.

The Trustee Governors meet regularly to manage the Charitable Company's affairs, with at least three meetings per year. A quorum of five Trustee Governors is required for each meeting.

The Principal has overall responsibility under the direction of the Governing Body for the internal organisation, management and discipline of the College and in particular for the provision, development and delivery of its education services. In consultation with the Principal the Governing Body has established a Senior Leadership Team under the chairmanship of the Principal to have responsibility for the operational management of the College. The remuneration of key management personnel is set by the Governing body.

Prior to incorporation, the operations of the Charitable Company were conducted as part of RNIB and upon incorporation RNIB and its subsidiary RNIB Services Limited transferred (by way of trust) most of the property and donated some other buildings and land, together with their associated assets, used by the Charitable Company and RNIB holds a capital recovery deed over most of the properties held by the Charitable Company, the details of which can be found elsewhere in the Accounts.

Risk Management Policy

The Trustee Governors have given consideration to the major risks to which the charity is exposed and satisfied themselves that systems or procedures are established in order to manage those risks. They have established a risk management policy to identify and assess risks and to evaluate what action must be taken to mitigate risks to an acceptable level. Risks are monitored and reviewed periodically. In general, the College adopts a medium level approach to risk after mitigating actions and defines its risk appetite as 'cautious'. There are certain areas where this approach does not apply, for example safeguarding and Health and Safety, and where a more cautious approach to risk is adopted and agreed by the Governing body or its Committees.

Auditor

A resolution proposing that Kendall Wadley LLP be reappointed as auditors of the company will be put to the Members.

Disclosure of information to auditor

Each of the Trustee Governors has confirmed that there is no information of which they are aware which is relevant to the audit, but of which the auditor is unaware. They have further confirmed that they have taken appropriate steps to identify such relevant information and to establish that the auditor is aware of such information.

This report has been prepared in accordance with the provisions applicable to companies entitled to the small companies exemption.

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

DM Fulbrook

Mrs. D M Fulbrook OBE

Trustee Governor

Dated: 25 May 2022

NEW COLLEGE WORCESTER

STATEMENT OF TRUSTEE GOVERNORS' RESPONSIBILITIES

FOR THE YEAR ENDED 31 AUGUST 2021

The Trustee Governors, who are also the directors of New College Worcester for the purpose of company law, are responsible for preparing the Trustee Governors' Report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company Law requires the Trustee Governors to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charitable company and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that year.

In preparing these financial statements, the Trustee Governors 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 operation.

The Trustee Governors are responsible for keeping adequate accounting records that disclose with reasonable accuracy at any time the financial position of the charitable company and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charitable company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

NEW COLLEGE WORCESTER

INDEPENDENT AUDITOR'S REPORT

TO THE TRUSTEE GOVERNORS OF NEW COLLEGE WORCESTER

Opinion

We have audited the financial statements of New College Worcester (the 'charitable company') for the year ended 31 August 2021 which comprise the statement of financial activities, the summary income and expenditure account, the balance sheet, the 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 charitable company's affairs as at 31 August 2021 and of its incoming resources and application of resources, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for opinion

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

Conclusions relating to going concern

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

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

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

Other information

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

We have nothing to report in this regard.

NEW COLLEGE WORCESTER

INDEPENDENT AUDITOR'S REPORT (CONTINUED)

TO THE TRUSTEE GOVERNORS OF NEW COLLEGE WORCESTER

Matters on which we are required to report by exception

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

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

Responsibilities of Trustee Governors

As explained more fully in the statement of Trustee Governors' responsibilities, the Trustee Governors, who are also the directors of the charitable company for the purpose of company law, are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the Trustee Governors determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error. In preparing the financial statements, the Trustee Governors are responsible for assessing the charitable company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the Trustee Governors either intend to liquidate the charitable company or to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements

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

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an 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.

The extent to which our procedures are capable of detecting irregularities, including fraud, is detailed below.

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

- an understanding of the risk assessment process (including the assessment of the risk of fraud) adopted by the Board is obtained and their attitude to risk ascertained
- an assessment of the susceptibility to material mis-statement of the financial statements as a result of management over-ride or fraud is made
- it is ensured that the engagement team have, collectively, the appropriate competence, capabilities and skills to be involved in the assignment, are fully briefed and understand the risks specific to the charity

NEW COLLEGE WORCESTER

INDEPENDENT AUDITOR'S REPORT (CONTINUED)

TO THE TRUSTEE GOVERNORS OF NEW COLLEGE WORCESTER

Audit response to risks identified

The information obtained through the assessment to risk procedures is reviewed and the following work undertaken:

- processes to test the outcomes of our assessment include, a review of Board minutes, analytical review, the relevance and accuracy of significant accounting estimates, substantive testing of significant transactions, work to identify unusual or unexpected accounting entries including the testing of journal entries, information disclosed in the financial statements is traced to supporting documentation. In all instances it is acknowledged that material misstatements that arise from fraud may involve deliberate concealment or collusion and are, therefore, by their very nature harder to detect than those arising from error.

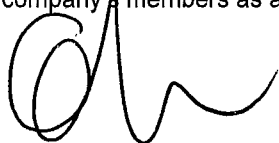
- an understanding of the legal and regulatory framework as applicable to the charity is obtained together with knowledge of the procedures put in place by the charity in order to comply with the same

It should be noted that Auditing standards limit the audit procedures required to identify non-compliance with laws and regulations to enquiry of the directors and other management and the inspection of regulatory and legal correspondence, if any.

A further description of our responsibilities is available on the Financial Reporting Council's website at: <https://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 company's members, as a body, in accordance with section 391 of the Companies Act 2014. Our audit work has been undertaken so that we might state to the 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 company and the company's members as a body, for our audit work, for this report, or for the opinions we have formed.



Elizabeth Needham ACA CTA (VAT) (Senior Statutory Auditor)
for and on behalf of Kendall Wadley LLP

25 May 2022

Chartered Accountants
Statutory Auditor

Granta Lodge
71 Graham Road
Malvern
Worcestershire
WR14 2JS

Kendall Wadley LLP is eligible for appointment as auditor of the charitable company by virtue of its eligibility for appointment as auditor of a company under section 1212 of the Companies Act 2006.

NEW COLLEGE WORCESTER

STATEMENT OF FINANCIAL ACTIVITIES

FOR THE YEAR ENDED 31 AUGUST 2021

		Unrestricted funds general	Unrestricted funds Designated	Unrestricted funds Pension Scheme	Restricted funds	Endowment funds	Total 2021	Total 2020
	Notes	£	£	£	£	£	£	£
Income and endowments from:								
Donations and legacies	3	225,991	-	-	160,500	-	386,491	340,675
Charitable activities	4	4,804,010	-	-	97,460	-	4,901,470	4,148,662
Other trading activities	5	7,324	-	-	-	-	7,324	5,357
Investments	6	37,118	-	-	15,859	-	52,977	62,690
Other income	7	13,399	-	-	-	-	13,399	11,288
Total income		5,087,842	-	-	273,819	-	5,361,661	4,568,672
Expenditure on:								
Raising funds	8	69,724	5,529	-	-	-	75,253	54,221
Charitable activities	9	4,392,031	166,143	3,000	76,728	-	4,637,902	4,424,994
Total resources expended		4,461,755	171,672	3,000	76,728	-	4,713,155	4,479,215
Net gains on investments	13	8,920	-	-	36,042	113,938	158,900	1,929
Net incoming resources before transfers		635,007	(171,672)	(3,000)	233,133	113,938	807,406	91,386
Gross transfers between funds	14	(480,612)	657,294	28,000	(204,682)	-	-	-
Net incoming resources		154,395	485,622	25,000	28,451	113,938	807,406	91,386
Carried forward		154,395	485,622	25,000	28,451	113,938	807,406	91,386

NEW COLLEGE WORCESTER

STATEMENT OF FINANCIAL ACTIVITIES (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2021

Brought forward	154,395	485,622	25,000	28,451	113,938	807,406	91,386
Other recognised gains and losses							
Actuarial gain/(loss) on defined benefit pension schemes	-	-	2,000	-	-	2,000	(3,000)
Net movement in funds	154,395	485,622	27,000	28,451	113,938	809,406	88,386
Fund balances at 1 September 2020	236,880	14,189,134	(296,000)	348,857	537,727	15,016,598	14,928,212
Fund balances at 31 August 2021	391,275	14,674,756	(269,000)	377,308	651,665	15,826,004	15,016,598

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

All income and expenditure derive from continuing activities.

NEW COLLEGE WORCESTER

STATEMENT OF FINANCIAL ACTIVITIES (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2021

Prior year

		Unrestricted funds general	Unrestricted funds Designated	Unrestricted funds Pension Scheme	Restricted funds	Endowment funds	Total 2020
	Notes	£	£	£	£	£	£
<u>Income and endowments from:</u>							
Donations and legacies	3	143,440	-	-	197,235	-	340,675
Charitable activities	4	4,148,503	-	-	159	-	4,148,662
Other trading activities	5	4,421	-	-	936	-	5,357
Investments	6	44,453	-	-	18,237	-	62,690
Other income	7	11,288	-	-	-	-	11,288
Total income		4,352,105	-	-	216,567	-	4,568,672
<u>Expenditure on:</u>							
Raising funds	8	49,551	4,670	-	-	-	54,221
Charitable activities	9	4,205,879	148,915	3,000	67,200	-	4,424,994
Total resources expended		4,255,430	153,585	3,000	67,200	-	4,479,215
Net gains on investments	13	(255)	-	-	525	1,659	1,929
Net incoming resources before transfers		96,420	(153,585)	(3,000)	149,892	1,659	91,386
Gross transfers between funds	14	(96,343)	166,370	27,000	(97,027)	-	-
Net incoming resources		77	12,785	24,000	52,865	1,659	91,386
Carried forward		77	12,785	24,000	52,865	1,659	91,386

NEW COLLEGE WORCESTER

STATEMENT OF FINANCIAL ACTIVITIES (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2021

Brought forward	77	12,785	24,000	52,865	1,659	91,386
Other recognised gains and losses						
Actuarial gain/(loss) on defined benefit pension schemes	-	-	(3,000)	-	-	(3,000)
Net movement in funds	77	12,785	21,000	52,865	1,659	88,386
Fund balances at 1 September 2019	236,803	14,176,349	(317,000)	295,992	536,068	14,928,212
Fund balances at 31 August 2020	236,880	14,189,134	(296,000)	348,857	537,727	15,016,598

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

All income and expenditure derive from continuing activities.

NEW COLLEGE WORCESTER

SUMMARY INCOME AND EXPENDITURE ACCOUNT

FOR THE YEAR ENDED 31 AUGUST 2021

	All income funds	
	2021	2020
	£	£
Gross income	5,361,661	4,568,672
Gains on investments	44,962	270
Total income in the reporting period	5,406,623	4,568,942
Total expenditure from income funds	4,713,155	4,479,215
Net income for the year	693,468	89,727

NEW COLLEGE WORCESTER

BALANCE SHEET

AS AT 31 AUGUST 2021

	Notes	2021 £	£	2020 £	£
Fixed assets					
Tangible assets	15	14,711,199		14,522,965	
Investments	16	865,911		707,186	
		<u>15,577,110</u>		<u>15,230,151</u>	
Current assets					
Debtors	17	82,141		73,544	
Cash at bank and in hand		1,357,225		834,597	
		<u>1,439,366</u>		<u>908,141</u>	
Creditors: amounts falling due within one year	18	<u>(739,683)</u>		<u>(628,307)</u>	
Net current assets			699,683		279,834
Total assets less current liabilities			<u>16,276,793</u>		<u>15,509,985</u>
Creditors: amounts falling due after more than one year	20		(181,789)		(197,387)
Provisions for liabilities	22		(269,000)		(296,000)
Net assets			<u><u>15,826,004</u></u>		<u><u>15,016,598</u></u>
Capital funds					
Endowment funds	24		651,665		537,727
Income funds					
Restricted funds	25		377,308		348,857
Unrestricted funds - Designated	26		14,674,756		14,189,134
Unrestricted funds - General			391,275		236,880
Unrestricted funds - Pension Scheme			(269,000)		(296,000)
			<u><u>15,826,004</u></u>		<u><u>15,016,598</u></u>

NEW COLLEGE WORCESTER

BALANCE SHEET (CONTINUED)

AS AT 31 AUGUST 2021

The company is entitled to the exemption from the audit requirement contained in section 477 of the Companies Act 2006, for the year ended 31 August 2021, although an audit has been carried out under section 144 of the Charities Act 2011.

The members have not required the company to obtain an audit of its financial statements under the requirements of the Companies Act 2006, for the year in question in accordance with section 476.

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

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

The accounts were approved by the Trustee Governors on 25 May 2022



Mrs. D M Fulbrook OBE
Trustee

Company Registration No. 06053218

NEW COLLEGE WORCESTER

STATEMENT OF CASH FLOWS

FOR THE YEAR ENDED 31 AUGUST 2021

	Notes	2021 £	£	2020 £	£
Cash flows from operating activities					
Cash generated from operations	32		872,057		603,919
Investing activities					
Purchase of tangible fixed assets		(359,907)		(190,271)	
Proceeds on disposal of tangible fixed assets		-		1,898	
Purchase of investments		(46,133)		(38,514)	
Proceeds on disposal of investments		46,308		239,245	
Interest received		52,977		22,879	
Net cash (used in)/generated from investing activities			(306,755)		35,237
Financing activities					
Repayment of bank loans		(14,674)		(13,788)	
Repayment of pension fund deficit		(28,000)		(27,000)	
Net cash used in financing activities			(42,674)		(40,788)
Net increase in cash and cash equivalents			522,628		598,368
Cash and cash equivalents at beginning of year			834,597		236,229
Cash and cash equivalents at end of year			1,357,225		834,597

NEW COLLEGE WORCESTER

STATEMENT OF CASH FLOWS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2021

1 Critical accounting estimates and judgements

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

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

2 Accounting policies

Company information

New College Worcester is a private company limited by guarantee incorporated in England and Wales. The registered office is New College Worcester, Whittington Road, Worcester, WR5 2JX.

2.1 Accounting convention

The financial statements have been prepared in accordance with the charitable company's governing document, the Companies Act 2006 and "Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019)". The charitable company is a Public Benefit Entity as defined by FRS 102.

The financial statements are prepared in sterling, which is the functional currency of the charitable company. Monetary amounts in these financial statements are rounded to the nearest £.

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

2.2 Going concern

The Covid-19 pandemic has had a positive impact on the College with additional funding made available to secure places for students, enhancing pupil numbers in the current financial year. Other sources of funding are under constant review and applied for where possible. In addition, freehold property currently not used in the activities of the College has been identified and is being marketed for sale, this will provide a further cash injection to the charity. On this basis the Trustee Governors have a reasonable expectation that the charitable company will have adequate resources to continue for a period of at least twelve months from the date of approval to the financial statements and continue to adopt the going concern basis of accounting.

2.3 Charitable funds

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

Designated funds comprise funds which have been set aside at the discretion of the Trustee Governors for specific purposes. The purposes and uses of the designated funds are set out in the notes to the accounts,

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

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

NEW COLLEGE WORCESTER

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 AUGUST 2021

2 Accounting policies

(Continued)

Expendable endowment funds are subject to specific conditions by donors that the funds must be invested to produce income by the charitable company.

2.4 Incoming resources

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

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

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

Restricted grant income is recognised on a receivable basis. Unrestricted grant income is recognised over the period to which it relates.

School fees are recognised during the school term to which they relate.

Investment income is recognised on a receivable basis and is apportioned between the funds which comprise the Investment Trust Pool in the ratio of the shares held by each fund at the beginning of the accounting period after all charges and levies which apply to the Trust Pool have been met from that income and 5% of the net income remaining has been paid over to the College as general revenue to meet the cost of administering the Investment Trust Pool.

Other incoming resources are on a receivable basis over the period to which they relate.

2.5 Resources expended

Expenditure is recognised once there is a legal or constructive obligation to transfer economic benefit to a third party, it is probable that a transfer of economic benefits will be required in settlement, and the amount of the obligation can be measured reliably.

Expenditure is classified by activity. The costs of each activity are made up of the total of direct costs and shared costs, including support costs involved in undertaking each activity. Direct costs attributable to a single activity are allocated directly to that activity. Shared costs which contribute to more than one activity and support costs which are not attributable to a single activity are apportioned between those activities on a basis consistent with the use of resources. Central staff costs are allocated on the basis of time spent, and depreciation charges are allocated on the portion of the asset's use.

All expenditure is accounted for on an accruals basis inclusive of irrecoverable VAT.

Costs of generating funds relate to expenditure directly attributable of fundraising activities.

Charitable expenditure comprises those costs directly attributable to the Charitable Company's work.

Governance costs comprise the costs which are directly attributable to the management of the Charitable Company's assets, organisational procedures and the necessary legal procedures for compliance with statutory requirements.

Governance costs have been allocated to academic charitable activities.

NEW COLLEGE WORCESTER

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2021

2 Accounting policies

(Continued)

Support costs are apportioned over the charitable activities of the Charitable Company on a percentage of staff costs basis.

Postage and stationery and computer costs are apportioned between academic and support costs based on estimated usage prior to the apportionment of support costs between the charitable activities of the Charitable Company.

2.6 Tangible fixed assets

Tangible fixed assets other than freehold land are stated at cost less depreciation.

Depreciation is recognised so as to write off the cost or valuation of assets less their residual values over their useful lives on the following bases:

Freehold land	is not depreciated
Freehold buildings	straight line basis over 50 years
Plant and Machinery	straight line basis over 5 years
Fixture and Fittings	straight line basis over 5 years
Motor Vehicles	straight line basis over 5 years

The gain or loss arising on the disposal of an asset is determined as the difference between the sale proceeds and the carrying value of the asset, and is recognised in the statement of financial activities.

2.7 Fixed asset investments

Fixed asset investments are initially measured at transaction price excluding transaction costs, and are subsequently measured at fair value at each reporting date. Changes in fair value are recognised in net income/(expenditure) for the year. Transaction costs are expensed as incurred.

2.8 Impairment of fixed assets

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

Recoverable amount is the higher of fair value less costs to sell and value in use. In assessing value in use, the estimated future cash flows are discounted to their present value using a pre-tax discount rate that reflects current market assessments of the time value of money and the risks specific to the asset for which the estimates of future cash flows have not been adjusted.

If the recoverable amount of an asset is estimated to be less than its carrying amount, the carrying amount of the asset is reduced to its recoverable amount. An impairment loss is recognised immediately in income/(expenditure) for the year, unless the relevant asset is carried at a revalued amount, in which case the impairment loss is treated as a revaluation decrease.

Recognised impairment losses are reversed if, and only if, the reasons for the impairment loss have ceased to apply. Where an impairment loss subsequently reverses, the carrying amount of the asset is increased to the revised estimate of its recoverable amount, but so that the increased carrying amount does not exceed the carrying amount that would have been determined had no impairment loss been recognised for the asset in prior years. A reversal of an impairment loss is recognised immediately, unless the relevant asset is carried in at a revalued amount, in which case the reversal of the impairment loss is treated as a revaluation increase.

NEW COLLEGE WORCESTER

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2021

2 Accounting policies

(Continued)

2.9 Cash and cash equivalents

Cash and cash equivalents include cash in hand, deposits held at call with banks, other short-term liquid investments with original maturities of three months or less.

2.10 Financial instruments

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

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

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

Basic financial assets

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

Basic financial liabilities

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

Debt instruments are subsequently carried at amortised cost, using the effective interest rate method.

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

Derecognition of financial liabilities

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

2.11 Employee benefits

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

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

NEW COLLEGE WORCESTER

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2021

2 Accounting policies

(Continued)

2.12 Retirement benefits

The charitable company operates two defined benefit pension schemes.

The Teachers' Pension Scheme forms part of a multi-employer scheme and, therefore, it is unable to identify its share of the underlying assets and liabilities in the scheme on a consistent and reliable basis. As such the contributions are accounted for as if the scheme were defined contribution and charged as they become payable.

The Pensions Trust scheme also forms part of a multi-employer scheme, however, sufficient information is available to be accounted for as a defined benefit scheme.

The cost of providing benefits under defined benefit plans is determined separately for each plan using the projected unit credit method, and is based on actuarial advice.

The change in the net defined benefit liability arising from employee service during the year is recognised as an employee cost. The cost of plan introductions, benefit changes, settlements and curtailments are recognised as incurred.

The net interest element is determined by multiplying the net defined benefit liability by the discount rate, taking into account any changes in the net defined benefit liability during the period as a result of contribution and benefit payments. The net interest is recognised in income/(expenditure) for the year.

Remeasurement changes comprise actuarial gains and losses, the effect of the asset ceiling and the return on the net defined benefit liability excluding amounts included in net interest. These are recognised immediately in other recognised gains and losses in the period in which they occur and are not reclassified to income/(expenditure) in subsequent periods.

NEW COLLEGE WORCESTER

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2021

2 Accounting policies

(Continued)

The net defined benefit pension asset or liability in the balance sheet comprises the total for each plan of the present value of the defined benefit obligation (using a discount rate based on high quality corporate bonds), less the fair value of plan assets out of which the obligations are to be settled directly. Fair value is based on market price information, and in the case of quoted securities is the published bid price. The value of a net pension benefit asset is limited to the amount that may be recovered either through reduced contributions or agreed refunds from the scheme.

3 Donations and legacies

	Unrestricted funds general £	Restricted funds £	Total 2021 £	Total 2020 £
Donations and gifts	73,536	32,715	106,251	154,857
Legacies receivable	12,000	-	12,000	122
Other specified income as below	140,455	127,785	268,240	185,696
	<u>225,991</u>	<u>160,500</u>	<u>386,491</u>	<u>340,675</u>
For the year ended 31 August 2020	<u>143,440</u>	<u>197,235</u>		<u>340,675</u>
Legacies receivable				
Joan Tavira	12,000	-	12,000	-
J Hunt	-	-	-	2,000
J Jarvis	-	-	-	(1,878)
	<u>12,000</u>	<u>-</u>	<u>12,000</u>	<u>122</u>

NEW COLLEGE WORCESTER

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2021

3 Donations and legacies

(Continued)

	Unrestricted funds general £	Restricted funds £	Total 2021 £	Total 2020 £
Grants receivable for core activities				
Teachers Pay & Pension Grant	117,865	-	117,865	102,391
COVID Mass Testing Grant	21,550	-	21,550	-
Access to Work	1,040	-	1,040	-
EFA Bursary Fund Grant	-	1,864	1,864	2,760
Devolved Formula Capital Grant/School Condition Grant	-	75,190	75,190	42,185
DMF Ellis Charitable Trust Grant	-	-	-	2,000
The Eveson Charitable Trust Grant	-	-	-	10,000
Worcester Community Foundation Grant	-	-	-	3,200
Worshipful Company of Spectacle Makers Grant	-	-	-	3,500
Baron Davenport Charitable Trust Grant	-	804	804	1,500
Beatrice Lang Trust Grant	-	-	-	5,400
Edward Cadbury Charitable Trust Grant	-	-	-	4,200
Dumbreck Charity Grant	-	-	-	1,000
Bernard Sunley Charitable Foundation Grant	-	-	-	5,000
Pupil Premium Funding	-	18,072	18,072	2,560
Celebration Day	-	190	190	-
COVID Catch Up Grant	-	21,850	21,850	-
Birkdale Trust HI Pillow Pads	-	1,000	1,000	-
Michael Watson Charitable Trust	-	2,000	2,000	-
Squire Foundation	-	5,000	5,000	-
ESFA Free School Meals	-	1,815	1,815	-
	<u>140,455</u>	<u>127,785</u>	<u>268,240</u>	<u>185,696</u>

NEW COLLEGE WORCESTER

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2021

4 Charitable activities

	Teaching income	Music lessons for students	Student contributions to outdoor pursuits	Kitchen sales	Outreach and support income	Student activities including overseas school trips	Total 2021	Total 2020
	£	£	£	£	£	£	£	£
Income within charitable activities	4,874,151	11,728	449	509	14,466	167	4,901,470	4,148,662
Analysis by fund								
Unrestricted funds - general	4,776,858	11,728	449	509	14,466	-	4,804,010	
Restricted funds	97,293	-	-	-	-	167	97,460	
	4,874,151	11,728	449	509	14,466	167	4,901,470	
For the year ended 31 August 2020								
Unrestricted funds - general	4,124,581	6,524	4,474	1,486	11,438	-		4,148,503
Restricted funds	-	-	-	-	-	159		159
	4,124,581	6,524	4,474	1,486	11,438	159		4,148,662

NEW COLLEGE WORCESTER

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2021

5 Fundraising activities

	Unrestricted funds general £	Restricted funds £	Total 2021 £	Total 2020 £
Leavers dinner income	-	-	-	840
Other fundraising income	7,324	-	7,324	4,517
	<u> </u>	<u> </u>	<u> </u>	<u> </u>
For the year ended 31 August 2020	4,421	936		5,357
	<u> </u>	<u> </u>		<u> </u>

6 Investments

	Unrestricted funds general £	Restricted funds £	Total 2021 £	Total 2020 £
Swimming pool and other hire	36,138	-	36,138	40,726
Income from listed investments	835	15,859	16,694	21,828
Interest receivable	145	-	145	136
	<u> </u>	<u> </u>	<u> </u>	<u> </u>
	37,118	15,859	52,977	62,690
	<u> </u>	<u> </u>	<u> </u>	<u> </u>
For the year ended 31 August 2020	44,453	18,237		62,690
	<u> </u>	<u> </u>		<u> </u>

Hire income and interest receivable on cash balances other than those held by the Investment Manager are recognised on a receivable basis and accrue to general revenue.

Investment income is recognised on a receivable basis and is apportioned between the funds which comprise the Investment Trust Pool in the ratio of the share held by each fund at the beginning of the accounting period after all charges and levies which apply to the Trust Pool have been met from that income and 5% of net income remaining has been paid over to the College as general revenue to meet the cost of administering the Investment Trust Pool.

NEW COLLEGE WORCESTER

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2021

7 Other income

	2021	2020
	£	£
Net gain on disposal of tangible fixed assets	-	1,898
Other income	13,399	9,390
	<u>13,399</u>	<u>11,288</u>

8 Raising funds

	Unrestricted funds general	Unrestricted funds Designated	Total 2021	Total 2020
	£	£	£	£
<u>Fundraising and publicity</u>				
Fundraising Strategy Planning	2,635	-	2,635	1,992
Fundraising activities expenditure	727	-	727	300
Staff costs	66,362	-	66,362	47,259
Depreciation and impairment	-	5,529	5,529	4,670
	<u>69,724</u>	<u>5,529</u>	<u>75,253</u>	<u>54,221</u>
For the year ended 31 August 2020				
Fundraising and publicity	<u>49,551</u>	<u>4,670</u>		<u>54,221</u>
 Fundraising activities expenditure:				
Leavers dinner expenditure			727	300
			<u>727</u>	<u>300</u>

NEW COLLEGE WORCESTER

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2021

9 Charitable activities

	Teaching	Student care	Kitchen and domestic	Specific purpose projects	Total 2021	Total 2020
	£	£	£	£	£	£
Staff costs	2,216,478	884,423	130,253	-	3,231,154	3,054,840
Depreciation and impairment	111,589	20,221	20,221	14,112	166,143	148,915
Staff Training	5,383	2,830	-	-	8,213	23,382
Books and materials	19,495	-	-	-	19,495	19,301
Outdoor pursuits	4,738	-	-	-	4,738	922
Educational visits	3,918	-	-	-	3,918	15,502
Student external courses	2,376	-	-	-	2,376	1,907
Postage and stationery	19,553	-	-	-	19,553	17,935
Computer costs	8,133	-	-	-	8,133	10,599
Repairs and maintenance	138,000	-	-	-	138,000	91,586
Sundry	3,037	3,051	-	-	6,088	23,654
Bad debts	9,848	-	-	-	9,848	(1,377)
Subscriptions	10,285	-	-	-	10,285	10,845
Prizes for students	1,057	-	-	-	1,057	747
Examination fees	7,244	-	-	-	7,244	8,034
Medical costs	-	1,352	-	-	1,352	6,014
Cleaning	-	-	6,376	-	6,376	3,561
Food Costs	-	-	175,721	-	175,721	140,179
Outreach	-	-	-	110	110	300
College Improvement Plan	-	-	-	(35)	(35)	9,009
Restricted fund projects	-	-	-	1,733	1,733	26,977
Pension fund interest	4,815	-	-	-	4,815	2,608
	<u>2,565,949</u>	<u>911,877</u>	<u>332,571</u>	<u>15,920</u>	<u>3,826,317</u>	<u>3,615,440</u>
Share of support costs (see note 11)	521,464	203,039	29,850	-	754,353	733,363
Share of governance costs (see note 11)	57,232	-	-	-	57,232	76,191
	<u>3,144,645</u>	<u>1,114,916</u>	<u>362,421</u>	<u>15,920</u>	<u>4,637,902</u>	<u>4,424,994</u>

NEW COLLEGE WORCESTER

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2021

9 Charitable activities

(Continued)

Analysis by fund

Unrestricted funds - general	2,955,061	1,094,695	342,200	75	4,392,031
Unrestricted funds - Designated	111,589	20,221	20,221	14,112	166,143
Unrestricted funds - pension	3,000	-	-	-	3,000
Restricted funds	74,995	-	-	1,733	76,728
	<u>3,144,645</u>	<u>1,114,916</u>	<u>362,421</u>	<u>15,920</u>	<u>4,637,902</u>

For the year ended 31 August 2020

Unrestricted funds - general	2,970,377	959,605	266,588	9,309	4,205,879
Unrestricted funds - Designated	99,830	18,368	18,368	12,349	148,915
Unrestricted funds - pension	3,000	-	-	-	3,000
Restricted funds	40,223	-	-	26,977	67,200
	<u>3,113,430</u>	<u>977,973</u>	<u>284,956</u>	<u>48,635</u>	<u>4,424,994</u>

10 Trustee Governors

None of the Trustee Governors (or any persons connected with them) received any remuneration or benefits from the charitable company during the year, and none of them were reimbursed travelling and related expenses (2020 - one Trustee Governor received £328).

NEW COLLEGE WORCESTER

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2021

11 Support costs

	Support costs £	Governance costs £	2021 £	2020 £	Basis of allocation
Staff costs	434,997	15,742	450,739	428,279	
Administration staff training	2,504	-	2,504	4,986	
Premises repairs and maintenance	73,179	-	73,179	60,759	
Rates and water	4,718	-	4,718	3,255	
Heat and light	111,377	-	111,377	106,944	
Insurance	39,723	-	39,723	38,427	
Transport costs	16,840	-	16,840	15,151	
Postage and stationery	11,403	-	11,403	11,884	
Telephone	6,946	-	6,946	6,848	
Equipment repairs and maintenance	2,201	-	2,201	3,642	
Computer costs	27,658	-	27,658	31,171	
Adverts for recruitment of staff	3,681	-	3,681	23	
Marketing of the activities of the school	12,890	-	12,890	28,840	
Loan interest	6,236	-	6,236	7,985	
Audit and accountancy	-	7,200	7,200	7,200	Governance
Legal and professional fees	-	30,855	30,855	43,444	Governance
Bank charges	-	(2,458)	(2,458)	6,063	Governance
Travel expenses	-	-	-	435	Governance
Investment management fees	-	5,893	5,893	4,218	Governance
	<u>754,353</u>	<u>57,232</u>	<u>811,585</u>	<u>809,554</u>	
Analysed between					
Charitable activities	<u>754,353</u>	<u>57,232</u>	<u>811,585</u>	<u>809,554</u>	

Postage and stationery, and computer costs are apportioned between academic and support costs based on estimated usage prior to the appointment of support costs between the charitable activities of the Charitable Company.

Legal and professional fees includes OFSTED annual fees and general corporate advice.

Other support costs are apportioned over the charitable activities of the Charitable Company on a percentage of staff costs basis.

NEW COLLEGE WORCESTER

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2021

11 Support costs

(Continued)

Included in staff costs is £15,742 (2020 - £14,831) for company secretarial and governance time.

Governance costs includes payments to the auditors of £7,200 (2020 - £7,200) for audit fees and accounts preparation.

12 Employees

Number of employees

The average monthly number of employees during the year was:

	2021 Number	2020 Number
Academic	56	60
Care	41	38
Domestic	20	17
Administration	17	17
	<u>134</u>	<u>132</u>

Employment costs

	2021 £	2020 £
Wages and salaries	2,980,213	2,813,629
Social security costs	251,712	236,779
Other pension costs	516,330	479,970
	<u>3,748,255</u>	<u>3,530,378</u>

The agreed staffing establishment full time equivalents decreased from 86.85 to 86.46 during the year. In addition there are 31 (2020 - 37) staff employed on a casual/seasonal basis for instrumental music lessons and to assist with scribing, reading and invigilating for examinations.

The number of employees whose annual remuneration was £60,000 or more were:

	2021 Number	2020 Number
£60,001 - £70,000	1	1
£90,001 - £100,000	-	1
£100,001 - £110,000	1	-
	<u>2</u>	<u>2</u>

Of the employees whose emoluments exceed £60,000, all employees have retirement benefits accruing under multi-employer defined benefit pension schemes. Total employer pensions contributions for the year for these employees amounted to £38,971 (2020 - £37,446).

NEW COLLEGE WORCESTER

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2021

13 Net gains/(losses) on investments

	Unrestricted funds general £	Restricted funds £	Endowment funds £	Total 2021 £	Total 2020 £
Revaluation of investments	8,346	33,721	106,602	148,669	(202)
Gain/loss on sale of investments	574	2,321	7,336	10,231	2,131
	<u>8,920</u>	<u>36,042</u>	<u>113,938</u>	<u>158,900</u>	<u>1,929</u>
For the year ended 31 August 2020	<u>(255)</u>	<u>525</u>	<u>1,659</u>		<u>1,929</u>

14 Transfers

During the year £19,516 was transferred from restricted funds to unrestricted funds to cover restricted wage expenditure. £28,000 was released from unrestricted funds to the Pension Scheme reserve.

£220,508 was transferred from restricted funds to the general fixed asset designated fund to reflect the movements in tangible fixed assets in the year.

The Trustee Governors have designated a sum of £400,000 to fund a property refurbishment programme and a transfer from unrestricted funds to designated funds has been made.

15 Tangible fixed assets

	Freehold land £	Plant and Machinery £	Fixture and Motor Vehicles Fittings £	Total £
Cost				
At 1 September 2020	14,780,369	663,386	342,112	15,848,124
Additions	257,353	76,334	19,770	359,907
Disposals	-	(91,352)	(24,110)	(118,042)
At 31 August 2021	<u>15,037,722</u>	<u>648,368</u>	<u>337,772</u>	<u>16,089,989</u>
Depreciation and impairment				
At 1 September 2020	595,234	448,916	222,688	1,325,159
Depreciation charged in the year	61,084	72,982	35,663	171,673
Eliminated in respect of disposals	-	(91,352)	(24,110)	(118,042)
At 31 August 2021	<u>656,318</u>	<u>430,546</u>	<u>234,241</u>	<u>1,378,790</u>
Carrying amount				
At 31 August 2021	<u>14,381,404</u>	<u>217,822</u>	<u>103,531</u>	<u>14,711,199</u>
At 31 August 2020	<u>14,185,135</u>	<u>214,470</u>	<u>119,424</u>	<u>14,522,965</u>

NEW COLLEGE WORCESTER

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2021

15 Tangible fixed assets

(Continued)

Included in land and buildings is freehold land with a net book value of £164,000.

During the year ended 31 March 2008 trusteeship of land and buildings of market value of £12,520,425 was transferred from Royal National Institute of Blind People and its subsidiary RNIB Services Limited to New College Worcester, subject to a capital recovery deed whereby if the property is sold prior to 8 June 2028, which would require written consent and confirmation that the consideration of such a sale is not below market value from RNIB, then the Charitable Company shall pay RNIB the lower of 82% of the consideration of sale plus VAT and £5,000,000 plus VAT.

Subsequent to the balance sheet date a deed of variation has been entered into whereby by agreement with RNIB proceeds of a permitted disposal may be invested into alternative premises that deliver services to the blind and partially sighted.

16 Fixed asset investments

	2021 £	2020 £
Listed investments	865,911	707,186
Movements in fixed asset investments		
		Total £
Cost or valuation		
At 31 August 2020		707,186
Additions		46,133
Valuation changes		158,900
Disposals		(46,308)
At 31 August 2021		865,911
Carrying amount		
At 31 August 2021		865,911
At 31 August 2020		707,186

17 Debtors

	2021 £	2020 £
Amounts falling due within one year:		
Trade debtors	13,979	-
Other debtors	22,590	33,625
Prepayments and accrued income	45,572	39,919
	82,141	73,544

NEW COLLEGE WORCESTER

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2021

18 Creditors: amounts falling due within one year

	Notes	2021 £	2020 £
Bank loans	21	14,664	13,740
Other taxation and social security		65,236	55,695
Deferred income	19	446,000	372,423
Trade creditors		46,111	109,000
Other creditors		106,825	26,667
Accruals		60,847	50,782
		<u>739,683</u>	<u>628,307</u>

19 Deferred income

	2021 £	2020 £
Other deferred income	446,000	372,423

	2021 £	2020 £
School fee income received in advance	439,893	370,148
Swimming pool and other hire income received in advance	1,750	-
Hire an apprentice grant	3,000	-
Other income	1,357	2,275
	<u>446,000</u>	<u>372,423</u>

20 Creditors: amounts falling due after more than one year

	Notes	2021 £	2020 £
Loans and overdrafts	21	181,789	197,387

NEW COLLEGE WORCESTER

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2021

21 Loans and overdrafts

	2021 £	2020 £
Bank loans	196,453	211,127
Payable within one year	14,664	13,740
Payable after one year	181,789	197,387
Amounts included above which fall due after five years:		
Payable by instalments	113,160	127,834

22 Provisions for liabilities

	Notes	2021 £	2020 £
Retirement benefit obligations	23	269,000	296,000
		269,000	296,000

23 Retirement benefit schemes

Teachers' Pension Scheme

The charitable company pays pension contributions on behalf of its employees into this multi-employee defined benefit pension scheme. The contributions amounted £294,941 (2020 - £289,393) into Teachers' Pension Scheme (Scheme ref 8857019), Mowden Hall, Darlington, County Durham, DL3 9EE.

The charitable company has not been notified by Teachers' Pension Scheme as to the estimated employer debt on withdrawal from the Teachers' Pension Scheme. However, resource accounts as at 31 March 2021 show the net liability of the scheme to be £481.1 billion (2020 - £432.2 billion). As at 31 March 2021, 11,885 employers were participating in the scheme, made up of 172 Local Authorities, 8,930 Academies, 1,248 Independent establishments, 322 Free Schools, 876 Others and 337 Further and Higher education institutions.

NEW COLLEGE WORCESTER

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2021

23 Retirement benefit schemes

(Continued)

The Pensions Trust Scheme

The college participates in The Pensions Trust Independent Schools' Pension Scheme, a multi-employer scheme which provides benefits to some 66 non-associated employers. The scheme is a defined benefit scheme in the UK.

A full actuarial valuation for the scheme was carried out with an effective date of 30 September 2017. This actuarial valuation was certified on 27 December 2018 and showed assets of £149.4m, liabilities of £187.6m and a deficit of £38.2m. To eliminate this funding shortfall, the trustees and the participating employers have agreed that additional contributions will be paid, in combination from all employers, to the scheme as follows:

From 1 September 2019 to 30 April 2030 : £2.39m per annum (payable monthly and increasing by 3% on each 1st September)

The scheme's previous valuation was carried out with an effective date of 30 September 2014. This valuation showed assets of £110.0m, liabilities of £147.4m and a deficit of £37.4m. To eliminate this funding shortfall, the Trustee has asked the participating employers to pay additional contributions to the scheme as follows:

From 1 September 2016 to 31 August 2029 : £2.34m per annum (payable monthly and increasing 3% on each 1st September)

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

Movements in the present value of defined benefit obligations:

Key assumptions

	2021	2020
Discount rate (% per annum)	1.09%	0.90%

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.

	2021 £	2020 £
Actuarial revaluation	(2,000)	3,000
Net interest on defined benefit liability/(asset)	3,000	3,000
Total costs	1,000	6,000

NEW COLLEGE WORCESTER

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2021

23 Retirement benefit schemes

(Continued)

The amounts included in the balance sheet arising from the charitable company's obligations in respect of defined benefit plans are as follows:

	2021 £	2020 £
Present value of defined benefit obligations	269,000	296,000
Deficit in scheme	269,000	296,000

Movements in the present value of defined benefit obligations:

	2021 £
Liabilities at 1 September 2020	296,000
Actuarial revaluation	(2,000)
Deficit contributions paid	(28,000)
Interest cost	3,000
At 31 August 2021	269,000

The defined benefit obligations arise from plans funded as follows:

	2021 £
Wholly unfunded obligations	-
Wholly or partly funded obligations	269,000
	269,000

NEW COLLEGE WORCESTER

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2021

24 Endowment funds

Endowment funds represent assets which must be held permanently by the charitable company. Income arising on the endowment funds can be used in accordance with the objects of the charitable company and is included as unrestricted income. Any capital gains or losses arising on the assets form part of the fund.

	Balance at 1 September 2019 £	Movement in funds				Balance at 1 September 2020 £	Movement in funds				Balance at 31 August 2021 £
		Incoming resources £	Resources expended £	Transfers £	Revaluations gains and losses £		Incoming resources £	Resources expended £	Transfers £	Revaluations gains and losses £	
Permanent endowments											
Additional											
Scholarship											
Fund	3,241	-	-	-	10	3,251	-	-	-	702	3,953
Bonham Fund	1,844	-	-	-	6	1,850	-	-	-	399	2,249
College Prize											
Fund	3,908	-	-	-	12	3,920	-	-	-	847	4,767
De Cordova	12,790	-	-	-	40	12,830	-	-	-	2,771	15,601
Eric Hamilton											
Tucker Trust	415,893	-	-	-	1,317	417,210	-	-	-	90,431	507,641
General											
Endowments	3,681	-	-	-	12	3,693	-	-	-	798	4,491
Gullick Bequest	70,040	-	-	-	221	70,261	-	-	-	15,170	85,431
Hexall											
Foundation	3,787	-	-	-	12	3,799	-	-	-	820	4,619
Higby Fund	1,660	-	-	-	5	1,665	-	-	-	359	2,024
Scholarship											
Foundation	7,576	-	-	-	24	7,600	-	-	-	1,641	9,241
C/fwd	524,420	-	-	-	1,659	526,079	-	-	-	113,938	640,017

NEW COLLEGE WORCESTER

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2021

24	Endowment funds	(Continued)											
		Balance at 1 September 2019 £	Incoming resources £	Movement in funds			Balance at 1 September 2020 £	Incoming resources £	Movement in funds			Balance at 31 August 2021 £	
				Resources expended £	Transfers £	Revaluations gains and losses £			Resources expended £	Transfers £	Revaluations gains and losses £		
	B/fwd	524,420	-	-	-	1,659	526,079	-	-	-	-	113,938	640,017
	Expendable endowments												
	General Purpose Bequests	11,648	-	-	-	-	11,648	-	-	-	-	-	11,648
		536,068	-	-	-	1,659	537,727	-	-	-	-	113,938	651,665

Endowment Funds are held to provide income for scholarships, prizes, grants for activities at the College and towards the students' further education. Income generated from these funds is attributed to the associated restricted fund. Further details of these funds can be found in the restricted fund note.

NEW COLLEGE WORCESTER

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2021

25 Restricted funds

The income funds of the charity include restricted funds comprising the following unexpended balances of donations and grants held on trust for specific purposes:

	Movement in funds					
	Balance at 1 September 2020	Incoming resources	Resources expended	Transfers	Revaluations, gains and losses	Balance at 31 August 2021
	£	£	£	£	£	£
Devolved Formula						
Capital Grant/School						
Condition Grant	3,648	75,190	(963)	(41,970)	-	35,905
EFA Bursary Fund Grant	7,233	1,864	(7,603)	-	-	1,494
Lightmongers Affiliation	1,168	-	(200)	-	-	968
Pupil Premium Funding	6,645	9,073	(7,054)	-	-	8,664
Archive Fund	2,817	-	-	-	-	2,817
Surgery Refurbishment	1,000	-	(989)	-	-	11
Bransford Trust - Art	2,649	-	-	-	-	2,649
Lochness Marathon - curriculum project	300	-	-	-	-	300
Gym Girls - Bradnack House Garden	295	-	-	-	-	295
Six Masters Charities - sleeping bags	203	-	(203)	-	-	-
Science Project	114	200	(25)	-	-	289
Bransford Trust Facilities	177	-	-	-	-	177
Ogden Trust	992	-	-	-	-	992
N Gunston - LRC centre	50	-	-	-	-	50
Goalball kit	37	-	-	-	-	37
Christmas concert	279	-	-	-	-	279
Clarvis Phillip Jackson	4,789	-	(4,341)	-	-	448
The Beatrice Laing Trust	2,280	-	-	(648)	-	1,632
IT Designated Fund	-	97,293	(10,613)	(51,960)	-	34,720
Mental Health	27,959	11,000	(17,769)	-	-	21,190
KS3 Lunchtime Activities	542	-	(135)	-	-	407
Y7 Catch up	1,000	-	(1,000)	-	-	-
NCW Youth Club	3	-	(3)	-	-	-
VICTA	1,500	-	-	-	-	1,500
VI Specialist Equipment	3,508	-	2,764	(5,357)	-	915
Classroom refurbishment	85,611	13,500	(634)	(84,359)	-	14,118
Beach Day	250	-	-	-	-	250
Celebration Day - awards fund	327	190	(517)	-	-	-
DFE Maintenance	4,650	-	-	-	-	4,650
C/fwd	160,026	208,310	(49,285)	(184,294)	-	134,757

NEW COLLEGE WORCESTER

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2021

25 Restricted funds

(Continued)

	Balance at 1 September 2020 £	Incoming resources £	Movement in funds Resources expended £	Transfers £	Revaluations, gains and losses £	Balance at 31 August 2021 £
B/fwd	160,026	208,310	(49,285)	(184,294)	-	134,757
Music Tour	2,775	200	-	-	-	2,975
Minibus	9,598	-	(2,604)	-	-	6,994
British Council Erasmus project	4,942	-	-	-	-	4,942
Lifts campaign	-	16,302	-	(16,302)	-	-
Lower School Activities	11	-	-	-	-	11
Staff room refurb	712	-	(238)	-	-	474
College Car	10,904	-	(4,120)	-	-	6,784
Science Club	204	-	-	-	-	204
Leavers Dinner	144	167	(311)	-	-	-
Judo Fund	260	-	-	-	-	260
Activity Week	74	1,937	(1,933)	-	-	78
Play Equipment	-	804	-	-	-	804
Orbit Braille Readers	-	5,000	-	(4,086)	-	914
COVID tests	-	236	(236)	-	-	-
Garden	-	89	(89)	-	-	-
Free School Meals	-	1,815	(1,815)	-	-	-
COVID Catch up Grant	-	21,850	(2,234)	-	-	19,616
Pillow pads	-	1,000	(435)	-	-	565
Kitchen equipment	-	250	(160)	-	-	90
C/fwd	189,650	257,960	(63,460)	(204,682)	-	179,468

Associated funds: The Charitable Company as Trustee administers these funds under their existing trusts

Additional Scholarship Fund	1,728	132	-	-	532	2,392
Bonham Fund	660	53	-	-	105	818
College Prize Fund	252	91	-	-	11	354
De Cordova Fund	23,923	638	-	-	3,227	27,788
Eric Hamilton Tucker trust	52,043	11,705	-	-	19,678	83,426
Gullick Bequest	54,356	2,546	(13,268)	-	8,782	52,416
Hextall Foundation	15,446	302	-	-	2,020	17,768
Higby Fund	4,884	114	-	-	713	5,711
Scholarship Foundation	5,915	278	-	-	974	7,167

NEW COLLEGE WORCESTER

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2021

25 Restricted funds

(Continued)

<u>348,857</u>	<u>273,819</u>	<u>(76,728)</u>	<u>(204,682)</u>	<u>36,042</u>	<u>377,308</u>
<u>348,857</u>	<u>273,819</u>	<u>(76,728)</u>	<u>(204,682)</u>	<u>36,042</u>	<u>377,308</u>

NEW COLLEGE WORCESTER

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2021

25 Restricted funds

(Continued)

Prior year	Movement in funds					Balance at 31 August 2020
	Balance at 1 September 2019	Incoming resources	Resources expended	Transfers	Revaluations, gains and losses	
	£	£	£	£	£	£
Devolved Formula Capital Grant/School Condition Grant	28,009	42,185	(7,409)	(59,137)	-	3,648
EFA Bursary Fund Grant	8,069	2,760	(3,596)	-	-	7,233
Lightmongers Affiliation	1,168	-	-	-	-	1,168
Pupil Premium Funding	12,335	2,560	(8,250)	-	-	6,645
Archive Fund	2,817	-	-	-	-	2,817
Surgery Refurbishment	1,000	-	-	-	-	1,000
Bransford Trust - Art	2,899	-	(250)	-	-	2,649
Lochness Marathon - curriculum project	300	-	-	-	-	300
Gym Girls - Bradnack House Garden	295	-	-	-	-	295
150 Years Celebrations	42	-	(42)	-	-	-
Six Masters Charities - sleeping bags	203	-	-	-	-	203
Science Project	460	31	(377)	-	-	114
Bransford Trust Facilities	177	-	-	-	-	177
Ogden Trust	992	-	-	-	-	992
N Gunston - LRC centre	50	-	-	-	-	50
Goalball kit	37	-	-	-	-	37
Christmas concert	279	-	-	-	-	279
Clarvis Phillip Jackson	5,187	-	(398)	-	-	4,789
The Beatrice Laing Trust	2,500	-	(220)	-	-	2,280
IT Designated Fund	-	-	(14,816)	14,816	-	-
Mental Health	8,857	19,200	(98)	-	-	27,959
KS3 Lunchtime Activities	542	-	-	-	-	542
Y7 Catch up	1,000	-	-	-	-	1,000
NCW Youth Club	27	126	(150)	-	-	3
VICTA	1,500	-	-	-	-	1,500
VI Specialist Equipment	3,508	-	-	-	-	3,508
Classroom refurbishment	-	90,600	(4,989)	-	-	85,611
Beach Day	250	-	-	-	-	250
C/fwd	82,503	157,462	(40,595)	(44,321)	-	155,049

NEW COLLEGE WORCESTER

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2021

25 Restricted funds

(Continued)

	Balance at 1 September 2018	Incoming resources	Movement in funds		Revaluations, gains and losses	Balance at 31 August 2019
	£	£	Resources expended	Transfers	£	£
B/fwd	82,503	157,462	(40,595)	(44,321)	-	155,049
Celebration Day awards fund	-	792	(465)	-	-	327
DFE Maintenance	29,154	-	(4,496)	(20,008)	-	4,650
Music Tour	-	2,775	-	-	-	2,775
Sensory Garden	181	-	(181)	-	-	-
Minibus	797	8,801	-	-	-	9,598
Davenport Games Consoles	220	500	(720)	-	-	-
British Council Erasmus project	8,394	1,614	(5,066)	-	-	4,942
Lifts campaign	26,698	6,000	-	(32,698)	-	-
Activity Week	-	159	(85)	-	-	74
Staff room refurb	150	1,025	(463)	-	-	712
College Car	3,500	10,000	(2,596)	-	-	10,904
Science Club	300	-	(96)	-	-	204
Lower School Activities	-	30	(19)	-	-	11
Currie Garden Plaque	-	800	(800)	-	-	-
Leavers Dinner	-	840	(696)	-	-	144
Judo Fund	-	260	-	-	-	260
C/fwd	151,897	191,058	(56,278)	(97,027)	-	189,650

Associated funds: The Charitable Company as Trustee administers these funds under their existing trusts

Additional Scholarship Fund	1,569	151	-	-	8	1,728
Bonham Fund	597	61	-	-	2	660
College Prize Fund	22	105	125	-	-	252
De Cordova Fund	23,142	734	-	-	47	23,923
Eric Hamilton Tucker trust	41,321	20,532	(10,097)	-	287	52,043
Gullick Bequest	52,050	3,128	(950)	-	128	54,356
Hextall Foundation	15,070	347	-	-	29	15,446
Higby Fund	4,743	131	-	-	10	4,884
Scholarship Foundation	5,581	320	-	-	14	5,915
	295,992	216,567	(67,200)	(97,027)	525	348,857

NEW COLLEGE WORCESTER

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2021

25 Restricted funds

(Continued)

Details of the purpose of the main restricted funds are given below, A number of smaller value funds (<£500) also exist arising from donations from individuals or specific fund raising activities.

DFC (Devolved Formula Capital)/Schools Condition Grant - For improvements to buildings and other facilities, including Information Communication Technology.

EFA Bursary Fund Grant - Grant funding targeted for student experiencing the greatest financial disadvantages and / or course-related costs.

Lightmongers Affiliation - Contributions towards costs of association with Lightmongers.

Pupil Premium Funding - Government funding to raise the attainment of disadvantaged pupils.

Archive Fund - Donation to support the archiving of NCW documents.

Surgery Refurbishment - Donations towards medical room.

Bransford Trust (Art) - Donations towards Visiting Artists.

The Ogden Trust - Donation for the Physics department.

Clarvis Phillip Jackson - to be used within the music department.

The Beatrice Laing Trust - Donation towards blackout blinds in Chapel.

IT Designated Fund - College restricted fund for students' IT equipment.

Mental Health - For the provision of counselling services.

KS3 Lunchtime Activities - Resources for Lunch Clubs.

Y7 Catch up - Department of Education funding received for the educational benefit of a specific student

VICTA - Support for students applying for University.

VI Specialist Equipment - Up to date ICT equipment for generic use in College.

Classroom refurbishment - In support of a room modernisation programme.

NEW COLLEGE WORCESTER

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2021

25 Restricted funds

(Continued)

DFE Maintenance - (Devolved Formula Capital allocation) - For maintenance to buildings and other facilities.

Music Tour - Income received to enable pupils to go on a Music Tour.

Minibus - Donations towards the lease of a minibus..

Davenport Games Consoles - Donations towards the purchase of games consoles for boarding students.

British Council Erasmus project - Funding received by British Council for Erasmus programmes, where students engage in educational opportunities such as travelling abroad to gain work experience.

Lifts campaign - Mixture of grant funding and donations received for a new lift to be incorporated into the science department.

Staff Room refurbishment - College restricted fund in support of a room modernisation programme.

College Car - Donation towards the lease of a college car.

Currie Plaque - Donation to replace plaque in Currie garden.

Judo Fund - paid by parents for Judo lessons.

Activity Week - Donations towards activities taking place.

Baron Davenports Mental Health - Funding received to provide support through therapy sessions for a specific student

Associated Funds

Additional Scholarship Foundation - Scholarships and grants for students and to establish students in the world.

Bonham Fund - Prize for student entering University to read Mathematics.

College Prize Fund - Various annual prizes and awards.

De Cordova Fund - Scholarships to enter University to take up a literary career.

Eric Hamilton Tucker Trust - Grants to enable students to travel abroad.

Gullick Bequest - Holiday grants to students.

Hextall Foundation - Scholarships post New College Worcester for education or travel.

Higby Fund - Grants to students wishing to enter Oxford University.

Scholarship Foundation - Scholarships at NCW or at University / College or promotes education generally.

NEW COLLEGE WORCESTER

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2021

26 Designated funds

The income funds of the charity include the following designated funds which have been set aside out of unrestricted funds by the trustees for specific purposes:

	Balance at 1 September 2019 £	Resources expended £	Transfers £	Balance at 1 September 2020 £	Resources expended £	Transfers £	Balance at 31 August 2021 £
Properties transferred under trust by RNIB	12,064,412	(37,309)	-	12,027,103	(37,309)	-	11,989,794
General fixed asset designated fund	2,111,937	(116,276)	166,370	2,162,031	(134,363)	257,294	2,284,962
Property refurbishment	-	-	-	-	-	400,000	400,000
	<u>14,176,349</u>	<u>(153,585)</u>	<u>166,370</u>	<u>14,189,134</u>	<u>(171,672)</u>	<u>657,294</u>	<u>14,674,756</u>

The Trustee Governors have designated the properties previously held under trust by RNIB as these properties are subject to a capital recovery deed.

During the year ended 31 March 2008 land and buildings of market value of £12,520,425 were transferred from Royal National Institute of Blind People and its subsidiary RNIB Services Limited to New College Worcester, subject to a capital recovery deed whereby if the property is sold prior to 8 June 2028, which would require written consent and confirmation that the consideration of such a sale is not below market value from RNIB, then the Charitable Company shall pay RNIB the lower of 82% of the consideration of sale plus VAT and £5,000,000 plus VAT.

The Charitable Company assigns all fixed assets purchased with restricted funds and certain fixed assets purchased with unrestricted funds to a designated fund. This is done to ensure that the Charitable Company will have suitable level of reserves to meet future depreciation costs relating to these fixed assets and to recognise the fact that future depreciation charges will not directly affect the net operating capital of the Charitable Company. The fund also includes assets purchased with funds donated to the school specifically for the purchase of such assets.

The Trustee Governors have designated a sum of £400,000 for the purpose of undertaking a programme of property refurbishment.

FOR THE YEAR ENDED 31 AUGUST 2021

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NEW COLLEGE WORCESTER

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2021

28 Capital commitments	2021	2020
	£	£

At 31 August 2021 the charitable company had capital commitments as follows:

Contracted for but not provided in the financial statements:

Acquisition of property, plant and equipment	7,421	-
	<u>7,421</u>	<u>-</u>

29 Events after the reporting date

In February 2022 the College was subject to an Ofsted inspection which resulted in a very disappointing report on some aspects of service provision.

The Inspectors made many positive comments in their report, stating that children have fun and make progress. Students shared with the inspectors their positive experiences of being with other children, having friendships and being part of a community. They reported that their emotional well-being improves. The Inspectors noted that students' independence skills improve over time and that the care of children was observed to be warm, calm and reassuring.

The report, however, highlighted a number of areas where work needs to be undertaken in order to meet the standards required. A comprehensive action plan was immediately put into place to address every area where it was suggested there should be improvements and when Ofsted visited in May 2022, they were happy with the progress made.

Further visits from Ofsted are expected to monitor continued progress against the action plan and it is expected that a further full inspection will be undertaken in the coming months.

30 Operating lease commitments

At the reporting end date the charitable company had outstanding commitments for future minimum lease payments under non-cancellable operating leases, which fall due as follows:

	2021	2020
	£	£
Within one year	18,568	25,505
Between two and five years	28,291	46,858
	<u>46,859</u>	<u>72,363</u>

NEW COLLEGE WORCESTER

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2021

31 Related party transactions

Remuneration of key management personnel

The remuneration of key management personnel, is as follows.

	2021 £	2020 £
Aggregate compensation	452,629	431,422

No guarantees have been given or received.

One of the Trustee Governors had one child attend the College during the year. The standard College fees for this student were paid for by Westminster City Council as the relevant Local Authority.

N Duffy (Trustee) is also a director of Dolphin Computer Access Limited. During the year the Charity made purchases of £3,759 (2020: £3,759) from Dolphin Computer Access Limited. The amount outstanding at the year end was £nil (2020: £nil).

S Ayres (Trustee) is also a Trustee of Baron Davenport's Charity. During the year the Charity received donations and grants of £2,804 (2020: £2,000) from Baron Davenport's Charity. The amount outstanding at the year end was £nil (2020: £nil).

32 Cash generated from operations	2021 £	2020 £
Surplus for the year	809,406	88,386
Adjustments for:		
Investment income recognised in statement of financial activities	(52,977)	(21,964)
Gain on disposal of tangible fixed assets	-	(1,898)
Gain on disposal of investments	(10,231)	(2,131)
Fair value gains and losses on investments	(148,669)	202
Depreciation and impairment of tangible fixed assets	171,673	153,585
Pension deficit	1,000	6,000
Movements in working capital:		
(Increase)/decrease in debtors	(8,597)	368,890
Increase/(decrease) in creditors	36,875	(163,213)
Increase in deferred income	73,577	176,062
Cash generated from operations	872,057	603,919

NEW COLLEGE WORCESTER

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2021

33 Analysis of changes in net funds

	At 1 September 2020 £	Cash flows £	Transfers £	At 31 August 2021 £
Cash at bank and in hand	834,597	522,628	-	1,357,225
Loans falling due within one year	(13,740)	14,674	(15,598)	(14,664)
Loans falling due after more than one year	(197,387)	-	15,598	(181,789)
	<u>623,470</u>	<u>537,302</u>	<u>-</u>	<u>1,160,772</u>

Accounts

Charity Registration No. 1118377

Company Registration No. 06053218 (England and Wales)

NEW COLLEGE WORCESTER
ANNUAL REPORT AND FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2020

NEW COLLEGE WORCESTER

LEGAL AND ADMINISTRATIVE INFORMATION

Trustee Governors	Mrs. D M Fulbrook OBE Mr. I A Paul Mr. S Tyler Ms. S Ayres Mrs. S Bannister Mrs. K Holyoak Mrs. T Smith Miss N Ross Mrs. M Russell Mr R W Godfrey Mr J F Munoz (Appointed 16 October 2019) Dr P A Simkiss (Appointed 16 October 2019) Mr N P Duffy (Appointed 16 October 2019)
Patrons	Lieutenant Colonel Patrick Holcroft LVO OBE Lord Faulkner of Worcester
Strategic Lead: Business and Finance	Mrs. L. Pratt
Senior Leadership Team	Miss N. Ross, Principal Mrs. V. Ward, Strategic Lead - VI Education Mrs. F. Madden, Strategic Lead - Student Progress Mr. J. Clugston - Strategic Lead - Student Wellbeing Mrs. L. Pratt, Assistant Principal: Business and Finance
Charity number	1118377
Company number	06053218
Registered office	Whittington Road Worcester WR5 2JX
Auditor	Kendall Wadley LLP Granta Lodge 71 Graham Road Malvern Worcestershire WR14 2JS
Bankers	Lloyds Bank Plc 4 The Cross Worcester WR1 3PY
Solicitors	Thursfields 9-10 The Tything Worcester WR1 2HD

NEW COLLEGE WORCESTER

LEGAL AND ADMINISTRATIVE INFORMATION

Investment advisors

J. M. Finn & Co
4 Coleman Street
London
EC2R 5TA

NEW COLLEGE WORCESTER

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NEW COLLEGE WORCESTER

TRUSTEE GOVERNORS' REPORT (INCLUDING DIRECTORS' REPORT) FOR THE YEAR ENDED 31 AUGUST 2020

The Trustee Governors present their report and financial statements for the year ended 31 August 2020.

The financial statements have been prepared in accordance with the accounting policies set out in note 1 to the financial statements and comply with the charitable company's Memorandum & Articles of Association, the Companies Act 2006 and "Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019)".

Chair's Foreword

2019/20 was a year of unprecedented difficulty for everyone, not least NCW, with the arrival and impact of Covid-19. The pressures were enormous nationally in every aspect of life, particularly for the education system which was, and continues to be, subject to numerous political vagaries. This required real leadership qualities to manage the changes and anxieties of staff, students and parents, and the senior leadership team rose to the challenges magnificently

Of particular note in NCW's achievements during the year was the speed with which they provided home on-line learning for the students during the closure of the college and the degree to which they tracked and supported those who found difficulty in engaging or presented safeguarding concerns. Parents were very supportive of the on-line learning provided and have much appreciated the efforts of NCW staff in not only the academic work but also the social side including the continuation of clubs and house events.

NCW was advantaged by its general usage of IT within the college in comparison with most state schools but its ability to build on this so quickly is notable. As a result, the college attracted wider attention and some other non-NCW children were able to join in with some remote learning which in turn increased interest in joining the college. As a result, student numbers were higher at the start of the new academic year than other years and there is evidence of local authorities being more prepared to fund places. Thus we have moved from a position at the start of 2019/20 when there were very real concerns about the financial future of NCW to a much safer place which is to be celebrated. Thanks go to staff and the senior leadership team for their contribution to this success.

The marketing efforts to attract international students were put on hold with Covid-19 restrictions and will be reactivated at some point in the future when it is safe to do so. Equally the normal benefits for students such as trips abroad and opportunities to demonstrate their musical and sporting skills have not been possible due to the college's closure for the summer term. The cancellation of external exams and the work around submitting teacher assessments was challenging. It was a testament to the thoroughness of this approach that all submissions were accepted and all leavers were able to go on to their higher educational/University place of choice.

Safeguarding and student welfare remain of paramount importance, and staff have been vigilant about identifying and supporting students with mental health problems during the lockdown. Emotional difficulties were anticipated at the start of 2020/21 when the college re-opened and provision was in place to meet any needs that arose. The outcome of the care staff review was put on hold due to the financial position but will be re-activated when possible.

NCW continues to be a close and supportive community, united in its absolute commitment to supporting students to thrive. Last year tested staff to their limits in achieving this and the Governing Body is immensely grateful for this. The students' resilience and desire to learn has also been wonderful to see and we pay tribute to them and their parents for their inspirational response to the year's challenges. It is good to note that the auditors have confidence in the improved financial position in reaching their positive conclusion. The Governing Body would also like to particularly thank the Principal for her leadership and resilience over the past challenging year

NEW COLLEGE WORCESTER

TRUSTEE GOVERNORS' REPORT (CONTINUED)(INCLUDING DIRECTORS' REPORT) FOR THE YEAR ENDED 31 AUGUST 2020

Objectives and activities

The Charitable Company's objects are:

- To provide and promote a religious, social and academic education for young persons who are visually impaired in the United Kingdom of Great Britain and Northern Ireland, the Channel islands and the Isle of Man and elsewhere in the Commonwealth and, subject thereto, from any other part of the world, with the ancillary purpose of supporting and facilitating generally the provision of education for such young persons;
- To manage and conduct New College Worcester (incorporating Worcester College For The Blind and Chorleywood College For Girls With Little Or No Sight) (NCW) and to hold and administer its property in accordance with the provisions set out in the Charitable Company's Memorandum and Articles of Association, but in particular to secure that the religious instruction given in the College is in accordance with the Doctrines of the Church of England. The Articles of Association are due for review in 2020/21.
- To use restricted funds, legacies and endowments for the purposes stated. A legacy policy is in place to support the furtherance of this objective.

The activities of the Charitable Company during the year were in support of the objects. Further details are included within the achievements and performance section of this report.

NEW COLLEGE WORCESTER

TRUSTEE GOVERNORS' REPORT (CONTINUED)(INCLUDING DIRECTORS' REPORT) FOR THE YEAR ENDED 31 AUGUST 2020

Achievements and performance

2019/20 started in much the same way as any other year at New College Worcester. New students settled quickly, new staff rapidly grew into their roles and new initiatives were discussed, implemented and embedded.

The year though, will be remembered for lockdown and the introduction of remote learning. A new concept which NCW embraced.

Anticipating the imminent lockdown, all students were quickly supported to ensure they had everything they needed for remote learning. Laptops and Braille notes were checked, chargers were found and accessibility was double-checked. The College then embarked on a full programme of remote learning, delivering all lessons online. Teaching and support staff did a phenomenal job in providing face-to-face lessons in all subjects, including Braille, Mobility, ILS and Technology.

In addition to lessons, the College provided a comprehensive programme of extra-curricular activities, assemblies and pastoral support. Whole school events such as the Lands' End to John O'Groats challenge and the singing of 'Over the rainbow' helped to maintain a sense of togetherness.

Despite lockdown, progress was made on some element of the College Improvement Plan. Great strides were made in the development of the use of technology for learning. Staff and students gained skills quickly and effectively during this period. Students in years 11, 12 and 13 gained excellent exam results, with every student able to progress to their chosen destination. All students hoping to go to University were once more able to go to their first-choice place of study. All year 11 students chose to stay at NCW for sixth form study.

Inevitably, many elements of College life were sorely missed during this period. The school production had to be postponed. Assemblies were online rather than in Chapel and the swing on the Malvern Lawn remained empty. Despite this, the spirit of NCW continued to thrive due to the commitment, care and determination of the unique staff, students and parents who are the NCW community.

Public Benefit

The Trustee Governors confirm that they have complied with the duty in section 4 of the Charities Act 2006 to have due regard to the Charity Commission's general guidance on public benefit, 'Charities and Public Benefit.'

NCW provides an extensive outreach programme to support students with visual impairment, and the professionals working with them, across the country. Helplines are very busy and subject specialists who are also Qualified Teachers of the Visually Impaired (QTVI) are able to provide advice and guidance across all aspects of the curriculum. There are regular events throughout the academic year at the College to enable visitors to receive training and support including, for the first time this year, workshops on developing Independent Living Skills. Members of staff from the College are also able to attend other schools to provide specialist professional development.

NEW COLLEGE WORCESTER

TRUSTEE GOVERNORS' REPORT (CONTINUED)(INCLUDING DIRECTORS' REPORT) FOR THE YEAR ENDED 31 AUGUST 2020

Financial review

The College leadership are convinced that the route to financial stability is to increase teaching income rather than follow a path of continuous cost cutting. This strategy has included increasing resources for marketing and a more structured approach to finding and securing potential students. This approach began to bear fruit in 2019/20 when teaching income (Note 4) rose by £358,432 (9.5%) compared to 2018/19. This significant increase in income translated in to a positive financial result for the year.

There was an overall surplus before actuarial changes on the defined benefit pension scheme in the year of £91,386 compared to the 2018/19 deficit of £109,406. Total income rose by £76,140 (2%) to £4,568,672 whilst expenditure fell by £118,257 (3%) to £4,479,215. Staff numbers fell by 16 (11%) to 132 in 2019/20 but payroll costs rose by £96,230 (3%) because of a £143,781 increase in pension costs.

Donations and gifts totalled £340,675 in 2019/20 compared to £534,170 the previous year. This was undoubtedly affected by the onset of the Covid-19 pandemic. These funds were mainly directed towards the continuing improvements being made to the classrooms and accommodation. Teaching income was unaffected by the pandemic as teaching moved to an online platform and local authorities were required by Government to continue funding education providers.

Endowments and other funds not needed in the short term are managed on the College's behalf by specialist investment managers. At 31 August 2020 these investments showed a net gain in the year of £1,929 compared to a net loss in 2018/19 of £4,466 and amounted to £707,186 at the year end.

Reserves Policy

Total funds held as at 31 August 2020 amounted to £15,016,598 (2019 £14,928,212). This included restricted funds of £348,857 (2019 £295,992), endowment funds of £537,727 (2019 £536,068) and designated funds of £14,189,134 (2019 £14,176,349). Designated fund explanations are included in note 27 of the Accounts.

Reserves of this level are considered low for a small establishment without the protection and economies of scale afforded through belonging to a larger organisation. The Trustee Governors aim to build the College reserves to secure its financial stability. However, the current economic and political climate continues to increase financial pressures on all providers of special educational needs services given that they are funded by Local Authorities. Trustee Governors remain mindful of the uncertainties and prevailing risks ahead but aim to improve sustainability through increasing the levels and sources of funding and continued reviews of curriculum, staffing and fees.

Strategic financial management and internal control are underpinned by strong Governance arrangements and a high level of financial competence within the Governing Body. The Trustee Governors continue to receive assurances from External Auditors that adequate systems of internal control are in place and are exercised.

NEW COLLEGE WORCESTER

TRUSTEE GOVERNORS' REPORT (CONTINUED)(INCLUDING DIRECTORS' REPORT) FOR THE YEAR ENDED 31 AUGUST 2020

Plans for future

The Trustee Governors update their rolling 5-year Strategic Plan annually to ensure the college is best prepared to meet the increasingly challenging context. They keep abreast of the fast-changing educational landscape, political direction, and visual impairment demographics and take these into account in deciding how best to secure a sustainable future for the college. Working with the Senior Leadership Team, the Governing Body identified three key strategic priorities:

- All students make outstanding progress academically, socially, emotionally and through the specialist VI curriculum
- Increase student numbers
- Secure a sustainable future for NCW

Progress with the strategic implementation plan flowing from this is closely monitored through the Governing Body's committees which take responsibility for ensuring delivery of their respective allocated objectives. The Governing Body receives regular reports on the overall progress of the plan's implementation to ensure its delivery. With the challenges of the impact of Covid-19 during 2019/2020, agreement was reached to focus on the first priority and to postpone some of the actions under the other two.

Entering 2020/21, the Governing Body recognises that the focus needs to continue to be on sustaining students' learning and providing a stable and dependable environment within which to develop. Increasing student numbers, improving the facilities and discussions around the development of a ten-year plan for the site will be continued. It is unclear how Covid-19 will affect future provision and the availability of corporate sponsorship and fundraising to deliver the plans so it will be important to be flexible and manage future changes. Governors and the Senior Leadership Team maintain a strong commitment to work together to achieve the College's long-term aspirations, and the strategic plan.

NEW COLLEGE WORCESTER

TRUSTEE GOVERNORS' REPORT (CONTINUED)(INCLUDING DIRECTORS' REPORT) FOR THE YEAR ENDED 31 AUGUST 2020

Structure, governance and management

The Charitable Company is a company limited by guarantee, incorporated on 15 January 2007 and registered as a charity on 14 March 2007. The Charitable Company is governed by its Memorandum and Articles of Association dated 11 January 2007 (as amended by Special Resolution dated 6 March 2007 and further revised by special resolution dated 24 January 2012).

The Trustee Directors of the Charitable Company, known as Trustee Governors with effect from 24 January 2012, are its Trustees for the purposes of charity law and throughout this report are collectively referred to as the Trustee Governors.

The Trustee Governors, who are also the directors for the purpose of company law, and who served during the year and up to the date of signature of the financial statements were:

Mrs. D M Fulbrook OBE

Mr. I A Paul

Mr. S Tyler

Ms. S Ayres

Mrs. S Bannister

Mrs. K Holyoak

Mrs. T Smith

Miss N Ross

Mrs. M Russell

Mr R W Godfrey

Mr J F Munoz

(Appointed 16 October 2019)

Dr P A Simkiss

(Appointed 16 October 2019)

Mr N P Duffy

(Appointed 16 October 2019)

In previous years, in accordance with the Company's Articles of Association dated 11 January 2007 (as amended by Special Resolution dated 6 March 2007) one third of the Trustee Directors, chosen by ballot, together with one co-opted Trustee Director, were re-elected with new Trustee Governors being elected at future AGMs to fill vacancies arising. However, on 24 January 2012 the Company's Articles of Association were further revised by special resolution providing, amongst other things, a) for the establishment of a Governing Body in place of a Board of Trustee Directors where there was no committee established to discharge the functions of a school governing body, and b) the appointment of Trustee Governors for a term of four years.

The Principal is an ex officio Trustee Governor and member of the Governing Body.

None of the Trustee Governors has any beneficial interest in the Charitable Company. All of the Trustee Governors are members of the Charitable Company and guarantee to contribute up to £5 in the event of its winding up.

The Trustee Governors receive training at Governing Body meetings and by course attendance, as is deemed appropriate.

NEW COLLEGE WORCESTER

TRUSTEE GOVERNORS' REPORT (CONTINUED)(INCLUDING DIRECTORS' REPORT) FOR THE YEAR ENDED 31 AUGUST 2020

The Governing Body consists of at least nine and not more than fifteen individuals, all of whom must be Members. Trustee Governors must retire at the Annual General Meeting next following the fourth anniversary of their election, though they may stand for re-election. A retiring Trustee Governor who remains qualified may be re-appointed but cannot serve as a Trustee Governor for more than two four-year terms of office without a one year break.

The Trustee Governors meet regularly to manage the Charitable Company's affairs, with at least three meetings per year. A quorum of five Trustee Governors is required for each meeting.

The Principal has overall responsibility under the direction of the Governing Body for the internal organisation, management and discipline of the College and in particular for the provision, development and delivery of its education services. In consultation with the Principal the Governing Body has established a Senior Leadership Team under the chairmanship of the Principal to have responsibility for the operational management of the College. The remuneration of key management personnel is set by the Governing body.

Prior to incorporation, the operations of the Charitable Company were conducted as part of RNIB and upon incorporation RNIB and its subsidiary RNIB Services Limited transferred (by way of trust) most of the property and donated some other buildings and land, together with their associated assets, used by the Charitable Company and RNIB holds a capital recovery deed over most of the properties held by the Charitable Company, the details of which can be found elsewhere in the Accounts.

Risk Management Policy

The Trustee Governors have given consideration to the major risks to which the charity is exposed and satisfied themselves that systems or procedures are established in order to manage those risks. They have established a risk management policy to identify and assess risks and to evaluate what action must be taken to mitigate risks to an acceptable level. Risks are monitored and reviewed periodically. In general, the College adopts a medium level approach to risk after mitigating actions and defines its risk appetite as 'cautious'. There are certain areas where this approach does not apply, for example safeguarding and Health and Safety, and where a more cautious approach to risk is adopted and agreed by the Governing body or its Committees.

Auditor

A resolution proposing that Kendall Wadley LLP be reappointed as auditors of the company will be put to the Members.

Disclosure of information to auditor

Each of the Trustee Governors has confirmed that there is no information of which they are aware which is relevant to the audit, but of which the auditor is unaware. They have further confirmed that they have taken appropriate steps to identify such relevant information and to establish that the auditor is aware of such information.

This report has been prepared in accordance with the provisions applicable to companies entitled to the small companies exemption.

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

Dm Fulbrook

Mrs. D M Fulbrook OBE

Trustee Governor

Dated: 24 March 2021

NEW COLLEGE WORCESTER

STATEMENT OF TRUSTEE GOVERNORS' RESPONSIBILITIES

FOR THE YEAR ENDED 31 AUGUST 2020

The Trustee Governors, who are also the directors of New College Worcester for the purpose of company law, are responsible for preparing the Trustee Governors' Report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company Law requires the Trustee Governors to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charitable company and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that year.

In preparing these financial statements, the Trustee Governors 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 operation.

The Trustee Governors are responsible for keeping adequate accounting records that disclose with reasonable accuracy at any time the financial position of the charitable company and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charitable company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

NEW COLLEGE WORCESTER

INDEPENDENT AUDITOR'S REPORT

TO THE TRUSTEE GOVERNORS OF NEW COLLEGE WORCESTER

Opinion

We have audited the financial statements of New College Worcester (the 'charitable company') for the year ended 31 August 2020 which comprise the statement of financial activities, the summary income and expenditure account, the balance sheet, the statement of cash flows and the notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 *The Financial Reporting Standard applicable in the UK and Republic of Ireland* (United Kingdom Generally Accepted Accounting Practice).

In our opinion, the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 August 2020 and of its incoming resources and application of resources, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for opinion

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

Conclusions relating to going concern

We have nothing to report in respect of the following matters in relation to which the ISAs (UK) require us to report to you where:

- the Trustee Governors' use of the going concern basis of accounting in the preparation of the financial statements is not appropriate; or
- the Trustee Governors have not disclosed in the financial statements any identified material uncertainties that may cast significant doubt about the charitable company's ability to continue to adopt the going concern basis of accounting for a period of at least twelve months from the date when the financial statements are authorised for issue.

Other information

The Trustee Governors 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 we do not express any form of assurance conclusion thereon.

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

We have nothing to report in this regard.

NEW COLLEGE WORCESTER

INDEPENDENT AUDITOR'S REPORT (CONTINUED)

TO THE TRUSTEE GOVERNORS OF NEW COLLEGE WORCESTER

Matters on which we are required to report by exception

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

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

Responsibilities of Trustee Governors

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

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

Auditor's responsibilities for the audit of the financial statements

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

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an 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: <http://www.frc.org.uk/auditorsresponsibilities>. This description forms part of our auditor's report.

Elizabeth Needham ACA CTA (VAT) (Senior Statutory Auditor)
for and on behalf of Kendall Wadley LLP

24 March 2021

Chartered Accountants
Statutory Auditor

Granta Lodge
71 Graham Road
Malvern
Worcestershire
WR14 2JS

Kendall Wadley LLP is eligible for appointment as auditor of the charitable company by virtue of its eligibility for appointment as auditor of a company under of section 1212 of the Companies Act 2006.

NEW COLLEGE WORCESTER

STATEMENT OF FINANCIAL ACTIVITIES FOR THE YEAR ENDED 31 AUGUST 2020

		Unrestricted funds general	Unrestricted funds Designated	Unrestricted funds Pension Scheme	Restricted funds	Endowment funds	Total 2020	Total 2019
	Notes	£	£	£	£	£	£	£
<u>Income and endowments from:</u>								
Donations and legacies	3	143,440	-	-	197,235	-	340,675	534,170
Charitable activities	4	4,148,503	-	-	159	-	4,148,662	3,805,135
Other trading activities	5	4,421	-	-	936	-	5,357	8,398
Investments	6	44,453	-	-	18,237	-	62,690	130,517
Other income	7	11,288	-	-	-	-	11,288	14,312
Total income		4,352,105	-	-	216,567	-	4,568,672	4,492,532
<u>Expenditure on:</u>								
Raising funds	8	49,551	4,670	-	-	-	54,221	69,416
Charitable activities	9	4,205,879	148,915	3,000	67,200	-	4,424,994	4,528,056
Total resources expended		4,255,430	153,585	3,000	67,200	-	4,479,215	4,597,472
Net gains on investments	14	(255)	-	-	525	1,659	1,929	(4,466)
Net incoming/ (outgoing) resources before transfers		96,420	(153,585)	(3,000)	149,892	1,659	91,386	(109,406)
Gross transfers between funds	13	(96,343)	166,370	27,000	(97,027)	-	-	-
Net incoming/(outgoing) resources		77	12,785	24,000	52,865	1,659	91,386	(109,406)
Carried forward		77	12,785	24,000	52,865	1,659	91,386	(109,406)

NEW COLLEGE WORCESTER

STATEMENT OF FINANCIAL ACTIVITIES (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2020

Brought forward	77	12,785	24,000	52,865	1,659	91,386	(109,406)
Other recognised gains and losses							
Actuarial loss on defined benefit pension schemes	-	-	(3,000)	-	-	(3,000)	(116,000)
Net movement in funds	77	12,785	21,000	52,865	1,659	88,386	(225,406)
Fund balances at 1 September 2019	236,803	14,176,349	(317,000)	295,992	536,068	14,928,212	15,153,618
Fund balances at 31 August 2020	236,880	14,189,134	(296,000)	348,857	537,727	15,016,598	14,928,212

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

All income and expenditure derive from continuing activities.

NEW COLLEGE WORCESTER

STATEMENT OF FINANCIAL ACTIVITIES (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2020

Prior year

		Unrestricted funds general	Unrestricted funds Designated	Unrestricted funds Pension Scheme	Restricted funds	Endowment funds	Total 2019
	Notes	£	£	£	£	£	£
<u>Income and endowments from:</u>							
Donations and legacies	3	194,710	-	-	339,460	-	534,170
Charitable activities	4	3,800,990	-	-	4,145	-	3,805,135
Other trading activities	5	8,398	-	-	-	-	8,398
Investments	6	101,332	-	-	29,185	-	130,517
Other income	7	14,312	-	-	-	-	14,312
Total income		4,119,742	-	-	372,790	-	4,492,532
<u>Expenditure on:</u>							
Raising funds	8	65,691	3,725	-	-	-	69,416
Charitable activities	9	4,128,568	129,784	4,000	265,704	-	4,528,056
Total resources expended		4,194,259	133,509	4,000	265,704	-	4,597,472
Net gains on investments	14	4,874	-	-	(2,244)	(7,096)	(4,466)
Net incoming/(outgoing) resources before transfers		(69,643)	(133,509)	(4,000)	(104,842)	(7,096)	(109,406)
Gross transfers between funds	13	(92,165)	141,610	19,000	(68,445)	-	-
Net incoming/(outgoing) resources		(161,808)	8,101	15,000	36,397	(7,096)	(109,406)
Carried forward		(161,808)	8,101	15,000	36,397	(7,096)	(109,406)

NEW COLLEGE WORCESTER

STATEMENT OF FINANCIAL ACTIVITIES (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2020

Brought forward	(161,808)	8,101	15,000	36,397	(7,096)	(109,406)
Other recognised gains and losses						
Actuarial loss on defined benefit pension schemes	-	-	(116,000)	-	-	(116,000)
Net movement in funds	(161,808)	8,101	(101,000)	36,397	(7,096)	(225,406)
Fund balances at 1 September 2018	398,611	14,168,248	(216,000)	259,595	543,164	15,153,618
Fund balances at 31 August 2019	<u>236,803</u>	<u>14,176,349</u>	<u>(317,000)</u>	<u>295,992</u>	<u>536,068</u>	<u>14,928,212</u>

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

All income and expenditure derive from continuing activities.

NEW COLLEGE WORCESTER

SUMMARY INCOME AND EXPENDITURE ACCOUNT FOR THE YEAR ENDED 31 AUGUST 2020

	All income funds	
	2020	2019
	£	£
Gross income	4,568,672	4,492,532
Gains on investments	270	2,630
Total income in the reporting period	4,568,942	4,495,162
Total expenditure from income funds	4,479,215	4,597,472
Net Income/(expenditure) for the year	89,727	(102,310)

NEW COLLEGE WORCESTER

BALANCE SHEET

AS AT 31 AUGUST 2020

	Notes	2020 £	£	2019 £	£
Fixed assets					
Tangible assets	15	14,522,965		14,486,279	
Investments	16	707,186		905,988	
		<u>15,230,151</u>		<u>15,392,267</u>	
Current assets					
Debtors	17	73,544		443,349	
Cash at bank and in hand		834,597		236,229	
		<u>908,141</u>		<u>679,578</u>	
Creditors: amounts falling due within one year	18	<u>(628,307)</u>		<u>(614,870)</u>	
Net current assets		279,834		64,708	
Total assets less current liabilities		<u>15,509,985</u>		<u>15,456,975</u>	
Creditors: amounts falling due after more than one year	20	(197,387)		(211,763)	
Provisions for liabilities	22	(296,000)		(317,000)	
Net assets		<u>15,016,598</u>		<u>14,928,212</u>	
Capital funds					
Endowment funds	24	537,727		536,068	
Income funds					
Restricted funds	25	348,857		295,992	
Unrestricted funds - Designated	26	14,189,134		14,176,349	
Unrestricted funds - General		236,880		236,803	
Unrestricted funds - Pension Scheme		(296,000)		(317,000)	
		<u>15,016,598</u>		<u>14,928,212</u>	

NEW COLLEGE WORCESTER

BALANCE SHEET (CONTINUED)

AS AT 31 AUGUST 2020

The company is entitled to the exemption from the audit requirement contained in section 477 of the Companies Act 2006, for the year ended 31 August 2020, although an audit has been carried out under section 144 of the Charities Act 2011.

The members have not required the company to obtain an audit of its financial statements under the requirements of the Companies Act 2006, for the year in question in accordance with section 476.

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

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

The accounts were approved by the Trustee Governors on 24 March 2021

DM Fulbrook

Mrs. D M Fulbrook OBE
Trustee

Company Registration No. 06053218

NEW COLLEGE WORCESTER

STATEMENT OF CASH FLOWS

FOR THE YEAR ENDED 31 AUGUST 2020

	Notes	2020 £	£	2019 £	£
Cash flows from operating activities					
Cash generated from/(absorbed by) operations	32		603,919		(414,224)
Investing activities					
Purchase of tangible fixed assets		(190,271)		(235,705)	
Proceeds on disposal of tangible fixed assets		1,898		116	
Purchase of investments		(38,514)		(298,892)	
Proceeds on disposal of investments		239,245		411,040	
Interest received		22,879		41,585	
Net cash generated from/(used in) investing activities			35,237		(81,856)
Financing activities					
Repayment of bank loans		(13,788)		(13,148)	
Repayment of pension fund deficit		(27,000)		(19,000)	
Net cash used in financing activities			(40,788)		(32,148)
Net increase/(decrease) in cash and cash equivalents			598,368		(528,228)
Cash and cash equivalents at beginning of year			236,229		764,457
Cash and cash equivalents at end of year			834,597		236,229

NEW COLLEGE WORCESTER

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 AUGUST 2020

1 Accounting policies

Company Information

New College Worcester is a private company limited by guarantee incorporated in England and Wales. The registered office is New College Worcester, Whittington Road, Worcester, WR5 2JX.

1.1 Accounting convention

The financial statements have been prepared in accordance with the charitable company's governing document, the Companies Act 2006 and "Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019)". The charitable company is a Public Benefit Entity as defined by FRS 102.

The financial statements are prepared in sterling, which is the functional currency of the charitable company. Monetary amounts in these financial statements are rounded to the nearest £.

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

1.2 Going concern

The Covid-19 pandemic has had a positive impact on the College with additional funding made available to secure places for students, enhancing pupil numbers in the current financial year. Other sources of funding are under constant review and applied for where possible. In addition, freehold property currently not used in the activities of the College has been identified and is being marketed for sale, this will provide a further cash injection to the charity. On this basis the Trustee Governors have a reasonable expectation that the charitable company will have adequate resources to continue for a period of at least twelve months from the date of approval to the financial statements and continue to adopt the going concern basis of accounting.

1.3 Charitable funds

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

Designated funds comprise funds which have been set aside at the discretion of the Trustee Governors for specific purposes. The purposes and uses of the designated funds are set out in the notes to the accounts,

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

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

Expendable endowment funds are subject to specific conditions by donors that the funds must be invested to produce income by the charitable company.

1.4 Incoming resources

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

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

NEW COLLEGE WORCESTER

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2020

1 Accounting policies

(Continued)

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

Restricted grant income is recognised on a receivable basis. Unrestricted grant income is recognised over the period to which it relates.

School fees are recognised during the school term to which they relate.

Investment income is recognised on a receivable basis and is apportioned between the funds which comprise the Investment Trust Pool in the ratio of the shares held by each fund at the beginning of the accounting period after all charges and levies which apply to the Trust Pool have been met from that income and 5% of the net income remaining has been paid over to the College as general revenue to meet the cost of administering the Investment Trust Pool.

Other incoming resources are on a receivable basis over the period to which they relate.

1.5 Resources expended

All expenditure is accounted for on an accruals basis inclusive of irrecoverable VAT.

Costs of generating funds relate to expenditure directly attributable of fundraising activities.

Charitable expenditure comprises those costs directly attributable to the Charitable Company's work.

Governance costs comprise the costs which are directly attributable to the management of the Charitable Company's assets, organisational procedures and the necessary legal procedures for compliance with statutory requirements.

Governance costs have been allocated to academic charitable activities.

Support costs are apportioned over the charitable activities of the Charitable Company on a percentage of staff costs basis.

Postage and stationery and computer costs are apportioned between academic and support costs based on estimated usage prior to the apportionment of support costs between the charitable activities of the Charitable Company.

1.6 Tangible fixed assets

Tangible fixed assets other than freehold land are stated at cost less depreciation.

Depreciation is recognised so as to write off the cost or valuation of assets less their residual values over their useful lives on the following bases:

Freehold land and buildings	is not depreciated
Freehold buildings	straight line basis over 50 years
Plant and Machinery	straight line basis over 5 years
Fixture and Fittings	straight line basis over 5 years
Motor Vehicles	straight line basis over 5 years

The gain or loss arising on the disposal of an asset is determined as the difference between the sale proceeds and the carrying value of the asset, and is recognised in net income/(expenditure) for the year.

NEW COLLEGE WORCESTER

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2020

1 Accounting policies

(Continued)

1.7 Fixed asset investments

Fixed asset investments are initially measured at transaction price excluding transaction costs, and are subsequently measured at fair value at each reporting date. Changes in fair value are recognised in net income/(expenditure) for the year. Transaction costs are expensed as incurred.

1.8 Impairment of fixed assets

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

Recoverable amount is the higher of fair value less costs to sell and value in use. In assessing value in use, the estimated future cash flows are discounted to their present value using a pre-tax discount rate that reflects current market assessments of the time value of money and the risks specific to the asset for which the estimates of future cash flows have not been adjusted.

If the recoverable amount of an asset is estimated to be less than its carrying amount, the carrying amount of the asset is reduced to its recoverable amount. An impairment loss is recognised immediately in income/(expenditure) for the year, unless the relevant asset is carried at a revalued amount, in which case the impairment loss is treated as a revaluation decrease.

Recognised impairment losses are reversed if, and only if, the reasons for the impairment loss have ceased to apply. Where an impairment loss subsequently reverses, the carrying amount of the asset is increased to the revised estimate of its recoverable amount, but so that the increased carrying amount does not exceed the carrying amount that would have been determined had no impairment loss been recognised for the asset in prior years. A reversal of an impairment loss is recognised immediately, unless the relevant asset is carried in at a revalued amount, in which case the reversal of the impairment loss is treated as a revaluation increase.

1.9 Cash and cash equivalents

Cash and cash equivalents include cash in hand, deposits held at call with banks, other short-term liquid investments with original maturities of three months or less.

1.10 Financial instruments

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

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

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

Basic financial assets

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

NEW COLLEGE WORCESTER

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2020

1 Accounting policies

(Continued)

Basic financial liabilities

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

Debt instruments are subsequently carried at amortised cost, using the effective interest rate method.

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

Derecognition of financial liabilities

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

1.11 Employee benefits

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

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

1.12 Retirement benefits

The charitable company operates two defined benefit pension schemes.

The Teachers' Pension Scheme forms part of a multi-employer scheme and, therefore, it is unable to identify its share of the underlying assets and liabilities in the scheme on a consistent and reliable basis. As such the contributions are accounted for as if the scheme were defined contribution and charged as they become payable.

The Pensions Trust scheme also forms part of a multi-employer scheme, however, sufficient information is available to be accounted for as a defined benefit scheme.

The cost of providing benefits under defined benefit plans is determined separately for each plan using the projected unit credit method, and is based on actuarial advice.

The change in the net defined benefit liability arising from employee service during the year is recognised as an employee cost. The cost of plan introductions, benefit changes, settlements and curtailments are recognised as incurred.

The net interest element is determined by multiplying the net defined benefit liability by the discount rate, taking into account any changes in the net defined benefit liability during the period as a result of contribution and benefit payments. The net interest is recognised in income/(expenditure) for the year.

Remeasurement changes comprise actuarial gains and losses, the effect of the asset ceiling and the return on the net defined benefit liability excluding amounts included in net interest. These are recognised immediately in other recognised gains and losses in the period in which they occur and are not reclassified to income/(expenditure) in subsequent periods.

NEW COLLEGE WORCESTER

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2020

1 Accounting policies

(Continued)

The net defined benefit pension asset or liability in the balance sheet comprises the total for each plan of the present value of the defined benefit obligation (using a discount rate based on high quality corporate bonds), less the fair value of plan assets out of which the obligations are to be settled directly. Fair value is based on market price information, and in the case of quoted securities is the published bid price. The value of a net pension benefit asset is limited to the amount that may be recovered either through reduced contributions or agreed refunds from the scheme.

1.13 Leases

Rentals payable under operating leases, including any lease incentives received, are charged as an expense on a straight line basis over the term of the relevant lease.

2 Critical accounting estimates and judgements

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

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

3 Donations and legacies

	Unrestricted funds general £	Restricted funds £	Total 2020 £	Total 2019 £
Donations and gifts	40,927	113,930	154,857	30,144
Legacies receivable	122	-	122	161,648
Other specified income as below	102,391	83,305	185,696	342,378
	<u>143,440</u>	<u>197,235</u>	<u>340,675</u>	<u>534,170</u>
For the year ended 31 August 2019	<u>194,710</u>	<u>339,460</u>		<u>534,170</u>
Legacies receivable				
J Hunt	2,000	-	2,000	20,400
J Jarvis	(1,878)	-	(1,878)	47,248
B Bozward	-	-	-	94,000
	<u>122</u>	<u>-</u>	<u>122</u>	<u>161,648</u>

NEW COLLEGE WORCESTER

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2020

3 Donations and legacies

(Continued)

	Unrestricted funds general £	Restricted funds £	Total 2020 £	Total 2019 £
Grants receivable for core activities				
Teachers Pay Grant	28,076	-	28,076	-
Teachers Pension Grant	74,315	-	74,315	-
EFA Bursary Fund Grant	-	2,760	2,760	-
Devolved Formula Capital Grant/School Condition Grant	-	42,185	42,185	42,874
DMF Ellis Charitable Trust Grant	-	2,000	2,000	-
The Eveson Charitable Trust Grant	-	10,000	10,000	10,000
Worcester Community Foundation Grant	-	3,200	3,200	-
Worshipful Company of Spectacle Makers Grant	-	3,500	3,500	-
Baron Davenport Charitable Trust Grant	-	1,500	1,500	1,000
Beatrice Lang Trust Grant	-	5,400	5,400	-
Edward Cadbury Charitable Trust Grant	-	4,200	4,200	-
Dumbreck Charity Grant	-	1,000	1,000	-
Bernard Sunley Charitable Foundation Grant	-	5,000	5,000	-
Pupil Premium Funding	-	2,560	2,560	26,489
IT Designated Funds	-	-	-	61,655
Lightmongers affiliation	-	-	-	5,000
Mr J Claricoat	-	-	-	5,000
K Harrison Clark	-	-	-	1,000
The Rowlands Trust	-	-	-	2,000
St James Place	-	-	-	125,114
Other small	-	-	-	250
Breakaway Committee	-	-	-	4,495
Gordon Gray Trust	-	-	-	1,000
Midland Adult Student Union	-	-	-	8,000
British Council	-	-	-	20,124
CHK	-	-	-	5,000
J Davis	-	-	-	1,000
Penny Bilton	-	-	-	4,350
Ecclesiastical	-	-	-	1,000
Thomas Cook	-	-	-	8,000
Boshier Hinton	-	-	-	1,750
Screwfix	-	-	-	3,527
Activity week sponsorship	-	-	-	3,750
	<u>102,391</u>	<u>83,305</u>	<u>185,696</u>	<u>342,378</u>

NEW COLLEGE WORCESTER

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2020

4 Charitable activities

	Teaching income	Music lessons for students	Student contributions to outdoor pursuits	Kitchen sales	Outreach and support income	Student activities including overseas school trips	Total 2020	Total 2019
	£	£	£	£	£	£	£	£
Income within charitable activities								
	4,124,581	6,524	4,474	1,486	11,438	159	4,148,662	3,805,135
Analysis by fund								
Unrestricted funds - general	4,124,581	6,524	4,474	1,486	11,438	-	4,148,503	
Restricted funds	-	-	-	-	-	159	159	
	4,124,581	6,524	4,474	1,486	11,438	159	4,148,662	
For the year ended 31 August 2019								
Unrestricted funds - general	3,766,149	5,731	3,752	2,486	22,872	-		3,800,990
Restricted funds	-	-	-	-	-	4,145		4,145
	3,766,149	5,731	3,752	2,486	22,872	4,145		3,805,135

NEW COLLEGE WORCESTER

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2020

5 Fundraising activities

	Unrestricted funds general £	Restricted funds £	Total 2020 £	Total 2019 £
Leavers dinner income	-	840	840	3,284
School uniform sales	-	-	-	100
Other fundraising income	4,421	96	4,517	5,014
Other trading activities	4,421	936	5,357	8,398
For the year ended 31 August 2019	8,398	-		8,398

6 Investments

	Unrestricted funds general £	Restricted funds £	Total 2020 £	Total 2019 £
Swimming pool and other hire	40,726	-	40,726	88,932
Income from listed investments	3,591	18,237	21,828	40,818
Interest receivable	136	-	136	767
	44,453	18,237	62,690	130,517
For the year ended 31 August 2019	101,332	29,185		130,517

Hire income and interest receivable on cash balances other than those held by the Investment Manager are recognised on a receivable basis and accrue to general revenue.

Investment income is recognised on a receivable basis and is apportioned between the funds which comprise the Investment Trust Pool in the ratio of the share held by each fund at the beginning of the accounting period after all charges and levies which apply to the Trust Pool have been met from that income and 5% of net income remaining has been paid over to the College as general revenue to meet the cost of administering the Investment Trust Pool.

NEW COLLEGE WORCESTER

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2020

7 Other income

	2020	2019
	£	£
Net gain on disposal of tangible fixed assets	1,898	-
Other income	9,390	14,312
	<u>11,288</u>	<u>14,312</u>

8 Raising funds

	Unrestricted funds general £	Unrestricted funds Designated £	Total 2020 £	Total 2019 £
<u>Fundraising and publicity</u>				
Fundraising Strategy Planning	1,992	-	1,992	3,123
Fundraising activities expenditure	300	-	300	3,844
Staff costs	47,259	-	47,259	58,724
Depreciation and impairment	-	4,670	4,670	3,725
	<u>49,551</u>	<u>4,670</u>	<u>54,221</u>	<u>69,416</u>
For the year ended 31 August 2019				
Fundraising and publicity	<u>65,691</u>	<u>3,725</u>		<u>69,416</u>
 Fundraising activities expenditure:				
Leavers dinner expenditure			300	3,827
School uniform costs			-	17
			<u>300</u>	<u>3,844</u>

NEW COLLEGE WORCESTER

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2020

9 Charitable activities

	Teaching	Student care	Kitchen and domestic	Specific purpose projects	Total 2020	Total 2019
	£	£	£	£	£	£
Staff costs	2,187,085	768,337	99,418	-	3,054,840	2,894,011
Depreciation and impairment	99,830	18,368	18,368	12,349	148,915	129,784
Staff Training	19,061	3,929	-	-	22,990	22,597
Books and materials	19,301	-	-	-	19,301	23,578
Outdoor pursuits	922	-	-	-	922	4,470
Educational visits	15,502	-	-	-	15,502	12,206
Student external courses	1,907	-	-	-	1,907	2,833
Postage and stationery	17,935	-	-	-	17,935	15,701
Computer costs	10,599	-	-	-	10,599	7,394
Repairs and maintenance	91,586	-	-	-	91,586	47,331
Sundry	23,166	488	-	-	23,654	14,617
Bad debts	(1,377)	-	-	-	(1,377)	(793)
Subscriptions	10,845	-	-	-	10,845	15,139
Overseas trips	-	-	-	-	-	1,783
Prizes for students	747	-	-	-	747	700
Examination fees	8,034	-	-	-	8,034	12,528
Medical costs	-	6,014	-	-	6,014	10,205
Cleaning	-	-	3,561	-	3,561	5,665
Food Costs	-	-	140,179	-	140,179	203,606
Outreach	-	-	-	300	300	973
College Improvement Plan	-	-	-	9,009	9,009	7,445
Restricted fund projects	-	-	-	26,977	26,977	258,475
Pension fund interest	3,000	-	-	-	3,000	4,000
	<u>2,508,143</u>	<u>797,136</u>	<u>261,526</u>	<u>48,635</u>	<u>3,615,440</u>	<u>3,694,248</u>
Share of support costs (see note 11)	529,096	180,837	23,430	-	733,363	808,755
Share of governance costs (see note 11)	76,191	-	-	-	76,191	25,053
	<u>3,113,430</u>	<u>977,973</u>	<u>284,956</u>	<u>48,635</u>	<u>4,424,994</u>	<u>4,528,056</u>

NEW COLLEGE WORCESTER

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2020

9 Charitable activities

(Continued)

Analysis by fund

Unrestricted funds - general	2,970,377	959,605	266,588	9,309	4,205,879
Unrestricted funds - Designated	99,830	18,368	18,368	12,349	148,915
Unrestricted funds - pension	3,000	-	-	-	3,000
Restricted funds	40,223	-	-	26,977	67,200
	<u>3,113,430</u>	<u>977,973</u>	<u>284,956</u>	<u>48,635</u>	<u>4,424,994</u>

For the year ended 31 August 2019

Unrestricted funds - general	2,856,589	932,618	330,551	8,810	4,128,568
Unrestricted funds - Designated	86,781	16,301	16,301	10,401	129,784
Unrestricted funds - pension	4,000	-	-	-	4,000
Restricted funds	7,229	-	-	258,475	265,704
	<u>2,954,599</u>	<u>948,919</u>	<u>346,852</u>	<u>277,686</u>	<u>4,528,056</u>

10 Trustee Governors

None of the Trustee Governors (or any persons connected with them) received any remuneration or benefits from the charitable company during the year, but one of them was reimbursed travelling and related expenses amounting to £328 (2019 - two Trustee Governors received £502).

NEW COLLEGE WORCESTER

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2020

11 Support costs

	Support costs	Governance costs	2020	2019	Basis of allocation
	£	£	£	£	
Staff costs	413,448	14,831	428,279	481,413	
Administration staff training	4,986	-	4,986	3,742	
Premises repairs and maintenance	60,759	-	60,759	43,497	
Rates and water	3,255	-	3,255	4,591	
Heat and light	106,944	-	106,944	119,176	
Insurance	38,427	-	38,427	36,768	
Transport costs	15,151	-	15,151	9,954	
Postage and stationery	11,884	-	11,884	27,860	
Telephone	6,848	-	6,848	7,887	
Equipment repairs and maintenance	3,642	-	3,642	9,090	
Computer costs	31,171	-	31,171	17,677	
Professional fees	-	-	-	9,855	
Adverts for recruitment of staff	23	-	23	3,404	
Marketing of the activities of the school	28,840	-	28,840	34,339	
Loan interest	7,985	-	7,985	8,566	
Audit and accountancy	-	7,200	7,200	7,200	Governance
Legal and professional fees	-	43,444	43,444	1,620	Governance
Bank charges	-	6,063	6,063	1,227	Governance
Travel expenses	-	435	435	1,093	Governance
Investment management fees	-	4,218	4,218	4,849	Governance
	<u>733,363</u>	<u>76,191</u>	<u>809,554</u>	<u>833,808</u>	
Analysed between					
Charitable activities	<u>733,363</u>	<u>76,191</u>	<u>809,554</u>	<u>833,808</u>	

Postage and stationery, and computer costs are apportioned between academic and support costs based on estimated usage prior to the appointment of support costs between the charitable activities of the Charitable Company.

Legal and professional fees includes OFSTED annual fees and general corporate advice.

Other support costs are apportioned over the charitable activities of the Charitable Company on a percentage of staff costs basis.

NEW COLLEGE WORCESTER

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2020

11 Support costs

(Continued)

Included in staff costs is £14,831 (2019 - £9,064) for company secretarial and governance time.

Governance costs includes payments to the auditors of £7,200 (2019 - £7,200) for audit fees and accounts preparation.

12 Employees

Number of employees

The average monthly number of employees during the year was:

	2020 Number	2019 Number
Academic	60	68
Care	38	44
Domestic	17	16
Administration	17	20
	<u>132</u>	<u>148</u>

Employment costs

	2020 £	2019 £
Wages and salaries	2,813,629	2,860,353
Social security costs	236,779	237,606
Other pension costs	479,970	336,189
	<u>3,530,378</u>	<u>3,434,148</u>

Included in wages and salaries costs is £nil (2019 - £81,824) paid in respect of termination of office.

The agreed staffing establishment full time equivalents decreased from 91.08 to 86.85 during the year. In addition there are 37 (2019 - 33) staff employed on a casual/seasonal basis for instrumental music lessons and to assist with scribing, reading and invigilating for examinations.

The number of employees whose annual remuneration was £60,000 or more were:

	2020 Number	2019 Number
£60,001 - £70,000	1	2
£90,001 - £100,000	1	1

Of the employees whose emoluments exceed £60,000, all employees have retirement benefits accruing under multi-employer defined benefit pension schemes. Total employer pensions contributions for the year for these employees amounted to £37,446 (2019 - £36,151).

NEW COLLEGE WORCESTER

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2020

13 Transfers

During the year £60,000 was transferred from unrestricted funds to restricted funds to cover designated IT spend. £9,343 was transferred from unrestricted funds to restricted funds to cover overspends on projects. £27,000 was released from unrestricted funds to the Pension Scheme reserve.

£166,370 was transferred from restricted funds to the general fixed asset designated fund to reflect the movements in tangible fixed assets in the year.

14 Net gains/(losses) on Investments

	Unrestricted funds general	Restricted funds	Endowment funds	Total 2020	Total 2019
	£	£	£	£	£
Revaluation of investments	(11)	(46)	(145)	(202)	(17,962)
Gain/loss on sale of investments	(244)	571	1,804	2,131	13,496
	(255)	525	1,659	1,929	(4,466)
For the year ended 31 August 2019	4,874	(2,244)	(7,096)		(4,466)

15 Tangible fixed assets

	Freehold land and buildings	Plant and Machinery	Fixture and Motor Vehicles Fittings	Total
	£	£	£	£
Cost				
At 1 September 2019	14,774,615	643,243	262,167	15,763,281
Additions	5,754	104,572	79,945	190,271
Disposals	-	(84,429)	-	(105,428)
At 31 August 2020	14,780,369	663,386	342,112	15,848,124
Depreciation and impairment				
At 1 September 2019	535,047	472,662	192,270	1,277,002
Depreciation charged in the year	60,187	60,683	30,418	153,585
Eliminated in respect of disposals	-	(84,429)	-	(105,428)
At 31 August 2020	595,234	448,916	222,688	1,325,159
Carrying amount				
At 31 August 2020	14,185,135	214,470	119,424	14,522,965
At 31 August 2019	14,239,568	170,581	69,897	14,486,279

NEW COLLEGE WORCESTER

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2020

15 Tangible fixed assets

(Continued)

Included in land and buildings is freehold land with a net book value of £164,000.

During the year ended 31 March 2008 trusteeship of land and buildings of market value of £12,520,425 was transferred from Royal National Institute of Blind People and its subsidiary RNIB Services Limited to New College Worcester, subject to a capital recovery deed whereby if the property is sold prior to 8 June 2028, which would require written consent and confirmation that the consideration of such a sale is not below market value from RNIB, then the Charitable Company shall pay RNIB the lower of 82% of the consideration of sale plus VAT and £5,000,000 plus VAT.

16 Fixed asset investments

	2020 £	2019 £
Listed investments	707,186	905,988

Movements in fixed asset investments

	Total £
Cost or valuation	
At 31 August 2019	905,988
Additions	38,514
Valuation changes	1,929
Disposals	(239,245)
At 31 August 2020	707,186
Carrying amount	
At 31 August 2020	707,186
At 31 August 2019	905,988

17 Debtors

	2020 £	2019 £
Amounts falling due within one year:		
Trade debtors	-	252,632
Other debtors	33,625	-
Prepayments and accrued income	39,919	190,717
	73,544	443,349

NEW COLLEGE WORCESTER

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2020

18 Creditors: amounts falling due within one year

	Notes	2020 £	2019 £
Bank loans	21	13,740	13,152
Other taxation and social security		55,695	62,121
Deferred income	19	372,423	196,361
Trade creditors		109,000	218,981
Other creditors		26,667	37,059
Accruals and deferred income		50,782	87,196
		<u>628,307</u>	<u>614,870</u>

19 Deferred income

	2020 £	2019 £
Other deferred income	372,423	196,361
	<u>372,423</u>	<u>196,361</u>

	2020 £	2019 £
School fee income received in advance	370,148	173,380
Swimming pool and other hire income received in advance	-	11,386
Income received from students in relation to future school trips	-	850
Other restricted income	-	10,745
Other income	2,275	-
	<u>372,423</u>	<u>196,361</u>

20 Creditors: amounts falling due after more than one year

	Notes	2020 £	2019 £
Loans and overdrafts	21	197,387	211,763
		<u>197,387</u>	<u>211,763</u>

NEW COLLEGE WORCESTER

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2020

21 Loans and overdrafts

	2020 £	2019 £
Bank loans	211,127	224,915
Payable within one year	13,740	13,152
Payable after one year	197,387	211,763
Amounts included above which fall due after five years:		
Payable by instalments	(127,834)	141,662

22 Provisions for liabilities

	Notes	2020 £	2019 £
Retirement benefit obligations	23	296,000	317,000
		296,000	317,000

23 Retirement benefit schemes

Teachers' Pension Scheme

The charitable company pays pension contributions on behalf of its employees into this multi-employee defined benefit pension scheme. The contributions amounted £289,393 (2019 - £314,080) into Teachers' Pension Scheme (Scheme ref 8857019), Mowden Hall, Darlington, County Durham, DL3 9EE.

The charitable company has not been notified by Teachers' Pension Scheme as to the estimated employer debt on withdrawal from the Teachers' Pension Scheme. However, resource accounts as at 31 March 2020 show the net liability of the scheme to be £432.0 billion (2019 - £359.6 billion). As at 31 March 2020, 11,221 employers were participating in the scheme, made up of 173 Local Authorities, 8,185 Academies, 1,319 Independent establishments, 398 Free Schools, 796 Others and 458 Further and Higher education institutions.

NEW COLLEGE WORCESTER

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2020

23 Retirement benefit schemes

(Continued)

The Pensions Trust Scheme

The college participates in The Pensions Trust Independent Schools' Pension Scheme, a multi-employer scheme which provides benefits to some 66 non-associated employers. The scheme is a defined benefit scheme in the UK.

A full actuarial valuation for the scheme was carried out with an effective date of 30 September 2017. This actuarial valuation was certified on 27 December 2018 and showed assets of £149.4m, liabilities of £187.6m and a deficit of £38.2m. To eliminate this funding shortfall, the trustees and the participating employers have agreed that additional contributions will be paid, in combination from all employers, to the scheme as follows:

From 1 September 2019 to 30 April 2030 : £2.39m per annum (payable monthly and increasing by 3% on each 1st September)

The scheme's previous valuation was carried out with an effective date of 30 September 2014. This valuation showed assets of £110.0m, liabilities of £147.4m and a deficit of £37.4m. To eliminate this funding shortfall, the Trustee has asked the participating employers to pay additional contributions to the scheme as follows:

From 1 September 2016 to 31 August 2029 : £2.34m per annum (payable monthly and increasing 3% on each 1st September)

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

Movements in the present value of defined benefit obligations:

Key assumptions

	2020	2019
Discount rate (% per annum)	0.90%	1.10%

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.

	2020 £	2019 £
Actuarial revaluation	3,000	116,000
Net interest on defined benefit liability/(asset)	3,000	4,000
Total costs	6,000	120,000

NEW COLLEGE WORCESTER

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2020

23 Retirement benefit schemes

(Continued)

The amounts included in the balance sheet arising from the charitable company's obligations in respect of defined benefit plans are as follows:

	2020 £	2019 £
Present value of defined benefit obligations	296,000	317,000
Deficit in scheme	296,000	317,000

Movements in the present value of defined benefit obligations:

	2020 £
Liabilities at 1 September 2019	317,000
Actuarial revaluation	3,000
Deficit contributions paid	(27,000)
Interest cost	3,000
At 31 August 2020	296,000

The defined benefit obligations arise from plans funded as follows:

	2020 £
Wholly unfunded obligations	-
Wholly or partly funded obligations	296,000
	296,000

NEW COLLEGE WORCESTER

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2020

24 Endowment funds

Endowment funds represent assets which must be held permanently by the charitable company. Income arising on the endowment funds can be used in accordance with the objects of the charitable company and is included as unrestricted income. Any capital gains or losses arising on the assets form part of the fund.

	Balance at 1 September 2018 £	Movement in funds				Balance at 1 September 2019 £	Movement in funds				Balance at 31 August 2020 £
		Incoming resources £	Resources expended £	Transfers £	Revaluations gains and losses £		Incoming resources £	Resources expended £	Transfers £	Revaluations gains and losses £	
Permanent endowments											
Additional											
Scholarship	3,285	-	-	-	(44)	3,241	-	-	-	10	3,251
Bonham Fund	1,869	-	-	-	(25)	1,844	-	-	-	6	1,850
College Prize											
Fund	3,961	-	-	-	(53)	3,908	-	-	-	12	3,920
De Cordova	12,962	-	-	-	(172)	12,790	-	-	-	40	12,830
Eric Hamilton											
Tucker Trust	421,525	-	-	-	(5,632)	415,893	-	-	-	1,317	417,210
General											
Endowments	3,731	-	-	-	(50)	3,681	-	-	-	12	3,693
Gullick Bequest	70,985	-	-	-	(945)	70,040	-	-	-	221	70,261
Hextall											
Foundation	3,838	-	-	-	(51)	3,787	-	-	-	12	3,799
Higby Fund	1,682	-	-	-	(22)	1,660	-	-	-	5	1,665
Scholarship											
Foundation	7,678	-	-	-	(102)	7,576	-	-	-	24	7,600
C/fwd	531,516	-	-	-	(7,096)	524,420	-	-	-	1,659	526,079

NEW COLLEGE WORCESTER

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2020

24 Endowment funds		(Continued)									
	Balance at 1 September 2018 £	Movement in funds					Movement in funds				Balance at 31 August 2020 £
		Incoming resources £	Resources expended £	Transfers £	Revaluations gains and losses £	Balance at 1 September 2019 £	Incoming resources £	Resources expended £	Transfers £	Revaluations gains and losses £	
B/fwd	531,516	-	-	-	(7,096)	524,420	-	-	-	1,659	526,079
Expendable endowments											
General Purpose	11,648	-	-	-	-	11,648	-	-	-	-	11,648
Bequests	543,164	-	-	-	(7,096)	536,068	-	-	-	1,659	(537,727)

Endowment Funds are held to provide income for scholarships, prizes, grants for activities at the College and towards the students' further education. Income generated from these funds is attributed to the associated restricted fund. Further details of these funds can be found in the restricted fund note.

NEW COLLEGE WORCESTER

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2020

25 Restricted funds

The income funds of the charity include restricted funds comprising the following unexpended balances of donations and grants held on trust for specific purposes:

	Movement in funds					
	Balance at 1 September 2019	Incoming resources	Resources expended	Transfers	Revaluations, gains and losses	Balance at 31 August 2020
	£	£	£	£	£	£
Devolved Formula						
Capital Grant/School						
Condition Grant	28,009	42,185	(7,409)	(59,137)	-	3,648
EFA Bursary Fund Grant	8,069	2,760	(3,596)	-	-	7,233
Lightmongers Affiliation	1,168	-	-	-	-	1,168
Pupil Premium Funding	12,335	2,560	(8,250)	-	-	6,645
Archive Fund	2,817	-	-	-	-	2,817
Surgery Refurbishment	1,000	-	-	-	-	1,000
Bransford Trust - Art	2,899	-	(250)	-	-	2,649
Lochness Marathon - curriculum project	300	-	-	-	-	300
Gym Girls - Bradnack						
House Garden	295	-	-	-	-	295
150 Years Celebrations	42	-	(42)	-	-	-
Six Masters Charities - sleeping bags	203	-	-	-	-	203
Science Project	460	31	(377)	-	-	114
Bransford Trust Facilities	177	-	-	-	-	177
Ogden Trust	992	-	-	-	-	992
N Gunston - LRC centre	50	-	-	-	-	50
Goalball kit	37	-	-	-	-	37
Christmas concert	279	-	-	-	-	279
Clarvis Phillip Jackson	5,187	-	(398)	-	-	4,789
The Beatrice Laing Trust	2,500	-	(220)	-	-	2,280
IT Designated Fund	-	-	(14,816)	14,816	-	-
Mental Health	8,857	19,200	(98)	-	-	27,959
KS3 Lunchtime Activities	542	-	-	-	-	542
Y7 Catch up	1,000	-	-	-	-	1,000
NCW Youth Club	27	126	(150)	-	-	3
VICTA	1,500	-	-	-	-	1,500
VI Specialist Equipment	3,508	-	-	-	-	3,508
Classroom refurbishment	-	90,600	(4,989)	-	-	85,611
Beach Day	250	-	-	-	-	250
Celebration Day - awards fund	-	792	(465)	-	-	327
DFE Maintenance	29,154	-	(4,496)	(20,008)	-	4,650
C/fwd	111,657	158,254	45,556	(64,329)	-	160,026

NEW COLLEGE WORCESTER

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2020

25 Restricted funds

(Continued)

	Balance at 1 September 2019	Incoming resources	Movement in funds Resources expended	Transfers	Revaluations, gains and losses	Balance at 31 August 2020
	£	£	£	£	£	£
B/fwd	111,657	158,254	(45,556)	(64,329)	-	160,026
Music Tour	-	2,775			-	2,775
Sensory Garden	181	-	(181)		-	-
Minibus	797	8,801			-	9,598
Davenport Games Consoles	220	500	(720)		-	-
British Council - Erasmus project	8,394	1,614	(5,066)		-	4,942
Lifts campaign	26,698	6,000	-	(32,698)	-	-
Lower School Activities	-	30	(19)		-	11
Staff room refurb	150	1,025	(463)		-	712
College Car	3,500	10,000	(2,596)		-	10,904
Science Club	300	-	(96)		-	204
Currie Garden Plaque	-	800	(800)		-	-
Leavers Dinner	-	840	(696)		-	144
Judo Fund	-	260			-	260
Activity Week	-	159	(85)		-	74
C/fwd	151,897	191,058	(56,278)	(97,027)	-	189,650

Associated funds: The Charitable Company as Trustee administers these funds under their existing trusts

Additional Scholarship Fund	1,569	151	-	-	8	1,728
Bonham Fund	597	61	-	-	2	660
College Prize Fund	22	105	125	-	-	252
De Cordova Fund	23,142	734	-	-	47	23,923
Eric Hamilton Tucker trust	41,321	20,532	(10,097)	-	287	52,043
Gullick Bequest	52,050	3,128	(950)	-	128	54,356
Hextall Foundation	15,070	347	-	-	29	15,446
Higby Fund	4,743	131	-	-	10	4,884
Scholarship Foundation	5,581	320	-	-	14	5,915
	295,992	216,567	(67,200)	(97,027)	525	348,857

NEW COLLEGE WORCESTER

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2020

25 Restricted funds

(Continued)

Prior year	Movement in funds					Balance at 31 August 2019
	Balance at 1 September 2018	Incoming resources	Resources expended	Transfers	Revaluations, gains and losses	
	£	£	£	£	£	£
Devolved Formula Capital Grant/School Condition Grant	32,618	13,720	(5,794)	(12,535)	-	28,009
EFA Bursary Fund Grant	8,069	-	-	-	-	8,069
Lightmongers Affiliation	1,450	1,500	(1,782)	-	-	1,168
Pupil Premium Funding	11,970	16,011	(15,646)	-	-	12,335
Archive Fund	2,817	-	-	-	-	2,817
Surgery Refurbishment	-	1,000	-	-	-	1,000
Bransford Trust - Art	3,433	-	(534)	-	-	2,899
Lochness Marathon - curriculum project	300	-	-	-	-	300
Gym Girls - Bradnack House Garden	295	-	-	-	-	295
150 Years Celebrations	42	-	-	-	-	42
Six Masters Charities - sleeping bags	203	-	-	-	-	203
Science Project	354	171	(65)	-	-	460
Bransford Trust Facilities	177	-	-	-	-	177
Ogden Trust	992	-	-	-	-	992
N Gunston - LRC centre	50	-	-	-	-	50
Goalball kit	37	-	-	-	-	37
Christmas concert	279	-	-	-	-	279
Clarvis Phillip Jackson	7,091	-	(1,904)	-	-	5,187
The Beatrice Laing Trust	2,500	-	-	-	-	2,500
IT Designated Fund	4,983	61,655	(318)	(66,320)	-	-
Mental Health	5	10,478	(1,626)	-	-	8,857
KS3 Lunchtime Activities	542	-	-	-	-	542
Y7 Catch up	1,000	-	-	-	-	1,000
Baron Davenports - Mental Health	500	-	(1,192)	692	-	-
NCW Youth Club	461	-	(434)	-	-	27
VICTA	1,500	-	-	-	-	1,500
VI Specialist Equipment	-	4,995	(1,487)	-	-	3,508
Classroom refurbishment	13,017	137,745	(166,014)	15,252	-	-
Beach Day	-	250	-	-	-	250
C/fwd	94,685	247,525	196,796	(62,911)	-	82,503

NEW COLLEGE WORCESTER

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2020

25 Restricted funds

(Continued)

	Balance at 1 September 2018	Incoming resources	Movement in funds Resources expended	Transfers	Revaluations, gains and losses	Balance at 31 August 2019
	£	£	£	£	£	£
B/fwd	94,685	247,525	196,796	(62,911)	-	82,503
Celebration Day - awards fund	-	202	(209)	7	-	-
DFE Maintenance	-	29,154	-	-	-	29,154
Principal's Retirement Fund	-	300	(300)	-	-	-
Sensory Garden	-	181	-	-	-	181
Minibus	-	797	-	-	-	797
Davenport Games Consoles	-	1,000	(780)	-	-	220
British Council - Erasmus project	-	20,124	(11,730)	-	-	8,394
Lifts campaign	-	32,327	-	(5,629)	-	26,698
Activity Week	-	3,900	(3,900)	-	-	-
Staff room refurb	-	150	-	-	-	150
College Car	-	3,500	-	-	-	3,500
Science Club	-	300	-	-	-	300
Bransford Trust Music	-	-	(88)	88	-	-
C/fwd	94,685	339,460	179,789	(68,445)	-	151,897

Associated funds: The Charitable Company as Trustee administers these funds under their existing trusts

Additional Scholarship Fund	3,966	242	(2,606)	-	(33)	1,569
Bonham Fund	806	98	(300)	-	(7)	597
College Prize Fund	104	168	(250)	-	-	22
De Cordova Fund	22,169	1,174	-	-	(201)	23,142
Eric Hamilton Tucker trust	56,351	25,670	(39,475)	-	(1,225)	41,321
Gullick Bequest	57,181	4,686	(9,270)	-	(547)	52,050
Hextall Foundation	14,626	570	-	-	(126)	15,070
Higby Fund	4,577	210	-	-	(44)	4,743
Scholarship Foundation	5,130	512	-	-	(61)	5,581
	<u>259,595</u>	<u>372,790</u>	<u>127,888</u>	<u>(68,445)</u>	<u>(2,244)</u>	<u>295,992</u>

NEW COLLEGE WORCESTER

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2020

25 Restricted funds

(Continued)

Details of the purpose of the main restricted funds are given below. A number of smaller value funds (<£500) also exist arising from donations from individuals or specific fund raising activities.

DFC (Devolved Formula Capital)/Schools Condition Grant - For improvements to buildings and other facilities, including Information Communication Technology.

EFA Bursary Fund Grant - Grant funding targeted for student experiencing the greatest financial disadvantages and / or course-related costs.

Lightmongers Affiliation - Contributions towards costs of association with Lightmongers.

Pupil Premium Funding - Government funding to raise the attainment of disadvantaged pupils.

Archive Fund - Donation to support the archiving of NCW documents.

Surgery Refurbishment - Donations towards medical room.

Bransford Trust (Art) - Donations towards Visiting Artists.

The Ogden Trust - Donation for the Physics department.

Clarvis Phillip Jackson - to be used within the music department.

The Beatrice Laing Trust - Donation towards blackout blinds in Chapel.

IT Designated Fund - College restricted fund for students' IT equipment.

Mental Health - For the provision of counselling services.

KS3 Lunchtime Activities - Resources for Lunch Clubs.

Y7 Catch up - Department of Education funding received for the educational benefit of a specific student

VICTA - Support for students applying for University.

VI Specialist Equipment - Up to date ICT equipment for generic use in College.

Classroom refurbishment - In support of a room modernisation programme.

NEW COLLEGE WORCESTER

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2020

25 Restricted funds

(Continued)

DFE Maintenance - (Devolved Formula Capital allocation) - For maintenance to buildings and other facilities.

Music Tour - Income received to enable pupils to go on a Music Tour.

Minibus - Donations towards the lease of a minibus..

Davenport Games Consoles - Donations towards the purchase of games consoles for boarding students.

British Council Erasmus project - Funding received by British Council for Erasmus programmes, where students engage in educational opportunities such as travelling abroad to gain work experience.

Lifts campaign - Mixture of grant funding and donations received for a new lift to be incorporated into the science department.

Staff Room refurbishment - College restricted fund in support of a room modernisation programme.

College Car - Donation towards the lease of a college car.

Currie Plaque - Donation to replace plaque in Currie garden.

Judo Fund - paid by parents for Judo lessons.

Activity Week - Donations towards activities taking place.

Baron Davenports Mental Health - Funding received to provide support through therapy sessions for a specific student

Associated Funds

Additional Scholarship Foundation - Scholarships and grants for students and to establish students in the world.

Bonham Fund - Prize for student entering University to read Mathematics.

College Prize Fund - Various annual prizes and awards.

De Cordova Fund - Scholarships to enter University to take up a literary career.

Eric Hamilton Tucker Trust - Grants to enable students to travel abroad.

Gullick Bequest - Holiday grants to students.

Hextall Foundation - Scholarships post New College Worcester for education or travel.

Higby Fund - Grants to students wishing to enter Oxford University.

Scholarship Foundation - Scholarships at NCW or at University / College or promotes education generally.

NEW COLLEGE WORCESTER

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2020

26 Designated funds

The income funds of the charity include the following designated funds which have been set aside out of unrestricted funds by the trustees for specific purposes:

	Balance at 1 September 2018 £	Resources expended £	Transfers £	Balance at 1 September 2019 £	Resources expended £	Transfers £	Balance at 31 August 2020 £
Properties transferred under trust by RNIB	12,101,721	(37,309)	-	12,064,412	(37,309)	-	12,027,103
General fixed asset designated fund	2,066,527	(96,200)	141,610	2,111,937	(116,276)	166,370	2,162,031
	<u>14,168,248</u>	<u>(133,509)</u>	<u>141,610</u>	<u>14,176,349</u>	<u>(153,585)</u>	<u>166,370</u>	<u>14,189,134</u>

The Trustee Governors have designated the properties previously held under trust by RNIB as these properties are subject to a capital recovery deed.

During the year ended 31 March 2008 land and buildings of market value of £12,520,425 were transferred from Royal National Institute of Blind People and its subsidiary RNIB Services Limited to New College Worcester, subject to a capital recovery deed whereby if the property is sold prior to 8 June 2028, which would require written consent and confirmation that the consideration of such a sale is not below market value from RNIB, then the Charitable Company shall pay RNIB the lower of 82% of the consideration of sale plus VAT and £5,000,000 plus VAT.

The Charitable Company assigns all fixed assets purchased with restricted funds and certain fixed assets purchased with unrestricted funds to a designated fund. This is done to ensure that the Charitable Company will have suitable level of reserves to meet future depreciation costs relating to these fixed assets and to recognise the fact that future depreciation charges will not directly affect the net operating capital of the Charitable Company. The fund also includes assets purchased with funds donated to the school specifically for the purchase of such assets.

NEW COLLEGE WORCESTER

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2020

27 Analysis of net assets between funds	Unrestricted funds		Designated funds		Restricted funds		Endowment funds		Designated funds		Restricted funds		Endowment funds		Total	
	2020	£	2020	£	2020	£	2020	£	2019	£	2019	£	2019	£	2020	£
Fund balances at 31 August 2020 are represented by:																
Tangible assets	333,831		14,189,134		-		-		309,930	14,176,349	-		-		14,522,965	14,486,279
Investments	39,531		-		157,918		509,737		238,589	-	157,856		509,543		707,186	905,988
Current assets/(liabilities)	60,905		-		190,939		27,990		(99,953)	-	138,136		26,525		279,834	64,708
Long term liabilities	(197,387)		-		-		-		(211,763)	-	-		-		(197,387)	(211,763)
Provisions	(296,000)		-		-		-		(317,000)	-	-		-		(296,000)	(317,000)
	(59,120)		14,189,134		348,857		537,727		(80,197)	14,176,349	295,992		536,068		15,016,598	14,928,212

NEW COLLEGE WORCESTER

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2020

28 Capital commitments	2020	2019
	£	£

At 31 August 2020 the charitable company had capital commitments as follows:

Contracted for but not provided in the financial statements:

Acquisition of property, plant and equipment	-	16,887

29 Operating lease commitments

At the reporting end date the charitable company had outstanding commitments for future minimum lease payments under non-cancellable operating leases, which fall due as follows:

	2020	2019
	£	£
Within one year	25,505	14,268
Between two and five years	46,858	21,395
	<u>72,363</u>	<u>35,663</u>

30 Related party transactions

Remuneration of key management personnel

The remuneration of key management personnel, is as follows.

	2020	2019
	£	£
Aggregate compensation	431,422	401,506

No guarantees have been given or received.

One of the Trustee Governors had one child attend the College during the year. The standard College fees for this student were paid for by Westminster City Council as the relevant Local Authority.

N Duffy (Trustee) is also a director of Dolphin Computer Access Limited. During the year the Charity made purchases of £3,759 (2019: £nil) from Dolphin Computer Access Limited. The amount outstanding at the year end was £nil (2019: £nil).

S Ayres (Trustee) is also a Trustee of Baron Davenport's Charity. During the year the Charity received donations and grants of £2,000 (2019: £1,000) from Baron Davenport's Charity. The amount outstanding at the year end was £nil (2019: £nil).

NEW COLLEGE WORCESTER

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2020

31 Analysis of changes in net funds

	At 1 September 2019 £	Cash flows £	At 31 August 2020 £
Cash at bank and in hand	236,229	598,368	834,597
Loans falling due within one year	(13,152)	(588)	(13,740)
Loans falling due after more than one year	(211,763)	14,376	(197,387)
	<u>11,314</u>	<u>612,156</u>	<u>623,470</u>

32 Cash generated from operations

	2020 £	2019 £
Surplus/(deficit) for the year	88,386	(225,406)
Adjustments for:		
Investment income recognised in statement of financial activities	(21,964)	(41,585)
Gain on disposal of tangible fixed assets	(1,898)	-
Gain on disposal of investments	(2,131)	(13,496)
Fair value gains and losses on investments	202	17,962
Depreciation and impairment of tangible fixed assets	153,585	133,509
Pension deficit	6,000	120,000
Movements in working capital:		
Decrease/(increase) in debtors	368,890	(389,439)
(Decrease)/increase in creditors	(163,213)	99,418
Increase/(decrease) in deferred income	176,062	(115,187)
Cash generated from/(absorbed by) operations	<u>603,919</u>	<u>(414,224)</u>

