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HAMPTON SCHOOL

(A Charitable Company Limited by Guarantee)

REPORT AND FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 AUGUST 2020

Registered Company No: 06264434

Registered Charity No: 1120005

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The year 2019-2020 has been one like no other in the experience or memory of most people today. In the education sector schools have been shut, examinations cancelled, finance and investment impacted. For parents and pupils, especially those involved in examinations in the summer of 2019, stresses inevitably increased. The pandemic has affected every element of our lives.

At all our schools, Pre-Prep, Prep and Senior School, I have been immensely impressed by the sheer commitment and amount of work undertaken by our staff both teaching and ancillary, in order to provide a continuing level of education for our boys and girls whether at home or in school. From arranging safe transport to and from school; social distancing and “bubbles” in classrooms and around the buildings; to new technology to aid home learning, much has been done, often at very short notice, to minimise the risk to health whilst ensuring that teaching and learning can continue.

Examinations, however, did not continue and handling the change to centre assessed grades was a considerable undertaking. It is of enormous credit to all involved, boys, parents and teachers, that in spite of these late changes, Hampton's results at both GCSE and A Level matched the standards of the previous years, with the School remaining amongst the best in the country for academic results.

Financial management has – if that were possible - become even more important this year. With the full support of the Governing body, we have taken a series of prudent financial decisions. Fees were reduced for the period when the pupils were not allowed at School and were not receiving the all-round education that we pride ourselves on. Yet at the same time, through effective financial planning and sensible cost control measures, we have been able to avoid any major changes to our investment plans and end the year with a surplus, all of which will be reinvested in the School. As this Report and Accounts show, we continue to have a strong financial position on which to build for the future.

Demand for places at both senior and prep schools, remains high and I am delighted that in line with our long-term strategy, we continue to offer, through our linked charity the Fitzwygram Foundation, places for boys who might otherwise for financial reasons be unable to come to Hampton. There are now nine Fitzwygram scholars, in addition to those receiving our own bursaries.

We have also continued to foster links with local State Schools, providing opportunities such as primary school workshops, a Science Day and a catch-up programme for Year 10 pupils who had been impacted by school closures. It is our intention to build on these activities so that some of the benefits available to those attending Hampton can be, in part at least, available to those who are not.

Inevitably my comments have dwelt heavily on what we have done this year to ensure both Hampton and its pupils have suffered as little as possible from the effects of covid-19, but as this report shows, up to lockdown in March 2020 there were many successes in sport and a multitude of co-curricular activities which are such an important part of life at our schools.

In every year, but especially when dealing with a crisis, the importance of Governors, Headmaster and staff working effectively together is critical. The School benefits enormously from the leadership of all of them. The sudden and unexpected death of our much revered and respected chair of Governors, John Perry, last October after he had guided the School through a very difficult year, was a great loss and he is much missed both here and in the local community.

We will continue to face challenges in the year ahead. However, the experience we have gained together with the resilience of the pupils, their parents and our staff should ensure we meet them head on.

A J Roberts

HAMPTON SCHOOL

LEGAL AND ADMINISTRATIVE INFORMATION

FOR THE YEAR ENDED 31 AUGUST 2020

Hampton School Governors

The Governors are the charity trustees and directors of the company and have all served in office throughout the year except where indicated.

	Hampton Pre-Prep & Prep Committee	Development & General Purposes Committee	Finance Committee	Remuneration & Governor Selection Committee
Mr J S Perry BA (OH) <i>Chair of Governors (to 12 Oct 2020)</i>	To 12 Oct 20	To 12 Oct 20	To 12 Oct 20	To 12 Oct 20
Mr A J Roberts CBE BA (Hons) FRSA FColl (OH) <i>Chair of Governors (from 15 Oct 2020)</i>	✓ <i>Chair</i> To 15 Oct 20	✓	✓	✓ <i>Chair</i> To 15 Oct 2020
Mr S A Bull BSc ACA			<i>Chair</i>	✓
Mrs M Choueiri BA MBA		To 16 Nov 20	To 16 Nov 20	
Mrs M-L Ellis Cert Ed	✓	✓		
The Reverend B R Lovell BEng (Hons) BA (Hons) MA Vicar of St Mary's Church, Hampton				
Mrs H A Lowe BA (Hons) LGSM	✓			
Mrs R Mercer BA				
Mr A H Munday LLB QC <i>Vice Chair</i>	✓	<i>Chair</i>	✓	
Mr N J Spooner BA <i>Vice Chair</i>	<i>Chair</i> From 15 Oct 20	✓	✓	<i>Chair</i> From 15 Oct 20
Mr F A Steadman M.Ed (from 12 Oct 20)				
Mr R M Walker MA (OH) (to 1 Dec 20)			To 1 Dec 20	
Mr R J K Washington (to 25 Nov 19)	To 25 Nov 19			
Mr L H Welch BArch (Hons) RIBA RIAS		✓		
Miss A V Yandle MA (Oxon)				

(OH) indicates Hampton School Alumni

The Headmaster:

Mr K Knibbs MA (Oxon)

Bursar, Clerk to the Governors and Company Secretary:

Mr M A King BSc

The Board of Governors of Hampton School is a self-appointing body with two exceptions: one is an Ex Officio Governor and shall be the Vicar of Ecclesiastical Parish of St Mary, Hampton and one nominated by the Old Hamptonians' Association, subject to the confirmation of the Governors.

Addresses:	Hampton School Hanworth Road Hampton Middlesex TW12 3HD	Hampton Pre-Prep & Prep School 41 - 43 Wensleydale Road Hampton Middlesex TW12 2LP	Hampton Pre-Prep & Prep School Gloucester Road Hampton Middlesex TW12 2UQ
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Websites: www.hamptonschool.org.uk
www.hamptonprep.org.uk

HAMPTON SCHOOL

LEGAL AND ADMINISTRATIVE INFORMATION (continued)

FOR THE YEAR ENDED 31 AUGUST 2020

Bankers:	Barclays Bank PLC Kingston upon Thames Business Centre 6 Clarence Street Kingston upon Thames KT1 1NY	
Solicitors:	Farrer & Co 66 Lincoln's Inn Fields London WC2A 3LH	Pilgrim Law Solicitors South Wind Chaldon, CR35AE
Auditors:	Haysmacintyre LLP 10 Queen Street Place London EC4R 1AG	
Insurance Brokers:	Hettle Andrews & Associates Limited Eleven Brindleyplace 2 Brunswick Square Brindleyplace Birmingham B1 2LP	
Investment Advisers:	<i>From July 2020</i> CCLA Senator House 85 Queen Victoria Street London ECX4V 4ET	<i>To July 2020</i> GAM London Limited 8 Finsbury Circus London EC2M 7GB
Registered Charity No:	1120005	
Registered Company No:	06264434	
Registered Address	Hampton School Hanworth Road Hampton Middlesex TW12 3HD	

HAMPTON SCHOOL

GOVERNORS' REPORT

FOR THE YEAR ENDED 31 AUGUST 2020

The Governors present their annual report for the year ended 31 August 2020 and the audited consolidated accounts for the year. The Governors confirm that they comply with the requirements of the School's governing instrument, the Companies Act 2006 (including the Directors' and Strategic Reports), the Charities Act 2011, the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS102) and the Statement of Recommended Practice for Charities (SORP 2015) (Second Edition, effective 1 January 2019) (the Charities SORP).

1. CONSTITUTION

Hampton School (the School) is a charitable company (the Charity or the Company) limited by guarantee. It incorporates and runs two schools: Hampton School and Hampton Pre-Prep & Prep School (the Schools). The Governing Body governs both Schools. The Schools have the same Department for Education (DfE) number, 318/6071. The accounts of Hampton School Trust (the Trust) are amalgamated with those of the Company under charity number 1120005, following an order made by the Charity Commission on 17 August 2007.

The Fitzwygram Foundation is a separate charitable company limited by guarantee, with its own Board of Trustees. The Fitzwygram Foundation prepares its own financial statements as a separate company. The School is the sole Member of the Fitzwygram Foundation and it is a requirement that the financial statements of the Fitzwygram Foundation are consolidated in the Hampton School financial statements.

2. GOVERNING INSTRUMENT

The Company is governed by its Memorandum of Association dated 14 May 2007 and Articles of Association dated 28 November 2007. Governors are also guided by the Scheme of Management and Delegation, which includes Terms of Reference for the sub-committees:

- The Finance Committee
- The Development and General Purposes Committee
- The Remuneration and Governor Selection Committee
- The Hampton Pre-Prep and Prep Committee

3. GOVERNANCE

The Governors are required to be members of the Company and are also Trustees and Directors. They are responsible for the overall management and control of the Schools and they normally meet four times per year. The work of implementing most policies is carried out by the members of the Development and General Purposes Committee and the Finance Committee, which meet before each meeting of the full Governing Board. The Hampton Pre-Prep & Prep Committee meets at least three times per year and the Remuneration and Governor Selection Committee meets at least once per year. The Governors have continued to pay close attention to their safeguarding obligations and those of the School community in general. The Governors monitor the effectiveness of the Schools' safeguarding policies through the receipt, discussion and review of regular reports from the Schools' Designated Safeguarding Lead and Officers and the nominated Governors with a special interest in safeguarding. There are currently three Governors so nominated and they are available, whenever required, to advise and assist the Schools' Designated Safeguarding Lead and Officers in exercising the Schools' duties to safeguard and promote the welfare of children and young people.

The Chairs of the sub-committees are appointed at the first meeting every calendar year and sub-committee membership is detailed in this report.

HAMPTON SCHOOL

GOVERNORS' REPORT (continued)

FOR THE YEAR ENDED 31 AUGUST 2020

3.1 Governor Recruitment and Training

The Governing Body requires breadth and depth of experience to carry out its duties effectively and efficiently. Where possible the composition should comprise the following:

- A Governor with a legal background
- A Governor with a financial/accounting background
- A Governor with experience of the education sector
- A Governor with senior managerial or business experience
- A Governor with experience of equal opportunities and disability needs
- At least one female Governor and at least one male Governor

One Governor may meet one or more of these requirements.

The process of appointment is:

- A potential Governor is nominated subject to the criteria laid down by the Remuneration and Governor Selection Committee
- Discussions about the nomination take place with the Chair of Governors, The Headmaster and Clerk to the Governors
- If a potential Governor is identified as having specific required skills his/her CV is submitted to all Governors for approval

Following their appointment, new Governors are given a comprehensive information pack, including past Governors' meeting minutes, accounts, the Charitable Scheme and details of the role of a Trustee. The Clerk to the Governors provides regular information on training courses that may be helpful or relevant. Governors are encouraged to visit the Schools on a regular basis. No remuneration is paid to Governors.

3.2 Organisational Management

The Governors determine the strategy of the Schools. The day-to-day management and operation of the Schools is delegated to The Headmaster, supported by members of the senior leadership team. The Headmaster, Bursar and selected senior staff are invited to attend full Governors' meetings and sub-committee meetings.

The Governors' Remuneration and Governor Selection Committee meets annually in the Spring Term to consider the remuneration of the School senior staff (key management personnel), considering recommendations put forward by The Headmaster. The Committee recommends remuneration levels, which are ratified by the Governors at their meeting at the end of the Spring Term. Once ratified, senior staff remuneration levels are communicated by The Headmaster or Bursar as appropriate. The Headmaster's remuneration is reviewed separately on an annual basis by the Chair of the Governors, in consultation with the Remuneration and Governor Selection Committee.

4. OBJECTS AND AIMS

4.1 Objects

The object of the Charity is to advance the education of boys and girls and in particular (but not limited to) running a day and/or boarding school or schools in or near Hampton and by ancillary or incidental educational activities and other associated activities for the benefit of the community.

4.2 Aims

The Charity provides education to boys aged 2½ to 18 and girls aged 2½ to 7 in the Schools.

In accordance with the objects, the Schools aim to provide a first-class independent education via excellent academic tuition and through developing the wider sporting, artistic, social and leadership skills of their pupils. The intention is to provide an environment in which each pupil can develop and fulfil his or her potential, thus helping to build self-confidence and inculcating a desire to contribute to the wider community. Inextricably linked with this object is the aim of establishing partnership with local, national and international communities.

4.3 These objects and aims inform the School's ethos and aims as published on the Hampton School website:

Ethos

- Hampton is a friendly, lively and unpretentious school
- The School is a community where success is based upon achievement rather than the pursuit of narrowly defined targets
- We welcome academically minded pupils from both maintained and independent schools, irrespective of ethnic group and background, and of their religious or non-religious beliefs
- We encourage every boy to develop his full academic potential and to develop skills for life through the wide range of cultural, spiritual and sporting opportunities on offer
- We believe that education is not only about acquiring knowledge and skills but about developing a spirit of intellectual enquiry in a caring, stimulating and enjoyable environment
- We aspire to enable our pupils not only to make sense of the world but also to want to go out and improve it
- Above all, our aim is for those leaving Hampton to be open-minded, tolerant and full of conviction, to have a clear sense of right and wrong, and to aim for personal success while supporting those around them

We aim

to attract and educate pupils

- of academic and all-round ambition from a wide range of schools

to provide them with

- a challenging and stimulating education
- a friendly and supportive environment

to develop in our pupils

- the desire to achieve their full academic potential
- a participative but critical approach to learning
- a helpful and committed attitude to their School and the community
- respect for self and others
- involvement in co-curricular activities
- skills for life at university and beyond

HAMPTON SCHOOL

GOVERNORS' REPORT (continued)

FOR THE YEAR ENDED 31 AUGUST 2020

We attempt to achieve these aims through

- a broad and balanced curriculum
- an established system of pastoral care
- a co-operative and collaborative relationship with the community
- an extensive range of co-curricular activities
- the recruitment and development of excellent teachers and support staff
- the development and maintenance of our site and its facilities

5. ACCESS

The Governors consider it extremely important to ensure that access to the education offered by the Schools is not restricted to pupils whose families can afford the fees and that they are accessible to all. They believe that children benefit from learning within a diverse community and through social interaction, conversation and shared experiences. This promotes a sense of community and social responsibility, providing important preparation for life beyond Hampton.

The bursary policy, accessibility plan, teaching links programme and the funding of free places provided by the Fitzwygram Foundation all widen access to the education the Schools provide and the facilities they offer.

5.1 Scholarships and Bursaries

The Governors view bursary and scholarship awards as a means of ensuring a diverse school population, drawn from all backgrounds and sections of the community. In funding these awards they are nonetheless mindful of the need for fairness towards fee-paying parents, many of whom make considerable personal sacrifices to pay for their child's education. They are also responsible for ensuring the on-going financial sustainability of the Schools, which do not have a large endowment, and aware of the need to maintain and develop their facilities in a competitive market.

The Governors' policy is to award scholarships based on an individual's academic and co-curricular merit and potential. They also offer bursary scholarships, whereby a bursary award supplements the scholarship (see also section 7, Partnerships and Bursaries).

Bursary awards, for which all those who meet the Schools' general entry requirements may apply, are based on parental means or to relieve hardship (for example, in the case of redundancy) where a pupil's education and future prospects would otherwise be at risk. Bursary awards are given up to 100% fees discount. Free Places are also offered, involving 100% fees discount along with assistance in meeting uniform, public examination and lunch costs and other reasonable costs, including those of some educational trips. When assessing parental means, several factors are considered: family income, investments, savings and other assets, along with elements such as the number of siblings and dependent relatives.

The Governors' have established a separate charity, the Fitzwygram Foundation, with the single aim of increasing the number of free place scholarships at the School. In September 2019 the School had five Fitzwygram Foundation Scholars and a further four joined in September 2020 taking the total to nine. The Schools received £104,936 (2019: £42,148) in respect of the Fitzwygram Foundation Scholarships.

Information regarding bursaries is supplied in the Parents' Guide to all those applying to the Schools. Free Places are advertised in the local print and digital media, via the School website and directly to local maintained primary schools.

In the year ending 31 August 2020 the total value of scholarship and bursary awards was £2,735,671 (2019: £2, 783,379), with 418 awards (2019: 390) made as detailed in note 2 to the accounts. Bursaries totalling £1,622,022 (2019: £1,581,491) were awarded and 51 pupils received a 100% Bursary (2019: 42). The value of scholarships totalled £1,113,649 (2019: £1,201,888).

HAMPTON SCHOOL

GOVERNORS' REPORT (continued)

FOR THE YEAR ENDED 31 AUGUST 2020

5.2 Staff discounts

One of the means by which the Schools attract high quality teaching and non-teaching staff is by offering fee remission for staff children (subject to meeting the admissions criteria). Staff discounts amounted to £402,102 (2019: £389,956).

5.3 Teaching Links and community access

The Schools are part of a wider local, national and international community within which they are keen to participate in an active and socially responsible manner. They support broader educational activities for the benefit of other children and their teachers through an extensive Partnerships programme. Examples of initiatives that bring together pupils from maintained schools and the wider community are provided in section 7, Partnerships and Bursaries.

5.4 Volunteers

The Hampton School and Hampton Pre-Prep & Prep School Parents' Associations, the Hampton School Music Society and the parents of boys in the Boat Club voluntarily give of their time in support of the Schools by organising a variety of events and functions. Funds raised by these groups are used to support provision that would not ordinarily be funded from the Schools' budget.

5.5 Fundraising

The Charity's current fundraising focus is The Fitzwygram Foundation and draws upon the support of the School community, which includes alumni, current and former parents and staff.

The Fitzwygram Foundation is currently funding nine free place scholarships at Hampton School.

The Fitzwygram Foundation is registered with the Fundraising Regulator and it has complied with its regulations during the year. Staff are aware of guidance provided by the Institute of Fundraisers. No complaints have been received about the Charity's or The Fitzwygram Foundation's fundraising activity. Neither the Charity nor The Fitzwygram Foundation use a third party to raise funds on their behalf.

The Fitzwygram Foundation Trustees meet regularly and consider all aspects of fundraising activity.

HAMPTON SCHOOL

GOVERNORS' REPORT (continued)

FOR THE YEAR ENDED 31 AUGUST 2020

STRATEGIC REPORT

6. REVIEW OF ACTIVITIES

6.1 Pupil numbers and Fees

In the year ending 31 August 2020, the number of pupils on roll was 1,329 at Hampton School and 224 at Hampton Pre-Prep & Prep School. The Governors' assessment of the achievements of all Schools within the Trust during that period is that these were excellent.

The fees per term, before the deduction of any means-tested bursaries and scholarships or reductions in respect of the impact of COVID-19 on the Schools' operations, for the year ending 31 August 2020 were:

Hampton Pre-Prep & Prep:	
Kindergarten (whole day)	£4,170
Lower School (Reception to Year 2)	£4,415
Middle and Upper School (Years 3 to 6)	£4,820
Hampton:	
Secondary School (Years 7 to 13)	£6,915

6.2 Hampton School (the School)

6.2.1 General

The School's ethos and aims are set out in Paragraphs 4.2 and 4.3. The conspicuous success with which it has adhered to this ethos and achieved these aims is evidenced within the paragraphs below. These relate not only to pupils' exceptional academic achievements, but also testify to the School's commitment to a broad and balanced education through a wide range of co-curricular activities and opportunities for service to the local, national and international community.

6.2.2 Academic

A Level and Pre-U Results

Qualifications awarded in 2019-2020 were awarded using Centre Assessment Grades (CAGs). This was a very talented year group and that meant we could evidence our confidence that they would have performed extremely well if they had been able to sit their end of year examinations. They benefitted from the eventual Government U-turn on the external moderation of CAGs, but even prior to this change of policy they had been internally awarded a very creditable but realistic set of results. A Level and Pre-U results were extremely impressive, with 52% A* or Pre-U equivalent being awarded. Hamptonians achieved a total of 337 A* grades between them. The percentage of A*-A grades was 87% and A* - B grades were well over 90% (97%) for the eleventh successive year. 95% of 2020 Leavers matriculated at Russell Group or equivalent universities and 23% of the year group took up places at Global Top Ten universities (Oxford, Cambridge, Imperial and UCL). Hamptonians once again went on to read for a pleasingly wide range of undergraduate degree courses.

(I)GCSE Results

The School's Fifth Year pupils achieved an excellent set of (I)GCSE results: 95% 9-7 and 78% at grade 8/9. This totalled 2,119 9-7 grades between the boys.

Careers

Hamptonians are supported by the Assistant Head (Careers and UCAS) and his team, and have the use of a well-resourced Careers Library. The Careers Department, based in the new Sixth Form Study Centre, provides a wide range of services and activities to give pupils education and guidance in planning their futures. These include talking to each Third Year form about GCSE options; the Fifth Year Morrisby careers test and feedback/interview sessions; Sixth Form use of Unifrog software to initiate UK/US/International university/apprenticeship and course choice; individual support and guidance to Sixth Formers and parents throughout the UCAS application process; Gap Year advice and individualised assistance with applications to universities outside the UK; and Alumni careers lunches and seminars to introduce pupils to a range of careers.

Among a number of events organised, there is an annual Careers Convention, attended by representatives from over 40 firms and institutions and the annual Higher Education Fair at Lady Eleanor Holles School (LEH). There is also a Higher Education Evening for Lower Sixth Parents, as well as UCAS Parents' Evenings and drop-in clinics to provide support for applications.

Former Pupils

Contact with Hampton alumni is maintained through the Alumni Office. The Alumni Office supports Hamptonians after they have left the School and throughout their careers and beyond. It encourages and enables former pupils to keep in touch with each other and with the School. Strong links between the School and its alumni community are a continuing source of mutual benefit and alumni often return to the School as speakers, for example at the annual Careers Convention, as Assembly Speakers or as part of the Talk! programme. A number of alumni have sons who are current pupils at the School. The School regularly receives reports of past pupils, for example when they graduate from their universities or achieve successes in business, cultural, sporting or other spheres.

6.2.3 Clubs, Societies and Co-curricular Activities

Hampton pupils benefit from an outstanding range of co-curricular activities, which ensure that their time at the School is enhanced and enriched beyond the academic curriculum. These activities are considered essential in developing leadership, teamwork skills, independence, confidence and resilience. They are a distinctive strength of a Hampton education.

No Limits Week was held, for the second time, in February 2020 challenging Lower School pupils to try out co-curricular clubs they had not previously experienced: from producing a short film and mastering tactics on the chess board, to designing a remote-control drone and broadcasting with Hampton Radio. Over 50 Clubs and Societies took place regularly throughout the year and highlights from the co-curricular programme included:

Adventure Society

The activities of the Adventure Society were greatly curtailed this year but we still managed to provide Hamptonians with the chance to try mountain biking, coasteering, kayaking, sea-cliff climbing as well as our customary First Year Board Games, night orienteering and mountain biking weekend in the Surrey hills near Shere. The multi-activities trip to Snowdonia for our Second and Third Years ended up a victim of the pandemic. During the summer break, a three-week expedition to Borneo was organised for thirty Fifth and Sixth Form pupils from both Hampton and LEH but sadly this had to be cancelled too.

Badman Shepherd Travel Awards

Since 1980, annual awards have been made from a fund set up in memory of Mr E R Badman (former Deputy Headmaster) to enable boys to travel - in the United Kingdom or abroad - for educational purposes, in pursuit of a personal interest or for adventure. This fund was supplemented in 1994 from the legacy of Mr A T Shepherd, an Old Hamptonian and former Chair of Governors. No awards were made this year due to the pandemic, however excellent reports were received from the three beneficiaries from 2019, relating to their trips to Russia, Finland and Japan.

HAMPTON SCHOOL

GOVERNORS' REPORT (continued)

FOR THE YEAR ENDED 31 AUGUST 2020

Performing Arts

Hampton pupils were fortunate to have performed three large scale productions before COVID-19 caused the closure of the School site in March 2020, thus allowing boys from all ages to take part in the Lower School musical, the senior musical and a Sixth Form play.

In October 2019, the LEH and Hampton senior school musical, *Return to The Forbidden Planet* saw our pupils adventure into space in a modern musical re-working of Shakespeare's *The Tempest*. The show was superbly performed by a cast of over forty Hampton boys and LEH girls.

Our Sixth Form Directors chose to stage *Punk Rock* by Simon Stephens. This deeply thought-provoking play was excellently executed by the performers, and the directors' inventive use of film helped aid the tense narrative.

The Lower School musical *The Wizard of Oz* took place in February 2020 to sell out audiences (including a visit from our local MP). Over fifty Hampton boys and Waldegrave School girls performed brilliantly as they acted, sang and danced their way from Kansas to the Emerald City. Hampton pupils were also used backstage to help with the technical aspects of the show and also in the orchestra.

Despite the pandemic and the national lockdown meaning practical Drama was not possible later in the year, the Drama Department worked hard to keep theatre and creativity alive in the homes of the Hampton pupils. The Drama department offered several virtual performance opportunities during the summer term 2020. The First and Second Years collaborated to produce an evocative rendition of Rudyard Kipling's iconic poem *If* which took on new and poignant meaning in the new lockdown environment. Meanwhile the Lower School production of *The Comedy of Errors* was not cancelled, but instead altered into a fantastic three-part podcast. Boys met online weekly to record their voices lines, and the final piece was excellently edited and put together with sound effects and underscoring for our *Hampton at Home* listeners.

Duke of Edinburgh's Award (DofE)

Over 350 boys were involved in Gold and Silver Awards during the year. Owing to the pandemic, our ability to offer expeditions was limited to the October half term when groups of silver award participants completed expeditions in Dorset, while those on the gold award also enjoyed good conditions in the Lake District. The new intake of 162 Silver participants completed a training weekend in the Surrey hills before our first ever weekend of more local walks (all that was allowed in accordance with government guidance) around Hampton Court and Ham House.

Faith Societies

The Christian Union met weekly for games, quizzes, discussion, refreshments and a short bible study. The Muslim Society met for Friday Prayers throughout the year. Other Faith Groups met at the request of the pupils.

Music

Despite the disruption to our usual busy programme (due to the COVID-19 pandemic), the energy, vibrancy and creativity of Hampton musicians once again impressed and delighted their audiences. Numerous performances across all genres showcased the talent of boys across the School and their love of music. Highlights included the Christmas Concerts, New Boys' Concert, Jazz Cafe, the Christmas Carol Service, Woodwind and Strings Concerts and the many virtual events that happened during the lockdown. The Music Department continued to provide boys with opportunities and the Hampton Community with a plethora of events. This included a series of weekly lunchtime concerts, multi-tracked ensemble performances (Brass Band, Chamber Orchestra, Voices of Lions) and a number of competitions including the cross-year-group Co-Curricular challenge.

Energetic, high-octane and fabulous, the 2020 Rock Concert was once again one of the highlights of the School calendar. Over 30 artists and bands performed an eclectic range of songs from rock band classics to original tracks, written and sung by Hamptonians.

HAMPTON SCHOOL

GOVERNORS' REPORT (continued)

FOR THE YEAR ENDED 31 AUGUST 2020

The 40 members of Voices of Lions were unable to return to Edinburgh for their annual performance. However, determined not to be defeated, all members (joined by a handful of OH's) individually recorded their part to the Vol anthem *He Ain't Heavy, He's My Brother* which was then pieced together to produce a huge multi-screen virtual performance. This was dedicated to our friends in Edinburgh.

38 boys took Associated Board Practical Examinations in 2019-2020, securing 13 Distinctions and 12 Merits. These were all in the autumn term. 14 boys took Associated Board Theory Examinations in 2019-20, securing 3 Distinction and 4 Merits. Unfortunately, the practical exams in the Spring Term of 2020 were cancelled at the last minute as the country went into lockdown, while no exams were scheduled in the Summer Term of 2020.

School Trips, Visits and Exchanges

School trips were again an essential ingredient of life at Hampton and an extensive programme of academic, cultural, adventurous and sporting excursions enhanced pupils' learning, assisted their personal development and broadened their horizons. This year, whilst the number of day and residential trips was greatly reduced due to the pandemic, we still managed to run fourteen trips during the autumn half term and three during the Christmas 2019 holidays.

First Year boys headed to Avon Tyrrell in the New Forest at the start of the autumn term for two days of teambuilding, fun and making friends. High ropes, archery and a blindfold trail were just some of the mental and physical challenges that put the boys' teamwork, communication and thinking skills to the test.

A group of Third Year Geographers headed to Sicily to study the island's many geographical features, including the coastal landforms of the Aeolian Islands, Lipari and Vulcano, where the boys took in the awe-inspiring views, as well as the acrid smell of sulphur which engulfs the area. The group also explored Europe's largest active volcano, Mount Etna, making the most of the geothermal vents to warm their chilly hands.

Modern Language trips took place in Berlin, Nice, Provence, Madrid and Cordoba, while sports trips included the annual rowing camps in Seville and Marlow, a football tour to Spain and the annual St Joseph's Rugby tournament.

77 Junior and 50 senior skiers enjoyed perfect conditions on the pistes of Les Menuires in France and Bardonecchia in Italy. Our senior skiers successfully navigated many challenging runs while our juniors, including a number of novice skiers, improved their technical skills and enjoyed plenty of après-ski activities including swimming, tobogganing and film nights.

In Late December a group of seventeen senior cricketers went on a very successful tour to India, playing fixtures of a very high standard in both Mumbai and Ahmedabad.

Talk!

Despite a shorter than anticipated period of time together on the School site, the Hampton School *Talk!* programme continued to offer opportunities for members of our School community to hear from distinguished speakers from all walks of life. Prior to the Government-enforced closure of our School site, Hampton pupils, alumni, staff, parents and members of the local community enjoyed listening to David Fettes, who has been featured in the Wildlife Photographer of Year exhibition and been a finalist on numerous occasions. The General Election hustings were incredibly well attended and provided members of our local community an opportunity to hear from, and question, our local candidates on a wide range of issues. During the Covid-19 national lockdown period, members of our community were fortunate to hear virtual talks from a diverse range of Hampton alumni including Michael Timbs (presenter and host) and Simon Amor (former English rugby union player and current coach).

6.2.4 Sport

Boys continued to enjoy a free choice of sport throughout the School year, selecting from a wide range of options that included most major team sports and specialist activities like fencing, sailing, table tennis and rock-climbing. While the School celebrated the achievements of its outstanding athletes, its aim remained for each boy to derive enjoyment, wellbeing and satisfaction from achieving personal best and having an active lifestyle.

Hampton cricket in the year 2019-20 was limited to a senior winter tour of India (December 2019), that saw a talented group of cricketers play some demanding fixtures in Mumbai, experiences that would have been of great benefit in preparing for the summer cricket programme. Over the winter, other year groups all trained indoors enthusiastically, but the national lockdown in response to the Covid-19 pandemic led to the cancellation of all the summer cricket fixtures. The summer holiday saw some representative cricket being played, with fifteen Hampton pupils gaining county caps across Surrey CCC, Middlesex CCC and Berkshire CCC. Upper Sixth former, Blake Cullen, was selected to represent England Under 19 at the World Cup over the winter, and later made his professional debut for Middlesex in the Bob Willis Trophy competition.

The majority of the School football season was completed before the national lockdown began, with the thirty different Hampton teams playing in the region of 400 fixtures. Three of our teams, the 2nd XI, U16A and U16B XIs, won through to the National Schools Cup finals, an outstanding achievement. Remarkably, the Under 16B's reached this final for the third year in succession! In addition, when the season reached its premature end, the 1st XI had won through to the Trinity Cup Final, the 1st XI and 2nd XI were both in the London Independent Schools semi-finals, and the 1st XI and U16 had reached the semi-final of their respective Surrey Cup competitions. Lower down the School, the U12A's were due to play in the Surrey Schools Cup Final, having beaten the National Schools Finalists, while the U13A's had reached the ISFA Cup semi-final, where they lost narrowly. Fourteen Hamptonians were selected for ESFA and ISFA representative teams across various age groups.

Hampton Boat Club's activities were hit first by wet weather, that prevented rowing taking place on the Thames over the winter of 2019-20, and then by the national lockdown and cancellation of all the main Head of the River races and summer regattas. The Hampton Head, in February 2020, was one of only a few competitions to go ahead on the Thames, with Hampton welcoming more than 477 crews from across England and Wales to the annual Fours and Eights Head. Hampton entered crews across the categories and recorded a number of high-placing finishes, including first in the J18 coxless four, while the 1st VIII and 2nd VIII both finished in second place. The J16's were also placed well with two second place finishes for both the 1st and 2nd VIII. In other events, the 1st VIII won at the Gloucester Head in Open Eights and the 2nd VIII won the J18 Eights at the same event. One Upper Sixth pupil was invited to the GB Rowing Team Junior Spring Assessments.

Hampton teams enjoyed another very successful Rugby season, with a very strong First XV performing at a high level all season, reaching the semi-final of the RFU Champions Trophy where they suffered a very narrow defeat. Many of the other teams won the vast majority of their fixtures on one of the strongest circuits in schoolboy Rugby, including noticeably strong seasons for each of the 2nd XV, 3rd XV, U15A XV, U14A XV, U13A XV and U12A XV. The Sevens season was also successful, although bad weather put paid to a number of tournaments before the national Rosslyn Park competition was cancelled. The 1st VII squad won the Hampton Founders Sevens and were runners-up in both the Middlesex Sevens and the Surrey Sevens. The 2nd VII won the Orleans Park tournament, competing against First VII's from across south west London. Lower down the School, the U14 VII won the Surrey Sevens, the U13 VII were unbeaten at the Surrey U13 Sevens, and the U12 Seven won the Ibstock Place Sevens.

Hampton continues to encourage a range of sporting opportunities, with competitive fixtures in a number of other "specialist sports". **Basketball** continues to be a real success, with sides at six age groups from Under 12's to seniors. In **Cross country**, Hampton's runners again performed well at the Middlesex Cross Country Championships, with second place finishers in three of the races. Sixteen boys represented Hampton and Richmond in the London Championships, six of whom, a record number for the School, went forward to represent Middlesex at the All England Championships.

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GOVERNORS' REPORT (continued)

FOR THE YEAR ENDED 31 AUGUST 2020

In **Badminton**, there were fixtures for several age groups, with both the U14 and U16 teams winning through to the London Finals of the National Badminton Championships. In **Table Tennis**, the U16 side won the plate competition at the London South Finals having previously won the Richmond Schools' event, whilst the U13's finished as plate runners-up; in **Volleyball** the School entered two or three teams at both U13 and U15 levels in the Richmond Schools' competition, with both the top teams at each age level finishing as runners-up. There was one fixture in **Fencing**, as there was in **Swimming**. The **Golf** team competed in both the HMC Foursomes and the ISGA competition.

During the period of remote learning following the national lockdown, the sports department offered a range of "fixtures" and events that boys could take part in while away from the School site. These included the Hampton Boat Club's challenge, asking all School rowers to take part in the nationwide #TwoPointSixChallenge in place of the London Marathon; the Boat Club also ran a 5km running fixture against fierce rivals Radley College on a weekend that would have seen the first multi-lane regatta of the 2020 rowing season.

Meanwhile in **Athletics**, the Trinity Schools 1500m Virtual Challenge took place with 13 other schools, with Hampton providing more than 173 of the 1500+ runners taking part. There was also an athletics fixture against Sevenoaks, which saw 263 boys and staff take part. Finally, Hampton took part in the Richmond Schools' Virtual Competition (which replaced the Richmond Schools' Athletics Championships): as with all these initiatives in the summer term 2020, the aim was to encourage participation, so the most impressive Hampton statistics include the fact that 41% of First Year pupils chose to take part in this voluntary event.

6.2.5 Developments and Maintenance

Capital expenditure included £2,142,000 on St Mary's Vicarage, which will be converted and used for staff accommodation. Other building work at Hampton included drainage work on rugby pitch 4 (£75,000) and kitchen staff changing rooms (£66,000).

Significant maintenance work was undertaken during the year but was reduced due to the Covid19 pandemic restrictions.

6.3 Hampton Pre-Prep & Prep School (HPPP School)

6.3.1 General

Hampton Pre-Prep & Prep School works hard to ensure every child's social and emotional growth is closely aligned to their academic progress. HPPP School values thinking of others first, as well as not giving up. HPPP School's academic programme is broad and balanced. Results do matter here, as they should, but meaningful progress matters too; the pleasure of knowing you have tried your best and have been recognised for that is a feeling that ought to inspire and endure long after the days at prep school are over. HPPP School believes this is a critically important function of its role in terms of preparing all its pupils for successful transfer to the senior school that will be the best fit for them.

6.3.2 Academic

18 Year 6 boys will move up to Hampton School in September 2020 with the a further 18 boys going to a range of schools: Claremont Fan Court; Danes Hill; Halliford; Ibstock Place; King's College, Wimbledon; Radnor House; Reeds; St George's Weybridge; and Twickenham Prep. Scholarships and awards were awarded at the following schools: Hampton School (Sport x 3; Music; all-rounder); Claremont (Academic); Halliford (Music; Sport); Reeds (Sport; Academic); and St James (Sport). The average standardised ability score for boys in Year 3 – Year 6 was 120 and the average standardised attainment score for boys in Year 3 to Year 5 was 126; the national average sits at 100 for both assessments.

Early Years Profile scores were not required to be submitted to the DfE this year for Reception due to the impacts of Covid-19. We know, however, that the cohort in question would have achieved highly in demonstrating a good level of development had the usual external moderation taken place. Similarly, some assessments for Year 2 were disrupted due to lockdown, however, our pupils were able to sit Progress Tests in both English and Mathematics in November 2019 and achieved a mean score of 115 in both subject areas.

6.3.3 Clubs, Societies and Co-curricular Activities

The Co-Curricular programme provides valuable opportunities for our pupils to expand their experiences, and develop their self-esteem in areas other than academia. We aim to cater for a diverse set of interests and most importantly we want the clubs to be fun and memorable.

Pre-Prep:

Yoga, Cookery, Arts & Crafts, Rock Choir, Handwriting and Judo.

Prep:

Comic Book Workshop, Crest Award, Archery, Drama, Carolling Choir, Chamber Choir, Choir, Orchestra, Extra English, Extra Maths, Fitness Club, ICT, JTA, Judo, Karate, LAMDA, Movie Makers, Animation, Quiz Club, Reporters Club, Richmond Junior Chess, Rugby Skills, Samba Band, Spanish Club, Touch Typing, Basketball, Football, Golf, Rugby, Table Tennis, Cricket, Cricket Skills at Hampton, Ukulele, Acapella Singing, Board Games, Book Club, Maths Games, Musical Theatre, Tennis, Gardening, Winners Wednesday, Board Games, Art Portfolio, Classics, Coding Club, Computing, Karate, Mtech, Fencing and Yoga.

Year 6 pupils had a bespoke Leavers' Programme, which aimed to broaden the boys' horizons and offer them new challenges as they prepared for senior school. Despite Covid-19, there were adaptations made to the Leavers' Programme to ensure pupils were suitably prepared for their next school destinations.

- Dick Moore: A talk on Mental Health awareness.
- Louis Lynagh (OH): A pre-recorded Q&A session on his journey in Sport.
- Chef Paul (Chartwells Staff): Step by step online cooking session.
- Sam Rowley (OH): A talk and competition on photography.
- A selection of former HPPP pupils provided a Q&A pre-recorded session on their first year experiences.

The L.I.O.N. Award, (Leadership for Independence, Opportunities to Nurture) Scheme is an exciting programme available to all children in Years 3, 4 and 5 that is specifically designed to give children in the scheme the chance to acquire and develop skills and experiences such as creativity, team work, showing initiative and showing compassion for others.

Boys received honours in the Primary Maths Challenge and a team representing HPPP School reached the Finals of the National General Knowledge Quiz, which is the furthest stage the school has reached in some time.

Music and Performing Arts

The academic year 2019/20 saw interest and participation in our peripatetic Instrumental and Drama programme increase once again. In all 98, 30 minute lessons were taken in clarinet, saxophone, drums, marimba, piano, violin, guitar, voice, trombone, trumpet, French horn, euphonium and flute each week. In addition, 51 boys participated in LAMDA lessons weekly and 8 pupils in the Pre-Prep began their piano training. These lessons led to great success in a variety of examinations. In the Autumn term, ABRSM exams were taken by many, resulting in more than 20 passes from Grades 1 – 4 with the majority passing with Merit or Distinction, and several drum students sat and passed Grades 1-4 with Trinity. ABRSM violin medals were achieved by 5 pupils, and in LAMDA we had 45 pupils taking exams in either Solo or Duologue Acting, Verse and Prose or Musical Theatre ranging from Introductory Level through to Grade 5, all of whom achieved distinction. Further grades in all instruments were due to be taken, but this was curtailed by the COVID-19 lockdown. In the early part of the year, our informal concert programme continued to give many boys the opportunity to perform no matter at what level they were working, with more than 30 boys participating at each event. The choir were due to perform at the annual Voice in a Million concert at Wembley in March, but the event had to be cancelled, due to the lockdown. However, the boys were able to embark once again, on a highly successful carol singing tour, joining forces with the choir from Collis Junior School in Teddington to sing at Heathrow, ITV Studios, two senior citizen care homes and the Hampton/Hollies Senior Citizen Christmas tea party. 7 boys attended the Primary Schools' Strings Day at Epsom College and our orchestra continued to meet on a weekly basis.

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GOVERNORS' REPORT (continued)

FOR THE YEAR ENDED 31 AUGUST 2020

Unfortunately, in 2020, the Year 5 and 6 Spring Musical production, the Year 3 and 4 Summer Musical production, the Spring and Summer informal concerts, the annual Pre-Prep Summer Concert and the Whole School Summer Proms and Picnic, all had to be cancelled due to the Covid-19 restrictions.

During the Autumn Term, all Pre-Prep children took part in Christmas Nativity Plays. Reception, Years 1 and 2 staged a combined production, whereas, the younger children in Kindergarten presented their own separate production, demonstrating not only their developing acting skills but poise and confidence in the face of a large audience.

School Trips

The educational visits programme during the academic year 2019-2021 summer term was somewhat disrupted due to Covid-19. However, before the summer term, many pupils had the opportunity to participate in a number of day trips between September and early March, and residential trips including the following:

Kindergarten: Cavan Bakery.

Reception: Pumpkin Picking Garson's Farm, Hampton Library

Year 1: Carlisle Park Autumn Walk

Year 2: Windsor Castle

Year 3: Team Building at Hampton School, Stonehenge, The Chocolate Museum and Rookesbury Park Residential over three days.

Year 4: Stockyard, Golden Hinde, and Bushcraft Residential over three days.

Year 5: London Eye and Thames River Cruise, Reading Museum and Rugby tour to The Midlands (selected boys)

Year 6: Tate Modern.

6.3.4 Sport

The start of the 2019/2020 Games Programme continued the trend of the previous year with a fully planned fixture list that aimed to provide plenty of opportunities for boys of every age and ability. The football season commenced with a CPD session led by an FA coach that resulted in all Games staff being awarded the FA Primary Teacher's Coaching Award. The impact on the quality of the staff's coaching was evident. Our teams were successful in many of the fixtures and weekend tournaments. We hosted Elizabeth College on their annual tour to our tournament where the U11's put in a great performance to beat King's College in the final. The season was bookended with house events: the Swimming Gala in September at Hampton Open Air Pool and House Football at the end of the season. Both events were well supported by parents.

The rugby season was interrupted. Firstly, by the weather, which resulted in cancelled fixtures and a move, at the request of Carlisle Park management, to Hatherop Park and Twickenham RFC for our Games afternoons. However, our teams were competitive in the fixtures that did play. A particular highlight was the first U10 A & B rugby tour to the Midlands. Both teams put in strong performances, with the A team recording two successful results against The Blue Coat School and Fairfield Prep. The end of the season was curtailed by the Covid-19 pandemic which cancelled tournaments and House Rugby. This, unfortunately, also led to the cancellation of the cricket season, the U11 cricket tour to Guernsey and Sports Day. With learning moving online, via the Century Tech platform, weekly lessons and resources were provided for pupils in Pre-Prep and Prep. There was excellent engagement by pupils. Furthermore, it provided many opportunities for them to manage their physical and mental health during a difficult period.

Pre-Prep children took part in a wide range of sporting activities – cross-country running, gymnastics, athletics, swimming and PE sessions to develop their fundamental movement skills.

6.4 Employee Involvement

Effective communication with employees is of vital importance and the School has established methods to provide information to and consult with employees on financial and other matters that affect them.

6.5 Diversity, Equality and Inclusion

Hampton is a community in which diversity is valued and respected. A wide range of opportunities exist to help pupils learn about and celebrate different aspects of diversity and equality.

All appointments are made to ensure that the best possible staff are recruited on the basis of their merits, abilities and suitability for their position. We aim to ensure that all job applicants are considered equitably and consistently and to ensure that no job applicant is treated unfairly on any grounds, including race, colour, nationality, ethnic or national origin, religion or belief, sex or sexual orientation, marital or civil partner status, gender reassignment, disability or age. Our vision is to provide diverse role models for all pupils by increasing further the diversity within our staff community.

It is the practice of the School to facilitate the employment of persons with disabilities and to provide, whenever possible, opportunities for training, career development and promotion. Where employees become disabled whilst in service, every effort is made to rehabilitate them to their former jobs or some other suitable alternative and provide appropriate training and specialist advice.

6.6 Environment

The School is committed to the environment and strives to reduce its carbon footprint by decreasing CO₂ emissions at source, where possible. Protecting the environment is at the heart of the School building projects and infrastructure improvements and is included within the curriculum across a wide range of subjects. Recycling of paper, cardboard, glass, oil, spectacles, batteries, print cartridges, plastic and food waste continues. Grounds waste where possible is composted for re use on the grounds. The use of non-recyclable bottles has been stopped where possible as part of our environmental plan.

In accordance with the Streamlined Energy and Carbon Reporting (SECR) requirements, the School's energy usage and emissions for the year ended 31 August 2020 were as follows:

Energy use in kWh	4,273,606
Associated Greenhouse Gas emissions in Tonnes CO ₂	817
Intensity ratio (kilograms of CO ₂ per metre squared of gross internal area)	35.21

Associated GHG emissions have been calculated in accordance with the 2020 UK Government factors for company reporting

7. PARTNERSHIPS AND BURSARIES (see also section 5.1)

The School has always taken and will continue to take its responsibilities as a charitable trust very seriously. The School will continue to contribute a great deal to the community. It will, with reference to the Charities Act 2006:

- Maintain and enhance its impressive list of partnership activities;
- Seek to raise new funds devoted to means-tested entry bursaries
- Provide more means-tested Free Places.

The staff and pupils of the School continue to commit a great deal of time and effort to provide a wide range of partnership activities locally, nationally and internationally. A detailed list of Hampton School's Partnership work may be found on the School's website, some examples of their activities are shown below. It is a great tribute to the ethos of the School that our pupils are so willing to support so many activities.

Hampton School has registered on the ISC Schools Together website and it has uploaded examples of projects, including academic, sporting and other co-curricular support for a large number of local schools.

The Hampton Independent-State Schools Partnership (ISSP) is a link between two independent schools (Hampton School and LEH) and five maintained schools from the London Boroughs of Richmond upon Thames and Kingston upon Thames (Hollyfield School, Hampton High, Orleans Park School, Teddington School and Tolworth Girls' School).

The Hampton ISSP exists for the benefit of pupils at each of the seven schools. Over time, we have together built up a lively and varied programme of educational and co-curricular opportunities, alongside the provision of academic support throughout the year. This has enabled pupils and teachers across the Partnership to work collaboratively and to draw upon the particular strengths of each school. All schools within the Hampton ISSP are invited to host events across the year, during which pupils join together for activities including the following: Mathematics, IT, Science, Design & Technology, Public Speaking, Dance, Music, and a Model United Nations Conference.

For many years, the Hampton ISSP schools have supported each other with GCSE revision sessions run at weekends across a range of subjects, resulting in an improvement in the final grades awarded. Pupils from the state-funded member schools have been able to enjoy educational opportunities which would not otherwise have been available to them, such as a GCSE course in Latin.

Many of Hampton School's facilities are used by other schools and community groups on a regular basis.

As a charity the parents of our pupils have the assurance that all the income of the School must be applied for educational purposes. As an educational charity we enjoy tax exemption on our educational activities and on our investment income and gains provided these are applied for our charitable aims. We are entitled to an 80% reduction on our business rates on the property we occupy for our charitable purposes. The financial benefits we receive from this tax exemption are all applied for educational purposes and indirectly help us to maintain our bursary policy and our partnerships programme with maintained schools. However, as an educational charity, we are unable to reclaim VAT input tax on our costs as we are exempt for VAT purposes. We also pay tax as an employer through the national insurance contributions we make.

In addition to the very substantial benefits our School brings to our pupils, the local community and society through the education we provide, our partnerships and bursary programmes create a social asset without cost to the Exchequer. In the past year the Hampton School Trust has educated 1,553 pupils, relieving the UK public expenditure.

The Governors have had regard to the general guidance from the Charity Commission on public benefit when determining the School's objectives.

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GOVERNORS' REPORT (continued)

FOR THE YEAR ENDED 31 AUGUST 2020

7.1 Hampton School Partnership Activities:

Primary and Prep Schools' 5-a-side Football Tournament

Over 280 Year 5 and Year 6 pupils from 21 local primary and prep schools enjoyed a morning of football at the 19th annual Hampton Primary and Prep Schools' 5-a-side Football Tournament in September. Refereed by Hampton Sixth Form pupils the focus was on fun and fair play and great sportsmanship was displayed by all involved.

Primary School Workshops

Over recent years, we have built up a programme of Primary School workshops which involve members of Hampton's Common Room visiting local primary schools to run enrichment sessions in a variety of subjects. In 2019-2020, we were able to expand our *English Explorers* programme and introduce the Sports and the *Science Sparks* programmes. This latter programme has been developed by our Chemistry department and involves colleagues going into primary schools with all the equipment necessary for fun and educational practical sessions designed to support the science curriculum.

Hampton ISSP

Before the closure of school sites to all but the children of key workers and vulnerable children in the spring and summer terms of 2020, many of the usual activities of the Hampton ISSP took place at schools across the partnership. The *Science Day* saw 38 budding scientists spending a day at Hampton conducting a range of experiments in Biology, Chemistry and Physics to understand how energy changes in chemical reactions and explore the concept of upthrust using handmade hot air balloons.

Lion Learning Saturday School

46 pupils from eight local primary schools joined the year-long Lion Learning programme for lessons in English, Maths, Philosophy and Science. Alongside these lessons, the programme involved a complementary reading scheme using the bespoke *Lion Learning Library*. During the summer term of 2020, we continued to provide fortnightly worksheets to the pupils enrolled on the programme through *e-Lion Learning* to provide additional stretch and challenge to them.

Summer School Catch-Up Programme

In the first two weeks of August 2020, we ran a catch-up programme for Year 10 pupils who had been most impacted by the period of school site closures from some of our partner schools. 72 pupils from five schools attended the programme. Every day, pupils had lessons in English, Maths and two sciences, along with either Geography or History, or the third science on alternate days. 18 teachers from Hampton, 3 from LEH taught the lessons that were extremely well-received by the pupils. Several members of the support staff were also involved in this event.

Food Bank Collections

We set up a Food Bank collection point at Hampton School through which we collected donations for the Feltham Food Bank who support families in Bedfont, Feltham, Hanworth and surrounding areas. Throughout the summer term 2020, it was staffed by members of the Common Room three days per week and it was very well supported both by our School community and by the local community.

Genocide Awareness

Pupils from schools across London came together for a Genocide Awareness Day at Hampton in October. The pupils were joined by survivors of the Holocaust and recent genocides in Bosnia and Rwanda. After hearing the testimonies of survivors, pupils reflected on what they had learned through a series of creative workshops producing artwork, poetry, animations and journalistic reports.

Genocide80Twenty

Hampton pupil campaign group *Genocide80Twenty* regularly involves pupils from partner schools both locally and nationally in a range of projects to raise awareness of the Holocaust and other recent genocides. Recent projects have included the publishing of a newspaper, *Genocide Know More*, in collaboration with eight maintained partnership schools, and a Borough-wide project to mark Holocaust Memorial Day.

HAMPTON SCHOOL

GOVERNORS' REPORT (continued)

FOR THE YEAR ENDED 31 AUGUST 2020

Malawi

The Hampton Safe Haven was established in 2008 as a centre for orphaned and abused children. Hamptonians continue to support the centre through fundraising activities, and pupils, teachers and Hampton Gap Year students regularly visit to assist with teaching and practical tasks such as building, painting, repair works and water collection. The Safe Haven now provides classrooms for children from 4 – 11 years and has been recognised by the Malawi Government as an approved primary school. The opportunity to visit and experience a different culture, and help the Safe Haven community, continues to provide a valuable and rewarding experience for all those involved.

Borneo

During the summer break, a three-week expedition to Borneo was organised for thirty Fifth and Sixth Form pupils from both Hampton and LEH, but sadly this had to be cancelled due to the pandemic. Whilst the group were not able to support our primary school project in Kudat, in the northern tip of Borneo, we were able to continue our support for the Orangutan rehabilitation centre in Sepilok by using the funds raised via our Quiz night and other events to pay £2,600 for a much-needed microscope. We hope to see this in action on our next visit.

Form Charity

Form Charity raised over £11,800 through a host of activities and new initiatives including various themed days and quizzes. The money raised was donated to last year's nominated charities – Make A Wish Foundation, Mary's Meals, Momentum, and Off The Record (Twickenham). Pupils and their families also supported Feltham Food Bank through donating a significant amount of food and toiletries.

7.2 Hampton Pre-Prep & Prep School Partnership Activities

Charitable Donations

During the 2019 – 20 academic year the School contributed £1,281 to the following charities:

- Barnardo's
- Shooting Stars
- Poppy Appeal
- Save the Children
- St Mary's Church for hosting the Schools' annual Carol Concert.
- The Greenwood Centre, Hampton Hill
- BBC Children in Need
- Save the Children

Supporting the Local Community

A number of community activities scheduled for the year had to be postponed, however the HPPP School Headmaster continued in his role as Deputy Chair of the Governing Body at Richard Cobden Primary School, in Camden Town in Central London, where he also chairs the Curriculum and Standards Sub-Committee. Time is allocated within his current role in order for him to attend to his duties volunteering as a governor at that school.

8. PRINCIPAL RISKS AND UNCERTAINTIES

The Board of Governors is responsible for overseeing the risks faced by the Schools. Detailed considerations of risk are delegated to the senior management of the Schools other than those relating to the Board and its membership. Risks are identified and assessed and controls are established throughout the year. A formal written review of the Charity's risk management processes is undertaken on an annual basis.

This review covers the major risks and uncertainties common to all independent schools (for example, maintenance of high quality teaching staff; achievement of planned pupil numbers; effective and controlled funding for development; safeguarding; development of increasing partnership activities) but also includes any more immediate, specific and shorter term uncertainties such as the COVID-19 pandemic.

Through such reviews and the overall risk management processes established for the Schools, the Governors are satisfied that the principal risks identified have been adequately mitigated where possible. It is recognised that systems can only provide reasonable but not absolute assurance that major risks have been adequately managed.

The principal risks currently identified on the School's risk register are:

<u>Risk</u>	<u>Mitigation</u>
Effectiveness of the safeguarding policy and procedures including the "Prevent" duty	Appointment of Designated Safeguarding Lead & Officers, nominating Governors with lead safeguarding responsibility and routine reporting at Board meetings. Regular training of staff alongside briefings
The political landscape and other external factors that may affect the financial position of the Schools for example, possible loss of rates relief, VAT on fees and pension scheme costs	The uncertain political climate and potential impact on the Independent school sector, including potential threats to the benefits afforded by charitable status the Governors are limiting future capital commitments and will continue to monitor the possible challenges and plan, where possible, for such eventualities
Recruitment and retention of staff	Competitive salary and benefits including provision of some accommodation and considering the funding of pension obligations
Data Protection and GDPR	Robust policies, regular system backup, encryption of laptops and two factor authentication. Regular software updating and penetration testing. Incoming email filtering software and staff / pupil training
Examinations and any subsequent issues arising from the COVID-19 related cancellation of exams and the requirement for the School to provide centre assessed grades (CAGs).	Collation and recording of pupil work, continuation of a good online learning program and a thorough CAG process

9. FINANCIAL OVERVIEW

9.1 Financial Results

The financial statements show net income from unrestricted funds for the year of £1,934,458 (2019: £2,273,799). Overall, the reduction in income due to the COVID-19 pandemic was offset by cost reductions and the receipt of furlough grants. Net cash inflow from operating activities for the year was £5,120,851 (2019: £4,973,225). This cash inflow was used to fund our investing activities which included fixed asset additions amounting to £3,232,926 (2019: £6,335,878).

The Governors are continuing their policy of deploying all net income to enhance the Schools' charitable objectives.

9.2 Investments

Investing activities are governed by the Trustee Act 2000.

Since July 2020 the Trustees have used CCLA to manage the Trust's investment portfolio, prior to that they engaged GAM London Limited (GAM). The current objective given to CCLA by the Trustees is to increase the investment portfolio by CPIH +3% net of fees. GAM were instructed to adopt a medium-risk approach to increase the value of the portfolio.

In the financial year the Investments have performed in accordance with the market, expectations and the relevant indices.

9.3 Fundraising and Donations

The School received £215,140 from legacies which, together with a further £1,100, were then donated to the Fitzwygram Foundation. An additional £368,181 was raised by the Fitzwygram Foundation itself, including shares donated initially valued at £71,850. In addition, the School received £5,162 in donations by regular gift aid payments from previous appeals.

9.4 Asset Cover for Funds

An analysis of the net assets attributable to the various funds of the Charity is set out in Note 18 to the accounts. These assets are sufficient to meet the Charity's needs.

9.5 Pension Liability

The Governors recognise the liability existing in the Wandsworth Council Pension Fund (previously the London Borough of Richmond upon Thames Pension Fund) for non-teaching staff – see notes 21 and 22. The pension liability has been reported within the accounts in accordance with FRS 102.

9.6 Other Relationships:

9.6.1 Millennium Boathouse

The administration of this facility is divided between Hampton School and LEH. Hampton School has responsibility for the maintenance of the site and LEH for all financial operations. For ease of administration the total revenue and costs are recorded in the accounts of LEH and audited as part of its accounts. A yearly reconciliation takes place thus ensuring net income and expenditure is evenly shared and recorded in the respective accounts.

9.6.2 PupilCoach Limited

PupilCoach Limited is a joint trading company wholly owned in equal shares by Hampton School and LEH. The company provides a service to parents requiring help in transporting their children to and from the Schools.

When operating, the licensed coaches currently carry over 1,250 pupils a day on twenty six different routes. The financial plan is to break even over the course of the financial year with any profits made by the company covenanted to the charities (Hampton School and LEH), or deficits shared, on an equal basis. The Bursar of Hampton School and Director of Finance at LEH are Directors and nominee shareholders. The books of account are maintained and audited on a separate basis and are not consolidated into these accounts. Hampton School's share of the results is shown in note 23.

Due to the Covid 19 national lockdown the coach service did not operate during the Summer term 2020.

9.7 Reserves and Financial Position

The Governors believe that the School is in a good financial position and can continue as a going concern, with secure financial management and waiting lists for prospective entrants to the Schools stretching many years ahead. The current economic climate is being closely monitored and contingencies are in place should the economic conditions start to affect parents and cash flow. The Trust maintains an annual operating surplus which, supplemented by fund-raising, finances capital expenditure on improving buildings, equipment and other necessary facilities. This enables the Charity to provide the first class education the parents, pupils and public have come to expect.

The Governors recognise that the level of reserves fluctuates and the School has invested substantial sums in the new School buildings and staff accommodation in recent years. Adequate resources, including bank finance and unrestricted investment funds, are available to provide a "safety net" should they be required.

The Governors regularly review the level and nature of the reserve funds of the School. The total value of Trust funds at 31 August 2020 was £43,638,549 of which unrestricted funds totalled £34,986,132, endowed funds £6,285,914 and restricted funds £2,366,503. As at 31 August 2020 the value of the Bursary fund was £2,127,988 and the pension liability fund was £297,543, although designated these amounts are available as unrestricted reserves for the School should the need arise. The funds are detailed in notes 16, 17 and 18.

The School has no free reserves as accumulated surpluses, supplemented by borrowings, are reinvested to improve the property and other facilities. Governors monitor cash flow closely and working capital is considered to be sufficient to meet the School's liabilities as they fall due

- The Governors aim to generate net income each year which will increase the reserves available.
- The Property Reserves will be increased over time to equal the net amount invested in property.
- The Pension Liability Fund will represent, over time, the shortfall in the Pension Reserve.
- It is intended to continue to build and retain other funds as reserves when the Property Reserves are fully funded.
- It is anticipated that the Fitzwygram Foundation (see note 17) will continue to generate funds for the provision of additional means tested Scholarships.

9.8 Auditors

In December 2019 the Governors re-appointed Haysmacintyre LLP as the School auditors for the financial year 2019 - 2020.

9.9 Statement of Governors' Responsibilities

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

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

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

The Governors are responsible for keeping adequate accounting records that are sufficient to show and explain the School's transactions and disclose with reasonable accuracy at any time the financial position of the School 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 School and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

So far as each of the Governors is aware at the time the report is approved:

- there is no relevant audit information of which the School's auditors are unaware; and
- the Governors have taken all steps that they ought to have taken to make themselves aware of any relevant audit information and to establish that the auditors are aware of that information.

HAMPTON SCHOOL

GOVERNORS' REPORT (continued)

FOR THE YEAR ENDED 31 AUGUST 2020

10. LOOKING FORWARD

The School was able to re-open fully for the Autumn 2020 term but was then required to close again in January 2021 due to Covid-19 related restrictions. We remain hopeful that a sense of normality will return in the near future. In the meantime, we are continuing to develop and improve our remote teaching and learning offering, through eHampton and Hampton@Home, and preparing the ground to address our Centre Assessed Grade obligations for those pupils in their public exam year.

Future plans include the following:

- Working with The Fitzwygram Foundation to provide additional free place scholarships at Hampton for pupils whose families cannot afford school fees and continuing to develop communication with former pupils, parents and staff via the Alumni Relations Office
- Enhancement of the School's strong Safeguarding culture, e.g. additional staff training on issues highlighted in *Keeping Children Safe in Education*
- Development of the academic curriculum, e.g. through a focus on oracy and ensuring opportunities for pupils to develop and practise related skills across all subjects
- Further refinement of the co-curricular provision and pupil participation.
- Looking at opportunities to enhance our recruitment processes, in terms of diversity, equality and inclusion, and focus on the retention of our excellent staff
- To continue to build upon our local, national and international partnerships and uphold our ethos of encouraging Hamptonians to engage fully with the wider community

This report, which incorporates the strategic report, is approved by the Board of Governors of Hampton School and signed on its behalf by:



A J Roberts
Chair of Governors

Dated: 18 March 2021

Opinion

We have audited the financial statements of Hampton School for the year ended 31 August 2020 which comprise of the Consolidated Statement of Financial Activities, the Consolidated and School Balance Sheet, the Consolidated Cash Flow Statement and notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 *The Financial Reporting Standard applicable in the UK and Republic of Ireland* (United Kingdom Generally Accepted Accounting Practice).

In our opinion, the financial statements:

- give a true and fair view of the state of the group's and of the parent charitable company's affairs as at 31 August 2020 and of the group's and parent charitable company's net movement in funds, including the income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for opinion

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

Responsibilities of trustees for the financial statements

As explained more fully in the trustees' responsibilities statement set out on page 24, the trustees (who are also the directors of the charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

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

Auditor's responsibilities for the audit of the financial statements

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

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

Conclusions relating to going concern

We have nothing to report in respect of the following matters in relation to which the ISAs (UK) require us to report to you where:

- the trustees' use of the going concern basis of accounting in the preparation of the financial statements is not appropriate; or
- the trustees have not disclosed in the financial statements any identified material uncertainties that may cast significant doubt about the group's or the parent charitable company's ability to continue to adopt the going concern basis of accounting for a period of at least twelve months from the date when the financial statements are authorised for issue.

Other information

The trustees are responsible for the other information. The other information comprises the information included in the Governors' 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.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

Opinions on other matters prescribed by the Companies Act 2006

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

- the information given in the Governors' 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 Governors' 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 Governors' Report charitable company and its environment obtained in the course of the audit, we have not identified material misstatements in the Governors' Report (which incorporates the strategic report and the directors' 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 by the parent charitable company; or
- the parent charitable company financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of trustees' remuneration specified by law are not made; or
we have not received all the information and explanations we require for our audit.

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.



David Sewell (Senior Statutory Auditor)
For and on behalf of Haysmacintyre LLP, Statutory Auditors

10 Queen Street Place
London

Dated: 23 March 2021

HAMPTON SCHOOL

CONSOLIDATED STATEMENT OF FINANCIAL ACTIVITIES INCORPORATING INCOME AND EXPENDITURE ACCOUNT

FOR THE YEAR ENDED 31 AUGUST 2020

	Notes	Unrestricted Funds £	Restricted Funds £	Endowment Funds £	Total 2020 £	Total 2019 £
INCOME AND ENDOWMENTS FROM:						
Charitable activities:						
School fees receivable	2	25,632,486	-	-	25,632,486	26,012,242
Other educational income	3	1,604,314	-	-	1,604,314	1,904,386
Other trading activities:						
Hire of facilities		34,959	-	-	34,959	65,846
Investments	4	35,895	35,820	592	72,307	62,126
Voluntary sources:						
Donations and grants	5	1,016,460	418,088	-	1,434,548	844,074
Other income		137,624	-	-	137,624	102,870
Total income		28,461,738	453,908	592	28,916,238	28,991,544
EXPENDITURE ON:						
Cost of raising funds		12,404	352	28,300	41,056	42,750
Charitable activities						
School operating costs		26,259,439	321,880	-	26,581,319	25,949,297
Total expenditure	6	26,271,843	322,232	28,300	26,622,375	25,992,047
Net income/(expenditure) before transfers and investment gains/(losses)		2,189,895	131,676	(27,708)	2,293,863	2,999,497
Transfers between funds	16,17 & 18	(279,915)	209,720	70,195	-	-
Gains/(losses) on investment assets:						
Realised	10	41,384	(3,182)	94,420	132,622	(49,570)
Unrealised	10	(16,906)	85,960	(24,154)	44,900	289,283
Net income		1,934,458	424,174	112,753	2,471,385	3,239,210
Actuarial loss on pension scheme	22	(1,351,000)	-	-	(1,351,000)	(165,000)
Net movement in funds		583,458	424,174	112,753	1,120,385	3,074,210
Balances at 1 September 2019		34,402,674	1,942,329	6,173,161	42,518,164	39,443,954
Balances at 31 August 2020	19	34,986,132	2,366,503	6,285,914	43,638,549	42,518,164

TOTAL RECOGNISED GAINS AND LOSSES

The charity has no recognised gains and losses other than those shown in the Statement of Financial Activities. See note 10 for details of gains and losses on fixed asset investments. The notes form part of these financial statements.

HAMPTON SCHOOL

CONSOLIDATED STATEMENT OF FINANCIAL ACTIVITIES INCORPORATING INCOME AND EXPENDITURE ACCOUNT

FOR THE YEAR ENDED 31 AUGUST 2019

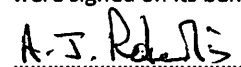
		Unrestricted Funds £	Restricted Funds £	Endowment Funds £	Total 2019 £
INCOME AND ENDOWMENTS FROM:	Notes				
Charitable activities:					
School fees receivable	2	26,012,242	-	-	26,012,242
Other educational income	3	1,904,386	-	-	1,904,386
Other trading activities:					
Hire of facilities		65,846	-	-	65,846
Investments	4	36,727	11,151	14,248	62,126
Voluntary sources:					
Donations and grants	5	518,801	325,273	-	844,074
Other income		102,870	-	-	102,870
Total income		<u>28,640,872</u>	<u>336,424</u>	<u>14,248</u>	<u>28,991,544</u>
EXPENDITURE ON:					
Cost of raising funds		12,726	134	29,890	42,750
Charitable activities					
School operating costs		25,899,879	49,418	-	25,949,297
Total expenditure	6	<u>25,912,605</u>	<u>49,552</u>	<u>29,890</u>	<u>25,992,047</u>
Net income/(expenditure) before transfers and investment gains/(losses)		2,728,267	286,872	(15,642)	2,999,497
Transfers between funds	16, 17 & 18	(527,168)	456,973	70,195	-
Gains/(losses) on investment assets:					
Realised	10	(13,417)	(142)	(36,011)	(49,570)
Unrealised	10	86,117	909	202,257	289,283
Net income		<u>2,273,799</u>	<u>744,612</u>	<u>220,799</u>	<u>3,239,210</u>
Actuarial loss on pension scheme	22	(165,000)	-	-	(165,000)
Net movement in funds		<u>2,108,799</u>	<u>744,612</u>	<u>220,799</u>	<u>3,074,210</u>
Balances at 1 September 2018		<u>32,293,875</u>	<u>1,197,717</u>	<u>5,952,362</u>	<u>39,443,954</u>
Balances at 31 August 2019	19	<u><u>34,402,674</u></u>	<u><u>1,942,329</u></u>	<u><u>6,173,161</u></u>	<u><u>42,518,164</u></u>

CONSOLIDATED BALANCE SHEET

AS AT 31 AUGUST 2020

		2020		2019	
	Notes	£	£	£	£
FIXED ASSETS	9		46,979,532		45,934,812
INVESTMENTS	10		7,899,746		7,807,859
CURRENT ASSETS					
Appeal fund assets	11	1,210		2,568	
Debtors	12	1,396,600		878,052	
Cash at bank and in hand		659,211		1,986,505	
		2,057,021		2,867,125	
CREDITORS: amounts falling due within one year	13	(4,412,046)		(4,070,519)	
NET CURRENT LIABILITIES			(2,355,025)		(1,203,394)
CREDITORS: amounts falling due after one year	14&15		(5,875,704)		(8,506,113)
NET ASSETS EXCLUDING PENSION LIABILITY			46,648,549		44,033,164
PENSION LIABILITY	22		(3,010,000)		(1,515,000)
NET ASSETS INCLUDING PENSION LIABILITY			43,638,549		42,518,164
ENDOWED FUNDS					
Capital	16		5,571,746		5,458,993
Property reserve	16		714,168		714,168
			6,285,914		6,173,161
RESTRICTED FUNDS	17		2,366,503		1,942,329
UNRESTRICTED FUNDS					
Property reserve	18	35,570,601		33,593,334	
Bursary fund	18	2,127,988		2,116,930	
Pension liability fund	18	297,543		207,410	
Income account	18	-		-	
Pension reserve	18	(3,010,000)		(1,515,000)	
			34,986,132		34,402,674
			43,638,549		42,518,164

The financial statements were approved and authorised for issue by the Board of Governors on 18 March 2021 and were signed on its behalf by:



A J Roberts
Chair

The notes form part of these financial statements.



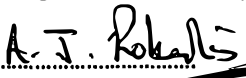
S A Bull
Chair of the Finance Committee

SCHOOL BALANCE SHEET

AS AT 31 AUGUST 2020

	Notes	2020 £	2019 £
FIXED ASSETS	9	46,979,532	45,934,812
INVESTMENTS	10	5,915,787	7,807,859
CURRENT ASSETS			
Appeal fund assets	11	1,210	2,568
Debtors	12	1,425,913	855,920
Cash at bank and in hand		317,967	93,406
		<u>1,745,090</u>	<u>951,894</u>
CREDITORS: amounts falling due within one year	13	<u>(4,412,046)</u>	<u>(4,070,519)</u>
NET CURRENT LIABILITIES		(2,666,956)	(3,118,625)
CREDITORS: amounts falling due after one year	14&15	(5,875,704)	(8,506,113)
NET ASSETS EXCLUDING PENSION LIABILITY		<u>44,352,659</u>	<u>42,117,933</u>
PENSION LIABILITY	22	(3,010,000)	(1,515,000)
NET ASSETS INCLUDING PENSION LIABILITY		<u>41,342,659</u>	<u>40,602,933</u>
ENDOWED FUNDS			
Capital	16	5,571,746	5,458,993
Property reserve	16	714,168	714,168
Accumulation	16	-	-
		<u>6,285,914</u>	<u>6,173,161</u>
RESTRICTED FUNDS	17	70,613	27,098
UNRESTRICTED FUNDS			
Property reserve	18	35,570,601	33,593,334
Bursary fund	18	2,127,988	2,116,930
Pension liability fund	18	297,543	207,410
Income account	18	-	-
Pension reserve	18	<u>(3,010,000)</u>	<u>(1,515,000)</u>
		<u>34,986,132</u>	<u>34,402,674</u>
		<u>41,342,659</u>	<u>40,602,933</u>

The financial statements were approved and authorised for issue by the Board of Governors on 18 March 2021 and were signed on its behalf by:



 A J Roberts
 Chair



 S A Bull
 Chair of the Finance Committee

The notes form part of these financial statements.

HAMPTON SCHOOL

CONSOLIDATED CASH FLOW STATEMENT

YEAR ENDED 31 AUGUST 2020

		2020		2019	
	Notes	£	£	£	£
Net cash inflow from operating activities	A				
Net cash provided by operating activities			5,120,851		4,969,514
Cash flows from investing activities					
Payments to acquire fixed assets		(3,232,926)		(6,335,878)	
Proceeds from sale of fixed assets		65,609		16,800	
Payments to acquire investments		(10,800,955)		(2,746,855)	
Proceeds from sale of investments		10,947,193		2,573,301	
Interest and investment income received		42,497		62,126	
Net cash used in investing activities			(2,978,582)		(6,430,506)
Cash flows from financing activities					
Cash (outflows)/inflows from borrowing		(3,469,563)		2,219,507	
Net cash generated (used in)/from financing activities			(3,469,563)		2,219,507
Change in cash and cash equivalents in the period			(1,327,294)		758,515
Cash and cash equivalents at 1 September			1,986,505		1,227,990
Cash and cash equivalents at 31 August	B		659,211		1,986,505

CONSOLIDATED STATEMENT OF NET DEBT

	Overdraft	Bank Loan	Total	Cash and	Net Debt
	£	£	Borrowings	Cash	£
			£	Equivalents	
				£	
01 September 2018	194,641	3,145,000	3,339,641	(1,227,990)	2,111,651
Movements	6,707	2,212,800	2,219,507	(758,515)	1,460,992
31 August 2019	201,348	5,357,800	5,559,148	(1,986,505)	3,572,643
Movements	53,237	(3,522,800)	(3,469,563)	1,327,294	(2,142,269)
31 August 2020	254,585	1,835,000	2,089,585	(659,211)	1,430,374

HAMPTON SCHOOL

CONSOLIDATED CASH FLOW STATEMENT

YEAR ENDED 31 AUGUST 2020

NOTES TO THE CASH FLOW STATEMENT

A.	Reconciliation of net income to net cash flow from operating activities	2020	2019
		£	£
	Net income before investment gains/(losses)	2,293,863	2,999,497
	Depreciation	2,182,829	2,113,387
	Interest and investment income receivable	(72,307)	(62,126)
	Defined benefit pension scheme adjustments	144,000	217,000
	Investment management fees	41,056	42,750
	Net (profit)/loss on sale of fixed assets	(60,232)	104,784
	(Increase)/decrease in debtors	(518,548)	214,431
	Decrease/(increase) in appeal fund debtors	1,358	(1,045)
	Increase/(decrease) in creditors	13,166	(736,260)
	Increase in advanced fees	1,167,516	77,096
	Share donation	(71,850)	-
		<hr/>	<hr/>
	Net cash inflow from operating activities	5,120,851	4,969,514
		<hr/>	<hr/>
B.	Analysis of cash and cash equivalents	2020	2019
		£	£
	Cash at bank	659,211	1,986,505
		<hr/>	<hr/>
		659,211	1,986,505
		<hr/>	<hr/>

1. ACCOUNTING POLICIES

The financial statements have been prepared in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS102), the Companies Act 2006 and the Statement of Recommended Practice for Charities (SORP 2015) (Second Edition, effective 1 January 2019)

The accounts are drawn up on the historical cost basis of accounting, as modified by the revaluation of investments. The accounts are prepared for the School as a single entity. The School has two subsidiaries and one joint venture, see notes 25 and 24 respectively.

Hampton School (the School) is a Public Benefit Entity registered as a charity in England and Wales. Hampton School Foundation Charity became a charitable company, limited by guarantee, on 1 September 2007 (registration number 06264434). The registered office is Hampton School, Hanworth Road, Hampton, Middlesex, TW12 3HD.

Group Financial Statements

These financial statements consolidate the results of the School and its subsidiary the Fitzwygram Foundation (charity number 10056045), together the Group. The School has one further subsidiary and a joint venture, see notes 25 and 24 respectively.

In accordance with Section 408 of the companies Act, no separate Statement of Financial Activities is presented for the School. The net movement in funds for the School for the year is £739,726 (2019: £2,325,253). The School has taken advantage of the exemption available to a qualifying entity in FRS102 from the requirement to present a Cash Flow Statement for the School only.

Going concern

The Covid-19 pandemic impacted the results for the year ended 31 August 2020. Despite this, with good financial planning and effective cost controls, the Group was able to report a surplus for the year and a positive cash flow. The pandemic related restrictions continue to affect the Group's performance in the current year. It is anticipated, based on the experience gained, the additional measures taken to enhance remote teaching and learning and financial stewardship, that the Group will continue to operate effectively.

Having reviewed the Group's future projected cash flows, which reflect the expected impact of Covid-19 and other risks, and the funding facilities available to the Group together with the expected ongoing demand for places, the Governors have a reasonable expectation that the School has adequate resources to continue its activities for the foreseeable future and consider that there are no material uncertainties over the School's financial viability. Accordingly, they also continue to adopt the going concern basis in preparing the financial statements as outlined in the Statement of Governors' Responsibilities on page 24.

Critical accounting judgements and key sources of estimation uncertainty

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

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

Judgements made by the Governors in the application of these policies that have significant effect on the financial statements and estimates with a significant risk of material misstatement in the next year are deemed to be in relation to the depreciation rates of tangible fixed assets, the bad debt provision and the valuation of the defined benefit pension scheme liability.

HAMPTON SCHOOL

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 AUGUST 2020

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

1. ACCOUNTING POLICIES (continued)

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

Fees and similar earned income

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

Investment income

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

Donations, legacies, grants and other voluntary income

Voluntary income is accounted for as and when entitlement arises, the amount can be reliably quantified and the economic benefit to the School is considered probable. Grant income from the Coronavirus Job Retention Scheme is recognised in the same period as the related employment costs are incurred.

Expenditure

Expenditure is allocated to expense headings on a direct cost basis. Redundancy and termination costs are accrued in the period in which the decision is made and communicated to the affected employee(s). The irrecoverable element of VAT is included with the item of expense to which it relates. Any expenses incurred with recoverable VAT are shown net of VAT.

Tangible fixed assets and depreciation

Items purchased with a cost of greater than £5,000 are depreciated with the exception of computer equipment in which case items purchased with a cost greater than £150,000 are depreciated. Depreciation is provided at the following annual rates in order to write off each asset over its estimated useful economic life.

Freehold property	2% on cost with 10% residual value
Leasehold property	2% on cost with 10% residual value or term of lease if shorter
Furniture, fixtures & fittings and office equipment	15% on cost
Kitchen, administrative and teaching equipment	15% on cost
Motorised equipment	20% on cost
Computer equipment	50% on cost
Security & control systems	33.3% on cost
Property improvements	10% on cost
Motor vehicles	25% on cost
Rowing boats	10% on cost

Where assets are fully depreciated by the balance sheet date they are eliminated from the accounts in the following year.

Fund accounting

- Unrestricted funds are available for use at the discretion of the Governors in furtherance of the general objectives of the Charity.
- Designated funds are unrestricted funds earmarked by the Governors for particular purposes.
- Restricted funds are subject to restrictions on their expenditure imposed by the donor.
- Endowment funds are held permanently and are represented by investments and certain property.

1. ACCOUNTING POLICIES (continued)

Pension Schemes

The School contributes to the Teachers' Pension Scheme (the TPS) and to the Wandsworth Council Pension Fund (the Wandsworth Fund) at rates set by their actuaries and advised to the School by their administrators. As of 1 October 2016, the London Borough of Richmond upon Thames Pension Fund (the Richmond Fund) merged with the Wandsworth Fund. All previous participating employers of the Richmond Fund became participating employers of the Wandsworth Fund from this date and all assets and liabilities associated with each employer transferred to the Wandsworth Fund. These are defined benefit multi-employer pension schemes. For the TPS it is not possible to identify the assets and liabilities of the scheme that are attributable to the School and the School does not benefit from any surpluses on the scheme nor share in any losses. Accordingly, under FRS 102 the scheme is accounted for as if it were a defined contribution scheme. The Richmond Fund was closed to support staff joining the School after 1 April 2009. The School also contributes to TPT Retirement Solutions Pension Scheme for support staff joining the School after 1 April 2009. This is a money purchase scheme with a current employer contribution of 8% per annum and employee contribution of 4% per annum.

Operating Leases

Rentals payable are charged on a time basis over the lease term.

Realised and unrealised gains/losses

Realised gains/losses are recorded in the accounts at the date of disposal. Unrealised gains/losses are recorded at the balance sheet date.

Advanced Fee Payments

Parents may enter into a contract with the School to pay tuition fees in advance and by doing so they receive a discount.

Acceptance Deposits

An acceptance deposit is payable when a place is accepted at the School. The deposit is refunded when the pupil leaves the School. If parents choose not to send a pupil to the School after formally accepting a place the acceptance deposit is forfeited and retained according to the School's terms and conditions.

Financial Assets and Liabilities

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

Investments

Investments are stated at market value less any provision for permanent diminution in value.

Changes in presentation

The following presentational changes have been made:

- Pension scheme return on assets is now included in *Actuarial gain/(loss) on pension scheme*, previously included in *Investment income*.
- Bank interest and charges are now included in expenditure on *Charitable activities*, previously reported in *Cost of raising funds*.
- Profit on sale of fixed assets is now included in *Other income*, previously offset against expenditure in *Charitable activities*.

HAMPTON SCHOOL

NOTES TO THE FINANCIAL STATEMENTS (continued)

FOR THE YEAR ENDED 31 AUGUST 2020

2. CHARITABLE ACTIVITIES - SCHOOL FEES RECEIVABLE	2020	2019
	£	£
The School's fee income comprises:		
Gross fees	28,449,365	29,137,345
Bursaries granted from restricted funds	320,894	48,234
Bursaries	(1,622,022)	(1,581,491)
Scholarships	(1,113,649)	(1,201,888)
Staff discounts	(402,102)	(389,956)
	<u>25,632,486</u>	<u>26,012,244</u>
Scholarships, which are awarded to boys on merit and recognise talent and potential in a particular field, totalled 302 (2019: 277). Means-tested bursary awards, providing fee assistance to parents, were provided to a total of 116 pupils (2019: 113). The number of pupils receiving fee remission as children of members of staff was 53 (2019: 47).		
3. CHARITABLE ACTIVITIES - OTHER EDUCATIONAL INCOME	2020	2019
	£	£
Charitable activities		
Catering	1,040,421	1,414,196
Music tuition	340,228	304,137
Registration fees	141,215	142,553
Acceptance deposits forfeited	82,450	43,500
	<u>1,604,314</u>	<u>1,904,386</u>
4. INVESTMENT INCOME	2020	2019
	£	£
Income from investments	65,190	48,412
Bank interest receivable	7,117	13,714
	<u>72,307</u>	<u>62,126</u>
5. DONATIONS AND GRANTS	2020	2019
	£	£
Legacies	215,140	461,423
Donations	614,903	377,157
Appeal funds	5,162	5,494
Grants	599,343	-
	<u>1,434,548</u>	<u>844,074</u>

HAMPTON SCHOOL

NOTES TO THE FINANCIAL STATEMENTS (continued)

FOR THE YEAR ENDED 31 AUGUST 2020

6. TOTAL EXPENDITURE

	Staff costs £	Other costs £	Depreciation £	Total 2020 £
Cost of raising funds				
Investment management fees	-	41,056	-	41,056
Total cost of raising funds	-	41,056	-	41,056
Charitable activities				
Teaching costs	13,003,626	1,561,919	165,464	14,731,009
Welfare and catering	42,348	1,010,536	49,666	1,102,550
Premises	1,356,408	1,473,988	1,965,146	4,795,542
Support costs	3,257,311	2,261,229	2,553	5,521,093
Pension net finance charge	27,000	-	-	27,000
Grant making	-	320,894	-	320,894
Governance costs	-	36,010	-	36,010
Bank interest and charges	-	47,221	-	47,221
Total charitable activities	17,686,693	6,711,797	2,182,829	26,581,319
TOTAL EXPENDITURE	17,686,693	6,752,853	2,182,829	26,622,375
Governance costs above include:				
Audit fees	-	32,640	-	32,640
Other services	-	3,370	-	3,370
	-	36,010	-	36,010
	Staff costs £	Other costs £	Depreciation £	Total 2019 £
Cost of raising funds				
Investment management fees	-	42,750	-	42,750
Total cost of raising funds	-	42,750	-	42,750
Charitable activities				
Teaching costs	12,292,494	1,796,445	169,027	14,257,966
Welfare and catering	44,450	1,277,647	48,323	1,370,420
Premises	1,222,775	1,582,739	1,890,676	4,696,190
Support costs	3,136,978	2,329,090	5,361	5,471,429
Pension net finance charge	29,000	-	-	29,000
Grant making	-	48,234	-	48,234
Governance costs	-	33,059	-	33,059
Bank interest and charges	-	42,999	-	42,999
Total charitable activities	16,725,697	7,110,213	2,113,387	25,949,297
TOTAL EXPENDITURE	16,725,697	7,152,963	2,113,387	25,992,047
Governance costs above include:				
Audit fees	-	30,000	-	30,000
Other services	-	3,059	-	3,059
	-	33,059	-	33,059

HAMPTON SCHOOL

NOTES TO THE FINANCIAL STATEMENTS (continued)

FOR THE YEAR ENDED 31 AUGUST 2020

7. STAFF COSTS	2020 £	2019 £
Payroll costs:		
Teaching staff	13,003,625	12,292,493
Non-teaching staff	4,683,068	4,433,204
	<u>17,686,693</u>	<u>16,725,697</u>
Wages and salaries	13,514,298	13,260,643
Social security costs	1,472,323	1,433,330
Pension costs	2,700,072	2,031,724
	<u>17,686,693</u>	<u>16,725,697</u>
The average number of employees during the year:	2020 Number	2019 Number
Teaching staff		
Full-time	143	148
Part-time	75	71
Non-teaching staff		
Full-time	89	73
Part-time	126	118
	<u>433</u>	<u>410</u>
The number of employees whose emoluments exceeded £60,000:		
£60,000 - £70,000	23	23
£70,000 - £80,000	6	3
£80,000 - £90,000	1	1
£90,000 - £100,000	2	3
£100,000-£110,000	1	-
£130,000-£140,000	-	1
£140,000-£150,000	1	-
£250,000-£260,000	-	1
£280,000-£290,000	1	-
	<u>29</u>	<u>27</u>
Employees with retirement benefits accruing:	2020	2019
- in defined contribution schemes	5	4
for which the employer contributions amounted to	£31,840	£21,326
- in defined benefit schemes	29	27
Redundancy and other termination payments made during the year amounted to £11,084 (2019 - £60,807).		
Aggregate employee benefits of key management personnel	£1,799,629	£1,616,753
No remuneration is payable to any Trustees (2019: nil).		
Payments of £310 (2019: £364) were made on behalf of 3 (2019: 4) Trustees during the year for various expenses incurred in relation to their duties		

NOTES TO THE FINANCIAL STATEMENTS (continued)

FOR THE YEAR ENDED 31 AUGUST 2020

8. CONSOLIDATED ENTITIES

	The Fitzwygram Foundation 2020	The Fitzwygram Foundation 2019 Restated	The Fitzwygram Foundation 2019 Reported
	£	£	£
Income from:			
Donations and legacies	584,421	781,202	781,202
Investments	35,817	11,087	11,087
Expenditure on:			
Cost of raising funds	(225)	-	(1,184)
Charitable activities	(321,880)	(115,959)	(42,148)
Investment gains/(losses)	82,526	-	-
Net incoming resources	380,659	676,330	748,957
General fund balance (Note 17)	2,295,890	1,800,604	1,915,231

The 2019 results were restated in the Fitzwygram Foundation accounts to recognise the commitment for scholarships for the forthcoming academic year and to reclassify bank charges from *Cost of raising funds* to *Grant making*. The impact of the restatement for scholarships has been reflected in the current year in the consolidated accounts.

9. FIXED ASSETS	Property Improvements	Freehold Property	Leasehold Property	Property Total	Equipment Total	Total
Group and School	£	£	£	£	£	£
Cost						
At 1 September 2019	9,739,947	43,935,771	875,662	54,551,380	2,612,266	57,163,646
Additions	339,845	2,476,208	-	2,816,053	416,873	3,232,926
Disposals and adjustments	(392,936)	-	-	(392,936)	(496,529)	(889,465)
At 31 August 2020	9,686,856	46,411,979	875,662	56,974,497	2,532,610	59,507,107
Depreciation						
At 1 September 2019	5,683,246	3,896,826	171,096	9,751,168	1,477,666	11,228,834
Charge for the year	938,482	795,206	19,732	1,753,420	429,409	2,182,829
Disposals and adjustments	(392,935)	-	-	(392,935)	(491,153)	(884,088)
At 31 August 2020	6,228,793	4,692,032	190,828	11,111,653	1,415,922	12,527,575
Net Book Value						
At 31 August 2020	3,458,063	41,719,947	684,834	45,862,844	1,116,688	46,979,532
At 31 August 2019	4,056,701	40,038,945	704,566	44,800,212	1,134,600	45,934,812

HAMPTON SCHOOL

NOTES TO THE FINANCIAL STATEMENTS (continued)

FOR THE YEAR ENDED 31 AUGUST 2020

9. FIXED ASSETS (continued)

EQUIPMENT	Rowing Boats £	Security & Control Systems £	Furniture, Fixtures & Fittings & Office Equipment £	Kitchen & Teaching Equipment £	Motorised Equipment £	Computer Equipment £	Motor Vehicles £	Equipment Total £
Cost								
At 1 September 2019	195,477	58,819	1,166,271	713,660	319,542	(5)	158,502	2,612,266
Additions	51,048	84,356	90,007	30,242	24,394	5	136,821	416,873
Disposals and adjustments	-	-	(135,328)	(255,619)	(41,880)	-	(63,702)	(496,529)
At 31 August 2020	246,525	143,175	1,120,950	488,283	302,056	-	231,621	2,532,610
Depreciation								
At 1 September 2019	63,278	19,610	612,510	517,031	149,203	(5)	116,039	1,477,666
Charge for the year	24,652	47,734	166,546	72,159	60,411	5	57,902	429,409
Disposals and adjustments	-	-	(135,328)	(255,619)	(36,504)	-	(63,702)	(491,153)
At 31 August 2020	87,930	67,344	643,728	333,571	173,110	-	110,239	1,415,922
Net Book Value								
At 31 August 2020	158,595	75,831	477,222	154,712	128,946	-	121,382	1,116,688
At 31 August 2019	132,199	39,209	553,761	196,629	170,339	-	42,463	1,134,600

HAMPTON SCHOOL

NOTES TO THE FINANCIAL STATEMENTS (continued)

FOR THE YEAR ENDED 31 AUGUST 2020

10.	FIXED ASSET INVESTMENTS		2020 Group £	2019 Group £
	QUOTED INVESTMENTS			
	Market value at 1 September		7,807,859	7,437,347
	Additions		10,800,955	2,746,855
	Disposals		(10,947,193)	(2,573,301)
	Share donation		71,850	-
	Investment management fees		(41,056)	(42,755)
	Investment income retained in investment portfolio		29,809	-
	Realised investment gains/(losses)		132,622	(49,570)
	Unrealised investment gains		44,900	289,283
	Market value at 31 August		7,899,746	7,807,859
	Historic cost at 31 August		7,853,965	4,283,357
			2020 School £	2019 School £
	QUOTED INVESTMENTS			
	Market value at 1 September		7,807,859	7,437,347
	Additions		961,098	2,746,855
	Disposals		(2,907,335)	(2,573,301)
	Investment management fees		(40,831)	(42,755)
	Realised investment gains/(losses)		136,228	(49,570)
	Unrealised investment (losses)/gains		(41,232)	289,283
	Market value at 31 August		5,915,787	7,807,859
	Historic cost at 31 August		5,956,138	4,283,357
	ANALYSIS OF FIXED ASSET INVESTMENTS 2020	School COIF	Fitzwygram Sarasin	Group 2020 £
	CAPITAL FUNDS			
	Capital account – endowed funds	3,465,598	-	3,465,598
	RESTRICTED FUNDS			
	Badman/Shepherd memorial fund	24,658	-	24,658
	Fitzwygram Foundation	-	1,983,959	1,983,959
		24,658	1,983,959	2,008,617
	DESIGNATED FUNDS			
	Bursary fund	2,127,988	-	2,127,988
	Pension liability fund	297,543	-	297,543
		2,425,531	-	2,425,531
	At 31 August 2020	5,915,787	1,983,959	7,899,746

NOTES TO THE FINANCIAL STATEMENTS (continued)

FOR THE YEAR ENDED 31 AUGUST 2020

10.	FIXED ASSET INVESTMENTS (continued) ANALYSIS OF FIXED ASSET INVESTMENTS 2019			Group & School 2019 £
	GAM Fund:			
	CAPITAL FUNDS			
	Capital account – endowed funds			<u>5,458,992</u>
	RESTRICTED FUNDS			
	Badman/Shepherd memorial fund			<u>24,530</u>
	DESIGNATED FUNDS			
	Bursary fund			2,116,927
	Pension liability fund			207,410
				<u>2,324,337</u>
				<u>7,807,859</u>
	At 31 August 2019			
11.	APPEAL FUND ASSETS		2020	2019
	Group and School		£	£
	Cash at bank		179	266
	Income tax recoverable and interest receivable		1,031	2,302
			<u>1,210</u>	<u>2,568</u>
12.	DEBTORS	Group 2020 £	Group 2019 £	School 2020 £
	School fees receivable	502,422	236,936	502,422
	Other debtors	415,122	144,450	415,122
	Amount due from subsidiary	-	-	30,730
	Amount due from joint ventures	61,335	24,470	61,335
	Prepayments and accrued income	382,849	466,256	381,432
	Prepayments to be released after more than one year	34,872	5,940	34,872
		<u>1,396,600</u>	<u>878,052</u>	<u>1,425,913</u>
				<u>855,920</u>

HAMPTON SCHOOL

NOTES TO THE FINANCIAL STATEMENTS (continued)

FOR THE YEAR ENDED 31 AUGUST 2020

13. CREDITORS: amounts falling due within one year

	Group 2020 £	Group 2019 £	School 2020 £	School 2019 £
Overdraft	254,585	201,348	254,585	201,348
Advanced fees (Note 14)	1,154,234	895,459	1,154,234	895,459
Fees received in advance	472,307	495,268	472,307	495,268
Trade creditors	867,090	1,144,751	867,090	1,144,751
Accruals	402,411	144,660	402,411	144,660
Other creditors	585,156	544,581	585,156	544,581
Tax and social security	361,013	345,452	361,013	345,452
Acceptance deposits	315,250	299,000	315,250	299,000
	<u>4,412,046</u>	<u>4,070,519</u>	<u>4,412,046</u>	<u>4,070,519</u>

14 GROUP AND SCHOOL CREDITORS: amounts falling due after more than one year

Group and School	2020 £	2019 £
Bank loan (Note 15)	1,835,000	5,357,800
Acceptance deposits	2,010,900	2,027,250
Advanced fees	2,029,804	1,121,063
	<u>5,875,704</u>	<u>8,506,113</u>

Advanced fees

Parents may enter into a contract to pay to the School up to the equivalent of 7 years tuition fees in advance. The money may be returned subject to specific conditions on the receipt of one term's notice. Assuming pupils remain in the School, advanced fees will be applied as follows:

	2020 £	2019 £
After 5 years	209,027	38,650
Within 2 to 5 years	1,077,591	513,015
Within 1 to 2 years	743,186	569,398
	<u>2,029,804</u>	<u>1,121,063</u>
Within 1 year	1,154,234	895,459
	<u>3,184,038</u>	<u>2,016,522</u>

The balance represents the accrued liability under the related contracts. The movements during the year were:

Balance at 1 September	2,016,522	1,939,426
New contracts	2,151,221	993,873
Discounts applied	32,339	32,369
Amounts utilised in payment of fees	(1,016,044)	(949,146)
Balance at 31 August	<u>3,184,038</u>	<u>2,016,522</u>

NOTES TO THE FINANCIAL STATEMENTS (continued)

FOR THE YEAR ENDED 31 AUGUST 2020

15. BANK LOAN
Group and School

A secured revolving loan agreement was entered into in September 2013 and amended by a letter of variation in December 2016. The loan has an upper limit of £6m. The final repayment date is 1 December 2021 and the interest is calculated at base rate plus margin of 2.00 per cent per annum. The terms of the loan agreement and variation were approved by written resolutions of the Governors. The loan is secured by a legal charge over the School's properties in Wensleydale Road and Gloucester Road, Hampton. As at 31 August 2020 the balance of the secured loan was £1,835,000 (2019: £5,357,800).

16. CAPITAL FUNDS
Group and School

Endowed funds	Capital Account	Property Reserve	Accumulation Fund	Total
	£	£	£	£
1 September 2018	4,574,297	714,168	663,897	5,952,362
Net expenditure	(15,642)	-	-	(15,642)
Transfers	730,714	-	(660,519)	70,195
Investment gains/(losses)	169,624	-	(3,378)	166,246
	<u>5,458,993</u>	<u>714,168</u>	<u>-</u>	<u>6,173,161</u>
31 August 2019	5,458,993	714,168	-	6,173,161
Net expenditure	(27,708)	-	-	(27,708)
Transfers	70,195	-	-	70,195
Investment gains	70,266	-	-	70,266
	<u>5,571,746</u>	<u>714,168</u>	<u>-</u>	<u>6,285,914</u>
31 August 2020	5,571,746	714,168	-	6,285,914

Under agreements with the Charity Commission the Trust is committed to the following repayments:

To the Capital Account:

- An annual sum of £15,000 is being transferred to the capital account from income for a period of 30 years from 1996 to 2026 to recoup an amount of £450,000 withdrawn from capital for building the Alexander Centre.
- An annual sum of £21,333 is being transferred to the capital account from income for a period of 30 years from 1999 to 2029 to recoup an amount of £640,000 withdrawn from capital to modernise and extend the School dining facilities.
- An annual sum of £20,000 is being transferred to the capital account from income for a period of 30 years from 2002 to 2032 to recoup an amount of £600,000 withdrawn from capital for the construction of a teaching block.
- An annual sum of £13,862 is being transferred to the capital account from income for a period of 30 years from 2004 to 2034 to recoup an amount of £415,846 withdrawn from capital for an extension to the sports hall.

To the Accumulation Fund:

- An annual sum of £6,988 was transferred to the Accumulation Fund from income for a period of 25 years from 1992 to 2017 in order to recoup, together with investment gains, an amount of £325,000 withdrawn from capital to defray the costs of providing the Whitfield Building. The terms of the scheme were fully complied with as at 31 August 2019.

NOTES TO THE FINANCIAL STATEMENTS (continued)

FOR THE YEAR ENDED 31 AUGUST 2020

17. RESTRICTED FUNDS

Group	Total School £	Fitzwygram Foundation £	Total Group £
1 September 2018	31,443	1,166,274	1,197,717
Net income / (expenditure)	(5,112)	291,984	289,872
Investment gains	767	-	767
Transfers		456,973	456,973
31 August 2019	27,098	1,915,231	1,942,329
Net income / (expenditure)	49,783	81,893	131,676
Investment gains/(losses)	252	82,526	82,778
Transfers	(6,520)	216,240	209,720
31 August 2020	70,613	2,295,890	2,366,503

School	Appeal Funds £	Badman/Shepherd Memorial Fund £	BRM Bursary Fund £	Hardship Fund £	Total School £
1 September 2018	1,523	23,834	6,086	-	31,443
Net income / (expenditure)	1,045	(71)	(6,086)	-	(5,112)
Investment gains	-	767	-	-	767
31 August 2019	2,568	24,530	-	-	27,098
Net income / (expenditure)	5,162	(124)	-	44,745	49,783
Investment gains	-	252	-	-	252
Transfers	(6,520)	-	-	-	(6,520)
31 August 2020	1,210	24,658	-	44,745	70,613

The Appeal funds balance comprises two separate appeals:

- 450 Appeal £186 (2019: 264). The 450 Appeal was created to raise money towards the 450 Hall, since renamed as the Hammond Theatre. This project was completed in 2009.
- The 2000 Appeal £1,024 (2019: £2,304).

The Badman/Shepherd memorial fund supports travel grants for pupils.

The BRM bursary fund was established from donations made by parents and staff when Barry Martin, a former headmaster, retired in 2013. The final bursary was granted during 2019 and the fund was fully utilised at 31 August 2019.

The Hardship fund was established during the year with donations from parents to assist those financially affected by covid-19 with the payment of their school fees.

The Fitzwygram Foundation was established in 2016 to seek ways to increase the level of bursary funding. A £216,240 donation (2019: £461,423) was made during the year from the School to the Fitzwygram Foundation and £104,936 (2019: £42,148) was paid by the Fitzwygram Foundation to the School in respect of bursaries for Fitzwygram Scholars.

NOTES TO THE FINANCIAL STATEMENTS (continued)

FOR THE YEAR ENDED 31 AUGUST 2020

18. OTHER FUNDS AND RESERVES

Group and School

	Unrestricted Funds Property Reserve (see note below) £	Unrestricted Designated Funds Bursary Fund £	Pension Liability Fund £	Pension Reserve (note 21) £	Unrestricted General Fund Income Account £	Total £
1 September 2018	31,257,642	2,049,716	119,517	(1,133,000)	-	32,293,875
Net income/ (expenditure)	-	19	(594)	(217,000)	2,945,842	2,728,267
Transfers	2,335,692	982	82,000	-	(2,945,842)	(527,168)
Gains / (losses)	-	66,213	6,487	(165,000)	-	(92,300)
31 August 2019	33,593,334	2,116,930	207,410	(1,515,000)	-	34,402,674
Net income/ (expenditure)	-	(10,725)	(1,395)	(144,000)	2,346,015	2,189,895
Transfers	1,977,267	-	88,833	-	(2,346,015)	(279,915)
Gains / (losses)	-	21,783	2,695	(1,351,000)	-	(1,326,522)
31 August 2020	35,570,601	2,127,988	297,543	(3,010,000)	-	34,986,132

Expenditure, income and transfers from the unrestricted general fund income account:

	2020	2019
Expenditure		
Repayments to capital account (note 16)	(70,195)	(70,195)
Transfer to designated funds	(88,833)	(82,982)
Transfer to the Fitzwygram Foundation	(216,240)	(461,423)
Transfer to property reserve	(1,977,267)	(2,335,692)
Income		
Funded by appeal (note 17)	6,520	4,450
	(2,346,015)	(2,945,842)

Property Reserve

With the exception of properties funded out of restricted capital, the available balance of free reserves is designated up to a maximum of the amount spent on additions and improvements to freehold and leasehold properties less depreciation charged thereon and adjustments for disposals.

Bursary Fund

Bequests and other ad hoc amounts received by the School are allocated to the Bursary Fund by the Governors

Pension Liability Fund

This will, over time, represent any shortfall in the pension scheme liability.

HAMPTON SCHOOL

NOTES TO THE FINANCIAL STATEMENTS (continued)

FOR THE YEAR ENDED 31 AUGUST 2020

19. ANALYSIS OF GROUP NET ASSETS BETWEEN FUNDS

2020	Unrestricted Funds £	Restricted Funds £	Endowment Funds £	Total Funds £
Fund balances at 31 August 2020 are represented by:				
Tangible fixed assets	44,159,216	-	2,820,316	46,979,532
Investments	2,425,531	24,658	3,465,598	5,915,787
Net current (liabilities)/assets	(2,712,911)	45,955	-	(2,666,956)
Long term liabilities	(5,875,704)	-	-	(5,875,704)
Pension liability	(3,010,000)	-	-	(3,010,000)
School	34,986,132	70,613	6,285,914	41,342,659
Fitzwygram Foundation	-	2,295,890	-	2,295,890
Group	34,986,132	2,366,503	6,285,914	43,638,549
Net gains/(losses) included above (compared to historic cost):				
On investments	(16,544)	85,964	(23,639)	45,781
2019	Unrestricted Funds £	Restricted Funds £	Endowment Funds £	Total Funds £
Fund balances at 31 August 2019 are represented by:				
Tangible fixed assets	45,220,644	-	714,168	45,934,812
Investments	2,324,336	24,530	5,458,993	7,807,859
Net current (liabilities)/ assets	(3,121,193)	2,568	-	(3,118,625)
Long term liabilities	(8,506,113)	-	-	(8,506,113)
Pension liability	(1,515,000)	-	-	(1,515,000)
School	34,402,674	27,098	6,173,161	40,602,933
Fitzwygram Foundation	-	1,915,231	-	1,915,231
Group	34,402,674	1,942,329	6,173,161	42,518,164
Net gains included above (compared to historic cost):				
On investments	1,450,039	12,049	2,062,414	3,524,502

NOTES TO THE FINANCIAL STATEMENTS (continued)

FOR THE YEAR ENDED 31 AUGUST 2020

20. FINANCIAL COMMITMENTS

At 31 August 2020 the School had future minimum lease payments under non-cancellable operating leases as follows:

	2020	2019
	£	£
Payments due:		
Within one year	21,907	43,186
Between two and five years	2,340	25,571
More than five years	-	-
	<u>24,247</u>	<u>68,757</u>

The cost of the operating leases included as an expense in the Statement of Financial Activities is £49,535 (2019: £53,873).

21. PENSION SCHEMES

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

The employer contribution rate is set by the Secretary of State following scheme valuations undertaken by the Government Actuary's Department. The most recent actuarial valuation of the TPS was prepared as at 31 March 2016 and the Valuation Report, which was published in March 2019, confirmed that the employer contribution rate for the TPS would increase from 16.4% to 23.6% with effect from 1 September 2019. Employers are also required to pay a scheme administration levy of 0.08%, meaning a total employer contribution rate of 23.68%.

The 31 March 2016 Valuation Report was prepared in accordance with the benefits set out in the scheme regulations and under the approach specified in the Directions, as they applied at 5 March 2019. However, the assumptions were considered and set by the Department for Education prior to the ruling in the 'McCloud/Sargeant case'. This case has required the courts to consider cases regarding the implementation of the 2015 reforms to Public Service Pensions including the TPS.

On 27 June 2019, the Supreme Court denied the government permission to appeal the Court of Appeal's judgment that transitional provisions introduced to the reformed pension schemes in 2015 gave rise to unlawful age discrimination. The government is respecting the Court's decision and has said it will engage fully with the Employment Tribunal as well as employer and member representatives to agree how this matter will be remedied. A consultation was launched by the government on 16 July 2020, and closed to responses on 11 October 2020.

The TPS is subject to a cost cap mechanism, which was put in place to protect taxpayers against unforeseen changes in scheme costs. The Chief Secretary to the Treasury, having said in 2018 that there would be a review of the cost cap mechanism, announced in January 2019 a pause to the cost cap mechanism following the Court of Appeal's ruling in the McCloud/Sargeant case and until there is certainty about the value of pensions to members from April 2015 onwards. The pause was lifted in July 2020 and the government is preparing to complete the cost control element of the 2016 valuations, which is expected to be completed in 2021.

In view of the above rulings and decisions, the assumptions used in the 31 March 2016 actuarial valuation may become inappropriate. In this scenario, a valuation prepared in accordance with revised benefits and suitably

NOTES TO THE FINANCIAL STATEMENTS (continued)

FOR THE YEAR ENDED 31 AUGUST 2020

revised assumptions would yield different results than those contained in the actuarial valuation.

21. PENSION SCHEMES (continued)

Until a remedy to the discrimination conclusion has been determined by the Employment Tribunal it will not be possible to be certain about any financial impact or future changes to the contribution rates of the TPS. Accordingly, no provision for any additional past benefit pension costs is included in these financial statements.

The School also participates in a defined benefit pension scheme (see note 22) and a defined contribution scheme for support staff. The pension charge for the year includes contributions payable to these schemes of £430,434 (2019: £339,901) and at the year-end £35,771 (2019: £28,749) was accrued in respect of contributions to these schemes.

22. PENSION SCHEME LIABILITY

An actuarial valuation of the defined benefit pension scheme previously offered to support staff was carried out on behalf of the School as at 31 August 2020, in accordance with FRS102 and based on the instructions of the Wandsworth Council Pension Fund. Contributions are set every three years following the actuarial valuation of the Fund required by the Regulations. The last full actuarial valuation of the Fund was as at 31 March 2016, which set the contributions for the period from 1 April 2018 to 31 March 2020. The contributions for the period after 31 March 2020 will be set following the completion of the actuarial valuation as at 31 March 2019.

	2020 % per annum	2019 % per annum
Financial assumptions		
Pension increase rate	2.35%	2.25%
Salary increase rate	3.35%	3.25%
Expected return on assets	1.55%	1.85%
Discount rate	1.55%	1.85%
	2020	2019
	£'000	£'000
Fair value of employer assets		
Equities	5,795	6,802
Gilts	207	293
Bonds	1,342	1,144
Property	812	504
Multi-asset fund	499	1,294
Cash	879	114
	<hr/>	<hr/>
	9,534	10,151
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NOTES TO THE FINANCIAL STATEMENTS (continued)

FOR THE YEAR ENDED 31 AUGUST 2020

22. PENSION SCHEME LIABILITY (continued)

Mortality

Life expectancy from age 65:

	Males	Females
Retiring today	21.8 years	24.4 years
Retiring in 20 years	23.2 years	25.9 years

	2020	2019
	£'000	£'000
Balance sheet		
Fair value of employer assets	9,534	10,151
Present value of funded liabilities	(12,544)	(11,666)
Net underfunding in funded plans	(3,010)	(1,515)
Present value of unfunded liabilities	-	-
Unrecognised past service cost	-	-
Net liability	(3,010)	(1,515)
Amount in balance sheet		
Liabilities	(3,010)	(1,515)
Assets	-	-
Net liability	(3,010)	(1,515)

Recognition in the Statement of Financial Activities (SOFA)

	2020		2019	
	£'000	% of pay	£'000	% of pay
Current service cost	244	45.5%	221	39.7%
Past service cost	-	-	108	19.4%
Net interest cost	27	5.7%	29	5.2%
Administration expenses	4	0.7%	4	0.7%
Total	275	51.3%	362	65.0%
Actual return on plan assets	(446)		1,050	

NOTES TO THE FINANCIAL STATEMENTS (continued)

FOR THE YEAR ENDED 31 AUGUST 2020

22. PENSION SCHEME LIABILITY (continued)	2020 £'000	2019 £'000
Reconciliation of defined benefit obligations		
Opening defined benefit obligations	11,666	10,327
Current service cost	242	221
Past service cost	-	108
Interest cost	214	271
Contribution by members	41	42
Change in financial assumptions	934	1,552
Change in demographic assumptions	(339)	(579)
Experience gains on defined benefit obligation	(5)	-
Estimated benefits paid	(209)	(276)
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Closing defined benefit obligations	12,544	11,666
	<hr/>	<hr/>
Reconciliation of fair value of employer assets		
Opening fair value of employer assets	10,151	9,194
Interest on assets	187	242
Return on assets excluding interest	(633)	808
Other actuarial (losses)/gains	(128)	-
Administration expenses	(4)	(4)
Contribution by members	41	42
Contribution by employer	129	145
Estimated benefits paid	(209)	(276)
	<hr/>	<hr/>
Closing fair value of employer assets	9,534	10,151
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Amounts for the current and previous accounting periods		
Fair value of employer assets	9,534	10,151
Present value of defined benefit obligations	(12,544)	(11,666)
Deficit	(3,010)	(1,515)
Experience gains/ (losses) on assets	-	-
Experience gains/(losses) on liabilities	5	-
	<hr/>	<hr/>
Reconciliation of Statement of Financial Activities (SOFA) and Balance Sheet movement		
	2020 £'000	2019 £'000
Movement in net liability	(1,495)	(382)
Associated costs included in charitable activities expenditure:		
Service cost less employer's contribution	113	184
Administration expenses	4	4
Net finance charge	27	29
	<hr/>	<hr/>
Actuarial loss in SOFA	(1,351)	(165)
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The employer's contributions for the year to 31 August 2021 will be approximately £129,000.

NOTES TO THE FINANCIAL STATEMENTS (continued)

FOR THE YEAR ENDED 31 AUGUST 2020

23. CAPITAL COMMITMENTS

At 31 August 2020 capital commitments relating to the Hammond Quad Sixth Form Centre totalled £6,000 (2019:£85,000) and the new teaching block totalled £99,000 (2019: £99,000).

24. PUPILCOACH LIMITED

The School has a half ownership of PupilCoach Limited, a joint venture formed with Lady Eleanor Holles School (LEH) in March 2000 to provide a service to families requiring help with transport to/from the schools. The company's accounting year is the 31 August. Equity accounting is not used for the joint venture as it is not material to the School. The School's share of shareholders' funds as at 31 August 2020 was £31,642 (2019: £31,642). The School's share of the results for the year ended 31 August is as follows:

	2020 £	2019 £
Profit and loss account		
Turnover	520,617	705,796
Administrative expenses	(485,803)	(677,085)
	<u>34,814</u>	<u>28,711</u>
Operating profit	34,814	28,711
Interest receivable	-	-
	<u>34,814</u>	<u>28,711</u>
Profit on ordinary activities before taxation	34,814	28,711
Taxation on profit on ordinary activities	-	-
Distribution to the School	(34,814)	(28,711)
	<u>-</u>	<u>-</u>
Profit on ordinary activities after taxation	-	-
Brought forward as at 1 September	-	-
	<u>-</u>	<u>-</u>
Carried forward as at 31 August	-	-
	<u><u>2020</u></u> £	<u><u>2020</u></u> £
Balance sheet		
Current assets		
Debtors	3,109	2,709
Cash at bank and in hand	61,316	51,168
Creditors: amounts falling due within one year	(32,783)	(22,235)
	<u>31,642</u>	<u>31,642</u>
Net current assets	<u><u>31,642</u></u>	<u><u>31,642</u></u>
Capital and reserves		
Called up share capital	31,642	31,642
Profit and loss account	-	-
	<u>31,642</u>	<u>31,642</u>
	<u><u>31,642</u></u>	<u><u>31,642</u></u>

HAMPTON SCHOOL

NOTES TO THE FINANCIAL STATEMENTS (continued)

FOR THE YEAR ENDED 31 AUGUST 2020

25. SUBSIDIARIES

The School is the sole member of the Fitzwygram Foundation (Company registration number 10056045 and charity registration number 1167976), a company limited by guarantee, which was incorporated on 10 March 2016. The registered office of the company is the same as the School.

The School owns the entire ordinary share capital of Hampton School Enterprises Limited (Company registration number 03003554), which was dormant in the current and preceding year. The registered office of the company is the same as the School.

26. RELATED PARTY TRANSACTIONS

There were no related party transactions during the year.