# ROYAL GRAMMAR SCHOOL WORCESTER

England & Wales · Charity number 1120644

## Details

| | |
|---|---|
| **Status** | Registered |
| **Legal form** | Charitable company |
| **Company number** | 06251081 |
| **Registered** | 2007-08-22 |
| **Register** | View on the Charity Commission register |

## Contact

| | |
|---|---|
| **Address** | Royal Grammar School Worcester<br>Upper Tything<br>Worcester<br>WR1 1HP |
| **Phone** | 01905613391 |
| **Email** | office@rgsw.org.uk |
| **Website** | www.rgsw.org.uk |

## Activities

**Objects:** THE PROVISION AND CONDUCT IN OR NEAR THE CITY OF WORCESTER OF A DAY OR DAY AND BOARDING SCHOOL OR SCHOOLS FOR BOYS AND GIRLS AND ANCILLARY OR INCIDENTAL EDUCATIONAL ACTIVITIES AND OTHER ASSOCIATED ACTIVITIES FOR BENEFIT OF THE COMMUNITY.

**Activities:** Provision of education in or near the City of Worcester for girls and boys aged 2 to 18.

## Classification

- **How:** Makes Grants To Individuals, Provides Services
- **What:** Education/training
- **Who:** Children/young People

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## Geography

- **Area of benefit:** WORCESTER
- Worcestershire

## Finances

| Period end | Income | Expenditure | Assets | Employees |
|---|---|---|---|---|
| 2025-08-31 | £26,347,000 | £25,361,000 | £26,843,000 | 430 |
| 2024-08-31 | £24,871,000 | £24,500,000 | £25,867,000 | 422 |
| 2023-08-31 | £22,347,107 | £21,823,644 | £25,474,267 | 415 |
| 2022-08-31 | £19,858,375 | £19,279,261 | £24,956,129 | 313 |
| 2021-08-31 | £524,000 | £16,445,000 | £24,391,000 | 249 |
| 2020-08-31 | £15,455,000 | £15,213,000 | £23,824,000 | 235 |

## Trustees

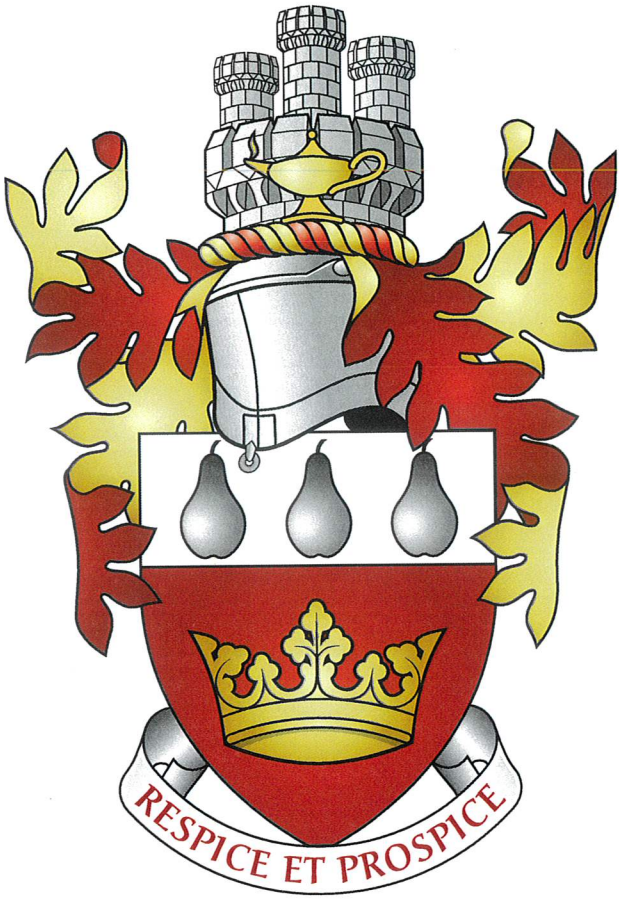
| Name | Role | Appointed |
|---|---|---|
| **Andrew Hampden Greenway MA, JP** | Chair | 2015-04-16 |
| Antonia Noble | | 2025-12-03 |
| BRYAN WILLIAM RADFORD | | 2012-09-01 |
| Gary Paul Rouse | | 2024-03-13 |
| HOWARD FRASER KIMBERLEY | | 2010-10-18 |
| KATHARINE MARY WORMINGTON | | 2019-05-09 |
| KAY MEREDITH | | 2010-11-17 |
| Laura Brown | | 2025-12-03 |
| Mary Jane Cross | | 2019-05-09 |
| Naveen Canchi-Murali | | 2021-10-11 |
| Nicholas Charles James Fairlie BSc FRICS | | 2013-12-03 |
| Rachel Wyatt | | 2018-08-28 |
| Stephen Flutter | | 2021-10-11 |
| Tim Stephen Curtis | | 2024-03-13 |

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**ROYAL GRAMMAR SCHOOL WORCESTER**

England & Wales - Charity number 1120644

# Accounts




# ANNUAL REPORT
# FOR THE YEAR ENDING AUGUST 2025

The Royal Grammar School Worcester
A private company, limited by guarantee
Registered No. 6251081
Charity No. 1120644

# THE ROYAL GRAMMAR SCHOOL
# WORCESTER

**A private company, limited by guarantee**

**Registered No. 6251081**

**Charity No. 1120644**

## ANNUAL REPORT

## FOR THE YEAR ENDED

## 31 AUGUST 2025

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**THE ROYAL GRAMMAR SCHOOL WORCESTER**
**GOVERNORS' REPORT YEAR ENDED 31 AUGUST 2025**

1. The **Name of the Company** is The Royal Grammar School Worcester ("the School").

2. The **Address** of the Company is The Royal Grammar School Worcester, Upper Tything, Worcester, WR1 1HP.

3. The School was incorporated on 17 May 2007 but continued to operate as an unincorporated charity until 31 August 2007. It began active operations as a limited company on merging with The Alice Ottley School on 1 September 2007. There were no trading activities prior to this date.

4. The School operates on four sites; RGS Worcester offering co-education for pupils aged 11–18, located in The Tything, Worcester; RGS Springfield offering co-education for pupils aged 2–11, located in Britannia Square, Worcester; RGS The Grange offering co-education for pupils aged 2–11, located in Claines, Worcester; and RGS Dodderhill, offering co-education for pupils aged 2–11 and girls only education for pupils from 11-16 located in Droitwich. From 1 September 2025, all pupils aged 5 to 11 at RGS Springfield were offered a place at RGS The Grange enabling RGS Springfield to expand as a Nursery in response to market conditions.

5. **Status.** The Company is registered at Companies House, Cardiff, as a private company, limited by guarantee, registered number 6251081. The Company is also registered as a charity, number 1120644. The Company is the trustee of Charity 527527 which holds in trust the Permanent Endowments of the School Under a Charity Commission Scheme sealed on 2 July 2007 and altered by a further scheme sealed on 15 January 2008. The Scheme contains a Uniting Direction that the Charity and associated funds shall be treated as forming part of the Company for the purposes of Part 6 (Accounting) of the Charities Act 2011. On 30 April 2019 Dodderhill School, company number 00576888 and registered charity number 527599, donated all of its assets and liabilities to The Royal Grammar School Worcester. RGSW Holdings Limited, registered office Upper Tything, Worcester, WR1 1HP, company number 12364724 was incorporated in December 2019 to facilitate the establishment and operation of Worcester International Hockey Club Limited, a limited liability company, number 12366802 which was also incorporated in December 2019.

6. **Directors of the Company.** The Directors of the Company are also the Governors of the School and the Trustees of the Charity. Those who have served during the year and up to the date of signing as Directors are listed below:-

| | |
|---|---|
| Mr A Greenway | Chair of Governors, ISC, Governor with special interest in Data Protection |
| Mrs R F Ham | Vice Chair of Governors, Chair of NC, EC, Governor with special interest in ECT, SGF (resigned 3 December 2025) |
| Mr M Beardmore | F&GP, ISC, SGF |
| Mrs L Brown | EC, Staff Liaison at RGS Worcester, Governor with special interest for Learning Development (appointed 3 December 2025) |
| Dr N Canchi-Murali | EC |
| Mrs L Cook | EC, NC, Staff Liaison at RGS Worcester, Governor with special interest for Learning Development (resigned 3 December 2025) |
| Mrs M J Cross | F&GP, RGS Dodderhill Sub-Committee, ISC, Governor with special interest in Risk |
| Mr T Curtis | EC, RGS Dodderhill Sub-Committee, Governor with special interest in Sport |
| Mr N Fairlie | F&GP, Chair RGS Springfield Sub-Committee, NC, SGF |
| Mr S Flutter | Chair of EC, Governor with special interest in CCF, SGF |
| Mr H Kimberley | Chair of F&GP, ISC |
| Ms K Meredith | EC, NC |
| Mrs S Mills | EC, Lead Governor for Safeguarding including Attendance and web filtering and monitoring (resigned 3 December 2025) |
| Ms A Noble | EC, Lead Governor for Safeguarding including Attendance and web filtering and monitoring (appointed 3 December 2025) |
| Mrs N Parry | EC (resigned on 4 December 2024) |
| Mr B W Radford | F&GP, Governor with special interest for Health and Safety |
| Dr E Robinson | EC (resigned 3 December 2025) |
| Mr G Rouse | F&GP |

| | |
|---|---|
| Mrs K M Wormington | Chair of RGS Dodderhill Sub Committee, Staff Liaison at RGS Dodderhill, NC, SGF EC, Governor with special interest for the Foundation Stage, RGS Springfield Staff Liaison, RGS The Grange Staff Liaison |
| Mrs R Wyatt | |

Finance and General Purposes Committee (F&GP), Education Committee (EC), Nominations Committee (NC), International School Committee (ISC), Staff Governor Forum (SGF)

7. The **Principal Officers** of the Charity during the year were:-

| | |
|---|---|
| Mr J D Pitt | Headmaster, RGS Worcester and Executive Head of The RGS Worcester Family of Schools |
| Mr G W Hughes | Headmaster, RGS The Grange |
| Mrs L Brown | Headmistress, RGS Springfield (resigned 31 August 2025) |
| Mr T Banyard | Headmaster, RGS Dodderhill (resigned 31 August 2025) |
| Ms A Page | Headmistress, RGS Dodderhill (appointed 1 September 2025) |
| Mr B R Edwards | Director of Finance and Operations, Clerk to the Governors and Company Secretary |

8. **Advisers to the School:-**

| | |
|---|---|
| Bankers & Investment Managers | Lloyds Bank plc<br>4, The Cross, Worcester, WR1 3PY |
| Auditors | Crowe U.K. LLP<br>4th Floor, St James House, St James' Square, Cheltenham, GL50 3PR |
| Solicitors | Stallard March and Edwards (SME Solicitors)<br>8, Sansome Walk, Worcester, WR1 1LW |
| Insurance Brokers | Hettle Andrews & Associates Limited<br>Eleven Brindley Place<br>2 Brunswick Square<br>Birmingham<br>B1 2LP |

9. **Governing Document**. Memorandum and Articles of Association adopted on incorporation on 17 May 2007 as amended by Special Resolution dated 27 June 2013.

10. **Governing Body**. The Governors are listed on page 1 of this Report.

11. **Recruitment and Training of Governors**. New Governors are normally appointed at termly meetings on the basis of nominations from a committee of Governors. All nominations are made on the basis of eligibility, personal competence, specialist skills and availability. New Governors undertake a formal induction process under the guidance of a fellow Governor which covers the workings of the Charity, including Policies, Procedures, Finances, the Clerk to the Governors and Governance.

12. **Liability Insurance.** Governor and Individual Liability insurance is provided with a cover of £5m.

13. **Organisational Management**. The School Charity is organised and managed in accordance with Articles of Governance, produced by the Governors, to control the general educational character of the School. The Governing Body meets at least once per term. The Board's policies are generally implemented by two main committees; the Finance and General Purposes Committee (F&GP) and the Education Committee (EC), both of which meet termly. Individual Governors are nominated to take a special interest in Safeguarding (including Attendance), Health and Safety, the Foundation Stage at each of the Prep Schools, Learning Development, GDPR, web filtering and monitoring, Teacher Training provision for Early Careers Teachers (ECTs), CCF and for staff liaison in each school. The Governors directly appoint the Heads and the Director of Finance and Operations. The Head of RGS Dodderhill reports to the Executive Headmaster and The Head of RGS The Grange is responsible to the Governors for the overall management of the School and the direction of

teaching within the general policy and the delegated financial limits approved from time to time by the Governors. The Director of Finance and Operations is responsible directly to the Governors for the management of the grounds, buildings, plant, computing and IT, administration and finances of the School, and to support the Heads in the day to day running of their Schools.

14. **Employee Involvement and Equal Opportunities.** Employees have been consulted on issues of concern to them by means of regular consultative committee and staff meetings and have been kept informed on specific matters directly by management. During the year, Governors and staff have introduced a 'Staff Governor Forum' to enhance communication and understanding. The School carries out exit interviews for all staff leaving the organisation and has adopted a procedure of upward feedback for senior management and the Governors.

    In accordance with the School's Equal Opportunities Policy, the School has long established fair employment practices in the recruitment, selection, retention and training of disabled staff. Full details of these policies are available from the School's offices.

15. **Availability of Assets to Fulfil Obligations.** It is the opinion of the Governors that the School is well placed to meet in full its current obligations.

**Statement of Governors' Responsibilities**

16. The Companies Act 2006 requires the Governors, as Trustees of the Charity, to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the Charity and of the surplus or deficit of income over expenditure for that period.

17. In preparing these financial statements, the Governors should follow best practice and are required to:

    a. select suitable accounting policies and apply them consistently;

    b. observe the methods and principles in the Charities SORP;

    c. make judgements and estimates that are reasonable and prudent;

    d. state whether applicable UK accounting standards have been followed subject to any material departures disclosed and explained in the financial statements; and

    e. prepare the financial statements on the going concern basis unless it is inappropriate to presume that the Charity will continue in operation.

18. The Governors are responsible for keeping accounting records which are such as to disclose, with reasonable accuracy, the financial position of the Charity at any time, and to enable them as Trustees, to ensure that the accounts comply with charity law. The Governors are also responsible for safeguarding the Charity's assets and ensuring their proper application and hence for taking reasonable steps for the prevention and detection of error, fraud and other irregularities.

19. The Governors delegated authority to the Nominations Committee (NC) to assess the Board's adherence the charity governance code issued in July 2017. Following a review of the seven principles underpinning the code the NC concluded that the RGSW Board is adhering to all of the principles. The Board unanimously endorsed this assessment at the December 2023 Board meeting and is included in the induction process for new Governors.

20. The Charity had no fundraising activities requiring disclosure under S162A of the Charities Act 2011.

21. **Statement as to Disclosure of Information to Auditors.** The Governors who were in office on the date of approval of these financial statements have confirmed, as far as they are aware, that there is no relevant audit information of which the auditors are unaware. Each of the Directors have confirmed that they have taken all the steps that they ought to have taken as Directors in order to make themselves aware of any relevant audit information and to establish that it has been communicated to the auditor.

**Auditors**

22. Crowe U.K. LLP has indicated its willingness to be reappointed as statutory auditor.

Approved by the Board on 22 May 2026 and signed on its behalf by:-



Mr Andrew Greenway
Chair of Governors

**THE ROYAL GRAMMAR SCHOOL WORCESTER**
**STRATEGIC REPORT YEAR ENDED 31 AUGUST 2025**

## Objectives and Activities

1. **Charitable Objects.** The objects of the School are the provision and conduct, in or near the City of Worcester, of a day or day and boarding school for boys and girls and ancillary or incidental educational activities and other associated activities for the benefit of the community.

2. **Aim and Intended Impact**. It is the General Policy of the Governors to provide for the pupils of the School a challenging and stimulating intellectual atmosphere while making full provision for physical, cultural and moral development.

3. **Objectives for the Year.** The primary objectives of the academic year 2024-25 were:

   - To ensure that support for pupil and staff welfare is at the highest levels through our leading pastoral care provision
   - To ensure financial stability for The RGS Worcester Family of Schools following the introduction of VAT on school fees from January 2025 through securing pupil numbers, setting appropriate fee levels, introducing cost savings and increasing alternative income streams
   - Following record Public Examination results in 2024, to develop our academic provision still further, learning from recent success to ensure high academic performance is sustained and continues to grow
   - To continue to develop Digital Learning with particular focus on Artificial Intelligence (AI) and its effects on education, as we become a market leader in understanding this area. Inform pupils, staff and parents of the benefits and pitfalls of AI and use our knowledge to support other schools and educational institutions (e.g. the University of Worcester)
   - To develop and monitor our co-curricular provision still further, ensuring that pupils' access a broad range of experiences and develop life skills throughout their time at the schools
   - To prepare the RGS Schools for ISI Inspection under the new Framework (F23)
   - Recognising the importance of Careers and PSHCE education, to review and enhance our provision still further to support the pupils as they navigate the complexities of adolescence and prepare them for modern life
   - Review and continue to enhance online safety, including monitoring and filtering of IT systems and use in line with recommendations for all schools in KCSiE guidance; ensuring cybersecurity is at the top end of industry-standard for schools
   - To continue to increase Bursaries through the work of the Foundation to ensure access to an RGS education is possible, regardless of financial means
   - To build on success as 'Independent school of the year for educational partnerships' by exploring further outreach and partnerships opportunities as part of our commitment to public benefit
   - To explore the possibility of establishing an RGSW International school abroad to enhance our reputation and introduce a new income stream
   - To continue to establish The RGS Family of Schools as the leading group of independent schools in the area

4. **Strategies to achieve the Objectives**.

   - Pastoral care provision continues to be enhanced to support pupils and staff (e.g. the introduction of two Assistant Heads of Year at RGS Worcester) and the work of the Pastoral teams and DSLs is closely co-ordinated both within each school and across all 4 schools. Mobile 'phone policy for pupils is being enforced and will be carefully reviewed in considering mental health impact of smartphone use
   - The DFO and Heads meet very regularly as the Strategy Group, including over the summer holiday, and there are additional Governors' meetings to help manage the changes introduced by the Government. A forum representing the staff from the 4 schools will meet with Governors to discuss pay and conditions. Significant ongoing work is being done to consider cost savings, new income streams and ensure efficiency across all 4 schools
   - The new Academic Deputy at RGS Worcester and the Academic teams across the schools review examination performance and share best practice through committees, meetings and Inset training held in and across all 4 schools. Monitoring of pupils' academic progress continues to be further centralised and enhanced, including through detailed data analysis

- The Director of Innovation and his teams across the 4 schools provide regular Inset training for staff about AI and the pupil 'Digital Geniuses' assist with information evenings for parents and sharing best practice with pupils. Other schools are invited to training events and collaboration is taking place with the University of Worcester to help train future teachers in AI and Digital Learning
- A review of co-curricular activities is taking place across the 4 schools and a new system for encouraging participation and accumulating rewards is being introduced. The purpose is to link co-curricular activities to skills development so that pupils can build a profile of a range of skills, understanding the benefits of the extensive range of co-curricular activities on offer to them
- Regular briefings and information is being shared with staff and Governors and checks are regularly completed for compliance to make sure that the 4 schools are always 'inspection-ready'
- Careers and PSHCE are being given higher profile in the schools at age-appropriate levels and there is a review of staffing and programmes to make sure that pupils are well prepared and able to make informed choices for their futures
- The IT Support Team, overseen by the Director of Innovation, continues to work with the Designated Safeguarding Leads (DSLs) and Pastoral Teams to ensure that monitoring and filtering are at an appropriate level, concerns are reported and addressed in a timely and appropriate manner, and in line with guidance including in KCSiE. Online safety is emphasised as part of the PSHCE and Computing & IT programmes
- The Foundation Office staff work with Trustees and run a programme of 'friendship-building' events for alumni, engage with parents as appropriate, and fundraise for Bursaries
- Celebrating the success of the Outreach and Partnerships programme evident in the award of the title of 'Independent school of the year 2024' allows us to encourage even greater participation from other schools and institutions around Worcestershire and abroad
- A new role of Assistant Head (Director of RGSW International) has been created and an international office established. Links are being developed with the Department for Business and Trade and several other groups and institutions to gain advice and experience. The Assistant Head will explore possible markets and investors, reporting back to the Strategy Group and Governors
- The reputation of The RGS Worcester Family of Schools continues to grow through exceptional Public Examination results, breadth of choice and opportunity in academic and co-curricular activities, pastoral care, use of educational technology, Careers guidance and education and, most recently, receiving a national award for educational partnerships. We continue to build on this reputation by reviewing and enhancing all aspects of our provision, seizing opportunities to work with other partners and working towards completion of our Ten Year Development Plan

5. **Principal Activities of the Year.** The Charity principally provides education in or near the City of Worcester and Droitwich at its four sites to boys and girls aged 2-18. There were, on average, 1,609 (2024: 1,632), pupils attending the School during the year representing a reduction by 1.4%, which is less than the national average of 1.9% (as reported by the BBC on 5 June 2025) affecting all independent schools following the imposition of VAT being applied to school fees. Governors are committed to ensuring a first-class education at an affordable price.

6. **RGS Dodderhill.** The strengths of the School had been highlighted by numerous surveys and information gathering and are achieved by pastorally minded and dedicated staff that instil a positive and nurturing atmosphere within the School. The new Head, Ms Amy Page has been specifically selected by the Board of Governors to help drive the School forward; she will focus on improving educational outcomes and enhancing the overall pupil experience across both the curricular and extra-curricular domains. Governors have a high level of confidence in Mrs Page's ability and skill to make the School more appealing to parents in the local area - it is a very exciting time for RGS Dodderhill.

## Grant Making Policy

7. **Bursary Policy.** The Governors wish to ensure that the opportunity for children to benefit from the education offered by the School is not unreasonably restricted by parents' ability to pay fees. Means-tested bursaries are made available in the form of a remission of up to 100% of the tuition fees payable, depending on the financial, compassionate or other pertinent circumstances of applicants. To ensure that people in genuine poverty are not excluded, as well as covering tuition fees, bursaries may be extended to cover or contribute towards the costs of such additional items as school lunches, uniform, travel costs, examination fees, equipment required for educational, sports or co-curricular activities and foreign exchange and other educationally important trips. The Foundation Office makes a significant annual contribution to Bursary Funds which helps to maintain fee levels at an affordable level.

8. **Priorities.** A number of factors will be considered when making the judgement as to the justification for support, and the extent of such support. In the main, a child's suitability for the School is the first consideration in granting a bursary. In assessing a child's suitability, attention will be given to their academic assessment, but potential will also be considered as well as actual achievement. Each applicant must meet the School's normal academic requirements and any pupil to whom support is offered must, in the opinion of the Head, be likely to make sound academic progress following admission and possess the potential to develop the quality of his or her work. A considerable degree of commitment and effort will be required and a good record of effort and behaviour in previous schools will be essential. Since The RGS Worcester Family of Schools are of high academic standards it will normally follow that those achieving the highest results in the entrance examination will be deemed most suitable. Consideration will also be given to how a pupil might benefit from participation in the wider, co-curricular activities on offer at the School.

9. **Assessment**. Although the priority in making an award will be suitability, the amount will be based on financial need. Each case will be assessed on its own merits and awards are made accordingly, subject to available funding and the level of demand. It is recognised that judgements about what sacrifices a family should make to pay school fees will be personal and the scale of awards is therefore not rigid. However, the School has a duty to ensure that all bursary grants are well-focussed and so, as well as current earnings, other assets and lifestyle factors will be considered in determining the appropriate level of grant.

10. **Grants**. The Governors' grant-making policy is tempered by there being no significant endowment funds available to provide additional financial support; bursaries therefore must be provided out of fee income. The grant-making policy has been subject to ongoing review in recent years with a view to increasing the number and value of means-tested awards. The Governors feel a certain dilemma in this respect since they have attempted over the years to keep fees as low as possible, whilst at the same time ensuring the School has the means to provide an excellent education. The Governors consider increases in fees to fund further bursaries to be unreasonable in that they would place further hardship on the many parents who already make significant sacrifices to pay for the advantages of an independent school education for their children.

11. **Awards**. Scholarships, bursaries and other concessions totalling £3,310,700 (2024: £2,978,707) have been awarded during the year to a total of 694 (2024: 649) pupils. These awards included means-tested bursary awards to the value of £949,157 (2024: £996,392) distributed among 105 (2024: 103) pupils, 15 (2024: 13) of whom received 100%+ remission.

12. **Prizes.** The School has a Prize Fund, invested in the COIF Charities Investment Fund with a value at 31 August 2025 of £34,042 (2024: £35,298 ) which provides prizes under the Mytton and Blasson Legacies. All other prizes are funded from the School's unrestricted funds.

13. **Public Benefit.** In setting objectives and planning activities the Governors have given careful consideration to the Charity Commission's general guidance on Public Benefit. The Governors achieve this through providing use of the School's facilities for a wide range of community events and activities and through outreach and partnerships provision for pupils from local state schools.

We continue to grow the number of local organisations who have used the facilities for activities and these include those listed below:

Allen Sports Limited
Badminton Club
Chandos Symphany Orchestra
Coram
DadsvDads
Drain Jet
Droitwich Archery Society
Droitwich Cricket Junior Division
Droitwich Salty Picklers
Droitwich Salty Picklers (Doris Woo)
Droitwich Spa Cricket Club
Droitwich Spa Vets (over 35's)
Droitwich Table Tennis
Fencing Club
Football
Footlights Theatre
Holte Football Club
Leagues 4 You
Little Kickers
Mum2Mum Worcestershire
Net First 4 Sport CIC
Netfirst Netball
Norton Cricket Club
OE Cricket
Ombersley Cricket Club
Perdiswell Colts 2
Powick Community Choir
RGS Worcester Hirings
Rounders league
SB Danceworks
Sands United Football Club
The Elgar Chorale
The Movement Company
Walking Football
West Mercia Badminton
Worcester City Football Club
Worcester City Youth Football
Worcester Netball Club
Worcester Pregnancy and Baby Fayre
Worcester Raiders Vets FC
Worcester Utd FC
Worcester Utd Under 13 Tigers
Worcester Wanderers FC
Worcestershire County Badminton Association
Worcestershire County Cricket Club
Worcestershire Cricket Foundation

14. **Outreach and Partnerships** activities include assistance to local schools by sending RGS staff and pupils to support specific subjects and inviting pupils into the four Schools for academic and co-curricular events and activities.

**a. RGS Worcester.** Between September 2024 and July 2025, RGS Worcester hosted more than 40 events. We also engaged with several local schools through assemblies, fairs, and musical contributions, including playing the Last Post at the Remembrance Service. Additionally, we supported their curriculum and learning alongside our Sixth Form pupils. Over 1,500 students from 34 schools benefited from the Partnership programme, which included events focused on MFL, Science, Art and Drama. Highlights included hosting the Worcester Primary Schools Choir's 'Let's Sing' event with over 170 participants, Play in a Day, Debating Masterclasses, Languages Day, Piano Masterclasses, and the Eggstravaganza, and the Faraday Science Challenges returned with great success. We also hosted Maths challenges and English Ghost-writing workshops. Pupils from state senior schools were also invited to attend the RGS Careers & Higher Education Fair.

**b. RGS The Grange.** Last academic year, we partnered with local primary schools to run a series of engaging events in areas like team building, coding, French, football, netball and cricket. Over the course of the year, we welcomed more than 500 children to participate and connect with us through these enriching activities as well as using our facilities for their own requirements.

**c. Holiday Club.** 2024/2025 has been another successful year, with revenue increasing by £15,803, representing a 7.5% rise compared to last year.

Although summer revenue was lower than expected—around £9,000 less than the previous year—this was partly due to having fewer operating days. Bookings during the summer were also slightly lower, with approximately 500 fewer bookings compared to last year. Numbers in the Sharks group decreased, but this was offset by higher capacity in the Snappers group, which was fully booked throughout the summer. Despite the reduction in total bookings, the number of external children attending remained consistent with last summer.

Outside of the summer period, revenue for each holiday club increased compared to 2023/2024, driving the overall growth for the year. From October half-term through to May half-term, revenue rose by nearly £14,000, alongside an increase of around 150 bookings.

We continued to use the school minibuses to reduce transport costs and identified new venues offering more affordable experiences for children, further controlling expenses. In addition, we maintained higher trip charges for parents and removed the wrap-around care option. All parents now pay a flat £40 daily rate, regardless of drop-off or collection times. This change was based on last year's findings, where most parents were booking wrap-around care anyway.

This summer, we also extended opening hours to 5:30pm daily and began providing morning snacks for the children. Both initiatives were introduced in response to parent survey feedback last year and were well-received again this year. We plan to continue offering these added-value services going forward.

**d. RGS Springfield.** Mother and Toddler groups happen each week with attendees from the local community Links with the University of Worcester have provided opportunities for local students to carry out teaching observations and gain face to face school experience, conduct research and placements. The local 'Britannia Square Residents Association' Community Group held their annual Celebration picnic in our grounds in June.

**e. RGS Dodderhill.** RGS Dodderhill has hosted a variety of events as part of our ongoing commitment to community outreach. A recent highlight was the successful Oliver Jr. *Outreach Programme*, which invited Year Six pupils from local primary schools to take part in intensive workshops in singing, acting, and dance. The programme culminated in a special performance for RGS Dodderhill students and the participants' parents, showcasing the children's hard work and newly developed skills.

In addition, the School welcomed local primary pupils to a dedicated performance of the Oliver Jr. production and continues to run outreach events in subjects such as languages and computing. These initiatives reflect the school's dedication to sharing its resources and expertise with the wider community

## 15. Review of Achievements and Performance for the Year

a. **Performance.** RGS Worcester, RGS The Grange, and RGS Springfield received an exceptional outcome from its ISI inspection in January 2025. The report highlighted an impressive 'Significant Strength' in the schools' leadership, pastoral care, and unwavering commitment to the personal and academic development of every pupil. The inspectors praised the positive learning environment and the strong, respectful relationships between pupils and staff, noting that students are highly confident and excel in a nurturing atmosphere. All regulatory standards were confirmed as met, with a single recommendation to consider how to further enhance the PSHE programme for older pupils. In response to the recommended next step, RGS Worcester has already made some further significant changes to the PSHCE programme.

For Year Ten and Eleven, lessons are now embedded in the timetable and the curriculum, whereas before, pupils were taught in 'drop-down' sessions. Additionally, further links have been made between the taught content in PSHCE lessons, and the Tutor sessions that are run weekly by the Pastoral team. Finally, PSHCE lessons are being delivered by a selected team of teacher-experts that have had specific time ring-fenced on their timetables; along with additional, new and developed resources, and taking into account feedback directly gathered from pupils, this will make a significant impact on all pupils, but specifically targeting the older years.

A separate ISI inspection of RGS Dodderhill in November 2024 also yielded a highly positive report. The inspectors celebrated the dedication of staff in fostering a supportive and enriching environment where every pupil can thrive. The report commended the school's curriculum and teaching practices, which effectively nurture pupils to become "self-motivated learners" and make excellent progress. It was affirmed that all standards relating to safeguarding, leadership, and the quality of education were met. The inspection's recommendation was to strengthen the oversight of pastoral records to enable more efficient review.

b. **RGS Worcester Academic Achievements.** At A Level, students attained 61.1% A*-A and 98.2% A*-C. The results in BTEC and CTEC subjects were equally impressive, with 95% of all grades awarded at Distinction*-Distinction, the highest available. On average, each student exceeded their statistical expectations by +0.25 of a grade across all qualifications. Post-18 pathways were exceptionally successful, with over 95% of students securing their first-choice university or degree apprenticeship placements. Both pupils with Oxbridge offers met the required grades. Additionally, all applicants to Medicine (five students), Dentistry (one student), and Veterinary Science (two students) successfully secured their places for this September. Several students progressed to degree apprenticeships, including placements in Accountancy (RSM and Deloitte) and Infrastructure Surveying (Carter Jonas). The excellent performance extended to GCSE level, where 38.2% of all grades were awarded at the highest levels (9-8), and 98.6% of grades were between 9 and 4. There were 262 grade 9s awarded across the cohort. Over 70 pupils achieved grades 9-7 in at least 7 subjects, demonstrating that high performance was not confined to a small group of students.

c. **RGS Dodderhill, Academic Achievements.** 22 Year Eleven and 2 Year Ten pupils sat GCSE Examinations in Summer 2025. 47% of Grades were 9-7, an exceptional achievement and building on last year's success. 92% of all Grades were 9-4. Individual successes continued throughout the School including:

- 68% of pupils gained at least one grade 9-8
- 3 students achieved all grade 9-7
- 100% of Drama GCSE pupils achieved grades 9-4, 21.3% higher than the national average
- 100% of Music GCSE pupils achieved grades 9-6
- 100% of Geography GCSE pupils achieved grades 8 or 9
- All pupils achieved their first choice Sixth Form place; 7 pupils transferred to RGS Worcester for Sixth Form.

## 16. Cultural Activities

a. **RGS Worcester.**

**Music.** The year kicked off with the second 'RGS Live' concert, featuring instrumentalists and singers from all Year Groups performing a variety of pop and rock songs together in Main Hall. The Michaelmas Term continued with two Autumn Concerts and the Chamber Choir once again singing at St Richard's Hospice's moving 'Lights of Love' Service. There were many performances in Assemblies and, at the close of the term, 'Christmas with the Big Band' in Perrins Hall celebrated the lighter side of festive music with the Big Band joined by the Flute Ensemble, Guitar Group, Junior and Senior Jazz Ensembles.

Then there was the traditional service of lessons and carols in Worcester Cathedral, led by our four major choirs. In the Lent Term there was a Piano Concert with guest soloist George Rowley giving masterclass sessions to several of our most advanced pianists before he joined them in a high-quality evening recital. Year Seven also enjoyed a concert trip to Symphony Hall, Birmingham to watch and listen to the City of Birmingham Symphony Orchestra play a varied selection of short orchestral pieces. The Chamber Choir had a thoroughly enjoyable trip to sing Evensong at St George's Chapel, Windsor in March before giving a Lunchtime Recital at Worcester Cathedral later in the month. Sandwiched between these two performances, and in the Cathedral, was the highlight of the musical year: our 'Concert in Colour', featuring all four RGS Schools. Lower Sixth pianist Sasha Penlington and the RGS Orchestra earned a mighty standing ovation for their stunning performance of Gershwin's seminal 'Rhapsody in Blue'. The concert closed with a specially-curated medley of 'Gold' songs sung by a mass choir from all four RGS Schools. Following another successful Cabaret evening where senior singers performed with the Big Band, the Trinity Term featured a 'Let's Sing' Outreach singing workshop with 170 primary school students. There were more choir performances at the Commemoration Service and Lower School Prizegiving, and several ensembles were on show at the Creative Arts Evening in June. A special Summer Celebration concert evening concluded the musical year, allowing students, parents, teachers and our dedicated peripatetic team of visiting music teachers to come together to say a very fond farewell to the talented Upper Sixth cohort and Mr Soman, after six successful years as Director of Music.

**Drama.** The year began with a bang in November, as our Senior students wowed audiences with a five-show run of Bonnie and Clyde. Their electrifying performances, strong ensemble work, and powerful storytelling made it an instant hit. In March, the Seniors returned with The Ash Girl, performed by two alternating casts. This magical yet haunting adaptation of the Cinderella story tested their acting skills and showcased their maturity and emotional range. The summer production saw Years Seven to Ten take centre stage in an extraordinary five-night run of Harry Potter and the Cursed Child. The show was a triumph, filled with spellbinding effects, energy, and imagination – a real celebration of young talent. Beyond the stage, students also enjoyed enriching experiences through drama trips. The A Level students travelled to Cornwall, where they explored the work of Kneehigh Theatre, studied Greek theatre in context, and saw the spectacular Bat out of Hell musical. A week-long residential in Orlando offered even more opportunities to develop performance skills. Meanwhile, theatre trips to the RSC's Pericles and The History Boys in Malvern gave pupils insight into professional productions. Our many clubs have also thrived. Musical Theatre Club and the Junior and Senior Spotlight groups all worked hard throughout the year, with Spotlight members proudly sharing devised performances in July. Tech Club was the creative force behind the scenes, designing props, sets, and lighting effects for productions throughout the year. Dance Club also shone brightly, culminating in a stunning evening of dance in March. The Drama staff again took centre stage for a charity production of the hilarious, but thought-provoking, 'Teechers' by John Godber and raised funds for three deserving charities.

**Debating.** The Senior Society has been particularly successful with over 50 students taking part in training sessions and debates. The season started slowly with the Warwick Schools competition in October proving very challenging and attracting over 50 entries, including teams from Ukraine and Asia. A Lower Sixth pair did exceptionally well to come 10th. The southwest round of Cambridge Schools in January proved similarly successful but ultimately a little frustrating: the top three teams qualified for finals day but RGS teams took the next four places! At Nottingham Schools in February, a Lower Sixth pair were crowned overall Champions against 51 other pairs. Three days later, RGS Worcester hosted the Midlands round of the prestigious Oxford Schools competition, at which only the top four from 32 teams would progress, but RGS secured first and third placings. The Finals Day at the Oxford Union involved 115 teams from across the globe, with both RGS teams winning at least one debate. The Senior Debating year culminated in the annual black-tie Dinner in April attended by over 40 debaters, with Dr Chris Monaghan, Principal Law lecturer at the University of Worcester, as the guest speaker.

**Design Technology.** Each year, the department grows busier and more dynamic, with students continuing to push the boundaries of design. The Upper Sixth students set a strong example with outstanding design work. Their projects ranged from a wheeled trolley to assist the elderly, a foldable desk for students, and carbon fibre hydrofoils for a kayak. The standard of portfolios was exceptional—some nearing undergraduate quality – and most are going on to study Engineering or Design. Year Eleven Engineers tackled the challenge of creating devices to reduce, remove or recycle polymers, producing clever working prototypes like shredders and crushers. Meanwhile, Resistant Materials students designed a variety of useful household and garden items. Lower and Middle School pupils brought high energy and curiosity to every aspect of the subject. One of the highlights this year was the restoration of a 1950s Citroen Traction Avant. Students from Year Seven to Lower Sixth have eagerly contributed to the project thus far. Several enriching trips and guest speakers have helped expand students' horizons. A visit to F1 Williams in Oxford offered the chance to view the world's largest private F1 car collection, race on simulators, and run crash simulations of nose cones. Year Ten students visited the Morgan Motor Company to see handcrafted cars and witness their classroom learning applied in the real world. Another highlight was hearing from engineers involved in the Thrust SSC land speed record attempt during a visit to the Coventry Transport Museum. At the Mallory Park, the School's Greenpower team placed 4th and 5th and wasted no time dismantling the car to reduce weight for a shot at the top three. Students from Year Eight to Upper Sixth were instrumental in developing a new car, which will feature a carbon fibre shell. Two students were awarded prestigious Arkwright Scholarships—a nationally competitive award granted to the UK's most promising young engineers.

**Art.** The Michaelmas Term began saw the new Sixth Form artists visit Worcester to seek inspiration for their initial projects. The annual exhibition at Worcester Cathedral was particularly special, taking the form of a retrospective., and the Chapter House provided a striking venue, allowing the diversity of media and remarkable talent of our aspiring artists to shine. For our GCSE students, this year's examination theme, 'Gatherings', sparked a wealth of imaginative responses. A visit to the city of Oxford offered rich inspiration – from architecture to ambience – and students returned with a stunning array of imagery, from butterflies to Buddhas and flutes to fossils. The Art Department were delighted to host pupils from St Barnabas Primary School, who created imaginative paper heads inspired by Picasso and Lichtenstein. During our Open Morning, visitors were invited to dress as a famous painting – a playful and popular activity that added colour and creativity to the event. The department also took part in St Richard's Hospice's "Great Waddle" and decorated Vesta the penguin. Art co-curricular clubs continued to flourish, with the Lower School Art Club contributing a moving piece for Holocaust Memorial Day that was displayed at The Guildhall in collaboration with the Music Department. Mindfulness Club continues to attract enthusiastic participants, and our new Photography Club has been a resounding success, offering pupils yet another outlet for creative expression. Creative Arts Evening once again provided a platform to celebrate student work from both Year Eleven and the Sixth Form. It is always inspiring to see how our young artists meet creative challenges with such individuality, sensitivity and passion.

**Textiles.** Lower Sixth Textiles students travelled to London in March to explore research opportunities for their individual Personal Investigation coursework projects. A visit to The Saatchi Gallery to see the 'Flora in Contemporary Art and Culture' exhibition provided a vibrant experience and The V&A Museum History of Fashion Collection gave an insight into garment style and silhouette. Finally, the 'Vogue: Inventing the Runway' immersive show, celebrating 100 years of Vogue, at The Lightroom, featured an exhilarating journey into the world of the catwalk with the likes of Dior, Chanel, Westwood and McQueen. The opportunity to work collaboratively with the Battle of Worcester Society was an exciting project for pupils in Year Eight, who were set the challenge to design a banner in the style of those featured in the Civil War. The pupils, together with students in Lower Sixth, painted the winning design together with three of the original regiment banner designs from the English Civil War, and these were then displayed in Copenhagen Street during the city's Battle of Worcester celebrations in August. In June, the Textiles Department hosted the Midlands Regional Final of the prestigious Young Fashion Designer UK (YFDUK) competition, involving over 250 entries from more than 50 schools across the Midlands and North. This centred on the theme 'Eco Thread Challenge – transform the threads of yesterday to the fabrics of tomorrow', with entrants submitting a range of themed design work for judging by a panel of industry professionals. The day offered a programme of activities, including a fast-paced Upcycle Challenge, talks from industry professionals and

a gallery-style exhibition of the pupils' final pieces. An Upper Sixth student won the Upcycle Challenge and came 2nd in the Design category, with a Lower Sixth student receiving a 'Highly Commended' in the Design category. A Year Nine pupil came in the top four at in her age range and a Year Eight came 2nd in the Years Seven and Eight category for the second year running. The Textiles Fashion Show took place as part of The Creative Arts Evening, featuring pieces created by pupils across all Years. Year Seven pupils displayed their vibrant tie-dye T-shirts and Year Eight's handmade bags, while Year Nine presented stylish sweatshirts and Year Ten modelled their bodices and skirts. Lower Sixth students impressed with their sustainable denim and outerwear designs, while Upper Sixth pupils closed the show with their stunning A Level final collections.

b. **RGS The Grange.** The past year has been distinguished by exceptional achievements in Music and the Performing Arts. Early in the year, Year Six performed at the Royal Albert Hall as part of Barnardo's Young Supporters Concert—a memorable opportunity to appear on a world-class stage. The festive season brought further highlights, including the Pre-Prep Nativity and the Choir Performance at Worcester Cathedral, both delivered with joy, discipline, and confidence. Performing Arts Week, success at the Worcester Competitive Arts Festival, and excellent ABRSM and LAMDA results further showcased the talent and commitment of our pupils. The inaugural Gig Night established an exciting new tradition, while national recognition was achieved when the Chamber Choir received the Judges' Award at Barnardo's National Choir 2025. Collaborative events such as the *Concert of Colour – Rhapsody in Blue* and the Spring Concert with RGS Worcester highlighted the depth of artistic excellence across the School. The year concluded with a spirited Year Six production of *Matilda*—a fitting finale to a programme that celebrated imagination, courage, and the joy of performance. Collectively, these achievements enriched the cultural life of the School and reflected the creativity, confidence, and collaboration at the heart of an RGS The Grange education.

c. **RGS Springfield.** Pupils participated in plays and performances. Examples include outdoor Nativities, Carol Services celebrations, concerts and performances throughout the year with all children participating at least once. A highlight was the exceptional production of 'Oliver! JR. in March for those in our Years Three to Six, a directional debut for Mrs Morgan. The year closed with our final Springfield School Concert 'The Sound of Springfield' with performances from Year Six Instrumentalists and the Springfield Choir as well as instrumental ensembles. Children undertook Music and Theatre exams as well as LAMDA exams throughout the year. The school allows Duke of Edinburgh students to undertake volunteering in After School Care or to help with Sports Clubs.

d. **RGS Dodderhill.** Across all key stages, pupils at RGS Dodderhill are offered a wide range of enriching experiences. Music and the performing arts are a key focus, with students attending a performance by the City of Birmingham Symphony Orchestra, and showcasing their talents in termly Music Recitals and Performing Arts Showcases. The School also hosts several major events throughout the year, including the Nursery to Year Six Harvest Festival, the 'Twas the Night Before Christmas' production, and the whole-school Eisteddfod. Additionally, the school's creative groups have represented RGS Dodderhill in the wider community, with the choir performing at Birmingham Town Hall and Worcester Cathedral, and the Dance Company performing at the Redditch Gotta Dance event. Beyond the performing arts, students participate in a variety of other enriching activities. Prep pupils performed in the 'Dodderhill's Got Talent' show, and showcased their skills in the 'Creative Connections' performances, exploring the theme of Conflict and Peace through music, dance, drama, and poetry. To complement classroom learning, pupils across all year groups participate in a range of trips, including the PGL Trip and a residential for Year Five and Six students. The school also embraces cultural celebrations, such as the Lunar New Year Enrichment Day.

## 17. Trips and Expeditions

### a. RGS Worcester.

**Duke of Edinburgh Award.** The early expedition season in September started in earnest with training taking place for Gold near Anglesey and Snowdonia, North Wales, and for Silver in the Long Mynd in Shropshire. The weekend provided vital knowledge, experience and confidence to all participants as they prepared for greater challenges ahead. Practice expeditions continued in Lent and Trinity terms. The weather conditions were more favourable, which enhanced the pupils' enjoyment of each trip. The large Silver group conquered a significant area of the Black Mountains, and the Gold canoe group returned to North Wales to further refine their skills. A Year Nine cohort of nearly 100 pupils applied their training very effectively in the countryside of Malvern, which also included cooking independently and camping overnight for the first time. The expedition season was completed successfully with our Year Ten Silver groups beginning and completing their journeys in the picturesque grounds of Chatsworth House and the area between Bakewell and Hartington in Derbyshire. Parents and guardians were invited to watch the pupils deliver presentations on a range of expedition goals, including tracking team spirit, analysing flora and fauna, monitoring changing roles within the group and learning about historical landmarks. It was a wonderfully informative evening and moment of celebration, giving the pupils a chance to share more of their expedition experiences. The Gold cohort completed the School's first hybrid expedition, walking and kayaking for two days each across and around the rugged landscape of the Isle of Arran. Despite some challenging weather, which included very high winds, and unwelcome swarms of midges, the expedition was a success, and everyone acquitted themselves admirably. Finally, in the last week of Trinity Term, our Year Nines completed their Bronze assessment in and around Malvern and the South Worcestershire countryside.

**CCF: Army Section.** In October, 29 cadets headed to Nesscliff Training Area to sleep under bashas and perform a range of activities, including orienteering, map construction, camouflage and concealment, hand signals, day and night movement techniques, and various types of crawl. The March trip to the Venture Centre on the Isle of Man saw cadets engaged in a variety of adventurous activities from coasteering and gorge walking to high ropes, zip wires, and obstacle courses. The annual Summer Camp enabled cadets to take to the 25m range, showcasing impressive marksmanship, and then an afternoon of archery and a laser shotgun shoot-off. There was also training in TIBUA (Training in Built-Up Areas), and the Altcar Challenge, a six-event round robin involving an obstacle course, a cyber and communications challenge, a high-pressure vehicle checkpoint scenario and a paintball CQB (Close Quarter Battle) lane. The cadets also had to tackle a biohazard scenario and finished with a paddle around Liverpool Albert Docks.

**CCF: Royal Navy Section.** The October Field Day visit to The Lakeside Campus saw Archery and the Leap of Faith being the highlights. April's trip to the Isle of Man in conjunction with the Army Section offered some challenging adventurous training, and then in in the Summer, the section had a very successful sailing adventure and climbing at Aztec, as well as a trip to HMS Belfast. In addition, there was a triservice trip to RNAS Yeovilton where cadets learnt the inner workings of a Royal Naval Air Base.

**CCF: RAF Section.** In October a group of Cadets had the opportunity to take to the skies at RAF Cosford, taking control of the aircraft and performing basic manoeuvres such as pitch, rolls, and even aerobatic loops. The Section returned to RAF Cosford in March for a STEM workshop led by senior RAF cyber communication technicians and then received a rare behind-the-scenes tour of the Mechanical Training School, exploring the intricate maintenance processes of various aircraft, including the iconic Tornado fighter jet. The conclusion of the Space Studies programme also saw all participating cadets earn a new qualification in space science. For the Summer camp, the cadets enjoyed raft building, paddleboarding, high ropes, climbing, and even aerial trapeze activities, which tested their limits and pushed them beyond their comfort zones. There was also a visit to the RAF Museum at Hendon. To explore the origins of flight and gain a deeper appreciation of the courage and innovation that have defined the RAF through the decades.

b. **RGS The Grange.** Throughout 2024–2025, pupils across all age ranges enjoyed a rich variety of academic, cultural and residential trips. Each term, children took part in visits that not only provided memorable experiences but also inspired follow-up work back in school. The programme was wide-ranging, with destinations including Warwick Castle, Little Owls Farm Park, Blists Hill, Bishops Wood (Stone Age), RGS Worcester Textiles, Loughborough University (STEM), the Royal Albert Hall, Swan Theatre, Think Tank, Birmingham Botanical Gardens, Chedworth Roman Villa, Little Big Town, Worcester Woods (Running Club), the BETT Show, Go Ape, Black Country Museum, Lego League, Drayton Manor and the Malvern Hills. Residential opportunities further enriched the year, with pupils embarking on trips to Mount Cook (Matlock), Mill on the Brue, Bushcraft, Edale, France and Italy for the school ski trip.

c. **RGS Springfield** provided opportunities for pupils with a Year Six overnight stay in London and the BETT Show in January, and two residentials in May with Year 3 and Year 4 trip to Croft Farm in the Cotswolds and Year Five and Year Six trip to Clumington Manor. Local trips continued to support the widest possible educational offering such as Blists Hill, Lower Smite Farm, Birmingham Think Tank, Warwick Castle, Sealife Centre, Cheltenham Festival, Black Country Museum, British Motor Museum as well as the Think Tank in Birmingham. Some of our Year Six children were also lucky to get tickets to Wimbledon in July and those who were unable to attend had a fun biking day in the Forest of Dean.

d. **RGS Dodderhill.** Across all key stages, pupils at RGS Dodderhill are offered a wide range of enriching experiences. Music and the performing arts are a key focus, with students attending a performance by the City of Birmingham Symphony Orchestra, and showcasing their talents in termly Music Recitals and Performing Arts Showcases. The school also hosts several major events throughout the year, including the Nursery to Year Six Harvest Festival, the 'Twas the Night Before Christmas' production, and the whole-school Eisteddfod. Additionally, the school's creative groups have represented RGS Dodderhill in the wider community, with the choir performing at Birmingham Town Hall and Worcester Cathedral, and the Dance Company performing at the Redditch Gotta Dance event. Beyond the performing arts, students participate in a variety of other enriching activities. Prep pupils performed in the 'Dodderhill's Got Talent' show, and showcased their skills in the 'Creative Connections' performances, exploring the theme of Conflict and Peace through music, dance, drama, and poetry. To complement classroom learning, pupils across all year groups participate in a range of trips, including the PGL Trip and a residential for Year Five and Six students. The school also embraces cultural celebrations, such as the Lunar New Year Enrichment Day in Prep.

## 18. Sports

a. **RGS Worcester.** The Under 18A Hockey team had an exceptional season, winning 32 matches and losing only 2, excluding pre-season tournaments. Their consistency, tactical discipline, and attacking flair were reflected in a remarkable goal difference of +54. Highlights included a long run in the National Cup, which saw them reach the North Semi-Finals against Loughborough High. After a tense 2-2 draw, the team eventually lost out on shuffles to the eventual tournament winners. The team also maintained an undefeated record at home throughout their Friday Night Lights series.

The Under 16s enjoyed a thrilling run in their Cup Competition with wins against Cheltenham College and King's, Worcester, but their campaign ended with a 0–0 draw and shuffle loss to Redmaids, the eventual champions. The Under 14As, having won 10 of their 17 matches, progressed to the Regional Finals of the Tier 1 Cup, but fell to a strong Clifton College side that went on to win the entire national competition. The Under 13 Boys team won the prestigious Malvern College Invitational Tournament, where they overcame several high-profile hockey schools. They also progressed to the semi-finals of the Midlands competition, proving themselves as a talented and promising squad.

The 1st XV rugby team secured two early one-point victories against King's, Gloucester and Christ College, Brecon and then continued this momentum with high-scoring performances against Cathedral School, Llandaff and Trent College.

This success created an energetic and unified atmosphere across the School, as was best shown during the final fixture block against King's School, Worcester when RGS teams recorded 7 wins, 2 draws, and just a single loss in the 17th Modus Challenge Cup. The match, held at Sixways Stadium, proved to be an exhilarating and fiercely competitive event, once again highlighting the talent and sportsmanship of both sides. King's, Worcester ultimately claimed a well-deserved 29-19 victory.

A particular highlight of the season was the progress of three teams into the later rounds of their respective national cup competitions. The Under 14s delivered outstanding performances in their victories over Bromsgrove, Oakham and King's, Worcester but then were knocked out by a strong Northampton School for Boys side. The Under 15s also produced strong performances and claimed hard-fought wins against Malvern College, Solihull and KES Birmingham.

In the Lent term, the Sevens season saw RGS teams win five pieces of silverware. The Under 12s won the Shield at Bishop Vesey's and Middle School teams impressed, winning the Plate at Solihull, the Cup at Old Swinford Hospital, and reaching the Warwick Cup Final. The Seniors won the Trophy at Collegiate and the Shield at King's School, Worcester.

At the Rosslyn Park National Schools Tournament, the Under 13s won more than they lost, while the Under 14s advanced to Day 2 after victories over Merchiston Castle and St Peter's, York but narrowly missed out on progression despite a win over eventual group winners Trinity School, Croydon. The Under 18 Boys won two of three Vase group games, while the Under 18 Girls reached Day 2, finishing an impressive 5th in the Plate competition, just shy of the semi-finals.

The School fielded 23 Netball sides competing in over 230 fixtures against 47 different schools. The Under 14A team reached the National semi-finals of the 'Sisters n Sport' Plate and narrowly missing the County Final by one goal. The Under 16s took first place in their district tournament and also performed well in the county tournament, winning all pool games convincingly before narrowly missing out in the semi-finals.

The 1st VII had a remarkable season, finishing third nationally after reaching the prestigious Final Fours Day at Loughborough University. En route, they beat some of the country's top schools, including Oakham, Ratcliffe College, and Magdalen College School. They also produced a stellar performance at the Collegiate Tournament, winning five out of six pool games, defeating KES Bath in the semi-final and then avenging an earlier loss to Taunton with a dominant 13–5 win in the final. At the Final Fours, after a close loss to Marist School, they secured third place with a 16–13 victory over Sedbergh in a thrilling final play-off.

A highlight of the season was the 'Superball' match at a sold-out University Arena. After the 2nd team's spirited performance in their 14–15 loss, the team secured a 26–22 win, marking a third consecutive Superball victory and a seventh in the past nine years. A number of RGS Netballers earned selection for Under 13 and Under 15 county academies and franchise pathways, including Nottingham Forest, Birmingham Panthers and Loughborough Lightning.

The Football programme has continued to grow with higher participation numbers, improved technical ability and more depth, which has resulted in the need to source competitive fixtures further afield. We have pitted our wits against Monmouth, Abingdon, QEH, Princethorpe and Tockington as well as some schools closer to home. The 1st XI's attitude and application, and the intensity of their performances, were outstanding in all 23 matches, of which they won 17. The inner drive and sheer quality the players demonstrated so consistently throughout the last two terms in their performances confirmed that they were the best squad in recent memory. These attributes were best shown in the exciting and disciplined performances against Malvern, Clifton, Repton, Millfield, Wycliffe, Pate's and Loughborough schools. However, the undoubted highlights were the matches against Bromsgrove and King's, Worcester in the annual Challenge Cup, such was the manner of the performances, the quality of the finishes and the sheer dominance of both victories.

At representative level, a number of RGS girls and boys have continued to thrive and flourish at ESFA, Academy or ISFA levels. As the season drew to a close, RGS hosted an Outreach Primary Football tournament as well as the Annual Football Old Boys (Alumni) tournament.

In Cricket, the 1st XI enjoyed a successful tour to Barbados over February Half term, gaining valuable experience in challenging conditions and embracing Caribbean cricket culture. The team played five competitive fixtures, winning two. Back in the UK, the side reached Round 4 of the National T20, narrowly losing to Shrewsbury in a last-ball thriller. Saturday fixtures saw some brilliant batting performances, with one U6 student securing consecutive centuries (123 vs the Alumni XI and 108 vs Bromsgrove) and narrowly missing out on third in a win over Sir Thomas Rich's. It was also pleasing to see two pupils, one each from Years Nine and Ten, make their 1st XI debuts after impressive performances for their own year group teams.

RGS Lancaster hosted this year's RGS Festival, with low scores a theme throughout the week and costing the teams in the fixtures against Colchester and Newcastle. After a particularly well-executed victory against Lancaster on the final day, in a rain-affected match, the XI managed to secure a win via the DLS method, bringing the final tally to two wins from five matches.

Girls' Cricket has continued to develop and there were several notable individual contributions, which saw a few Lower School pupils playing up for older teams. A Year Ten pupil scored a record-breaking 97 (the highest score ever by a schoolgirl at RGS) to power the Under 15As to a thrilling win in a 100-ball chase against Solihull. She continued her outstanding form in the National 100 Ball against Wrekin College, taking 4 wickets to help dismiss the opposition for just 57, before sealing the win with an unbeaten 33. The team then came up against a strong Cheltenham College side. The Girls' 1st XI was unfortunate to come up against a strong King's, Worcester side in the First Round of their National 100 Ball Competition, falling short despite a composed 53-run opening partnership.

The School's Rowers enjoyed a valuable week of training at a Half Term training camp at Temple-sur-Lot in the South of France. 2 Upper Sixth students went straight from the camp to Spain for the Coupe de la Jeunesse Beach Sprints, where they won gold in a thrilling final against the hosts.

The domestic racing calendar began at Stourport, and then 44 RGS pupils competed at the British Rowing Indoor Championships where they secured five top 5 finishes in the events for Year 9 Girls, Sixth Form Girls, Sixth Form Boys and in the Sixth Form Mixed Relay, with the latter two events resulting in Silver medals.

In January, at the King's, Worcester Indoor Event, from a squad of 69 rowers, all 42 Lower School rowers won medals in the mixed relays. RGS rowers also took the top 2 places in the Sixth Form Girls 2K and the Girls Relay, and Gold in the Sixth Form Boys 500m.

At the Worcester Head of the River, RGS crews won the J16 Coxed Fours, and both the boys and girls won their J18 Coxless Quads. Three more gold medals were won at The West Midlands Junior Championships at Hereford and bronze medals were won in 4 other events.

Both the Junior Sculling Head at Dorney Lake and the Birmingham Regatta provided invaluable experience for experienced and younger crews alike, leading into Evesham Regatta, where RGS fielded 46 rowers across 21 crews. At the Junior Sculling Regatta, RGS rowers came 4$^{th}$ in the A Final of the Girls J17 Double and 2$^{nd}$ in the J18 event. More gold medals were won at Worcester Regatta by the Men's J18 Coxless Quad and both J17 Doubles.

At the English Beach Sprint Championships, 2 Upper Sixth students took bronze and gold, and then, at Henley Women's Regatta, made it through to the semi-final of the Junior Double Sculls to confirm their place among the country's top junior double sculls. Both girls then went on to dominate the Under 19 Solo event at the British Rowing Beach Sprint Championships, winning the Gold and Silver medals. Both have since been selected to represent Great Britain at the World Beach Sprint Championships.

The School's Swimming Academy continues to show impressive progress with the Under 15 Girls team achieving 10th in the Freestyle Relay and 5th place in the Medley Relay final at the ESSA Team Relay National Finals. The girls went on to win gold in the Medley Relay and silver in the Freestyle Relay at the Bromsgrove Invitational Gala. Throughout the year, many RGS swimmers performed both for RGS and their clubs, achieving County, Regional, and National qualifying times. Two Year Ten twins were selected for the England National Talent Pathway, and one also represented England at the ISF competition in Serbia, winning a bronze medal in the 200m Breaststroke.

At the Junior County Championships, RGS athletes achieved four podium finishes, with gold in the 80m Hurdles, silver in the 800m and Triple Jump, and bronze in the 300m. At the County Schools Championships, pupils won gold in the Intermediate Girls' Hammer, Intermediate Boys' High Jump and Junior Girls' High Jump. Silver medals were won in the Intermediate Boys' 100m Hurdles and Intermediate Girls' Long Jump, and Bronzes in the Junior Boys' Javelin and Junior Boys' 100m. Two Year Eight pupils become National Champions at the Preparatory Schools Championships in the Girls High Jump and Boys 80m Hurdles, and an Upper Sixth student was selected to represent the Hereford & Worcester County Schools team in the 400m at the National English Schools Championships.

In the ESAA Cross-Country Cup competition, the Intermediate Boys' and Girls' teams both qualified for the West Midlands regional final. At the Worcester & District Championships, 15 pupils made it through to the Herefordshire & Worcestershire County Championships, where 4 RGS pupils then finished in the top 5 of their respective races. At the Worcestershire School Games Cross-Country, the Boys' team produced a dominant performance with RGS runners taking the first two places. Overall, seven RGS pupils qualified for the county teams at the National Championships, with an Upper Sixth student being given the honour of being selected to be captain of the Senior Boys' squad.

This year's December Fencing Gala was bigger than ever, needing both Tom Savage and Cobham Halls to accommodate all competitors. Three RGS fencers qualified for the British Youth Championships, winning two Bronzes and a Gold, and at the West Midlands Championships a Year Eleven pupil won the Senior Women's Epee. A team of six competed in the Public Schools' Fencing Championships, with a Year Eight pupil taking 8th place in the Mount-Haes. 2 pupils were selected to fence for the West Midlands in the Winton Cup and a pupil placed second in the English Fencing Championships for Under 13 Epee.

In Equestrian, pupils in Year Seven, competing in Showjumping at the National Schools Championships at Addington came 4$^{th}$ in the 80cm final and 2$^{nd}$ in the 90cm final. Another took first place at the Regional Northwest Dressage Championships, and a third, at the Dressage National championship finals at Addington, finished third in the Under 21 competition, only missing out on the win by less than half a per cent.

A Year Ten pupil competed for Team GB at the Pony European Championships in Le Mans, France and helped the team secure a Team Silver.

b. **RGS The Grange**. 2024-25 was a year of both breadth and achievement for sport at RGS The Grange. As ever, the priority remained ensuring that every child had the opportunity to play, with all pupils taking part in fixtures across all three terms. Increasingly, we now play many of our local partner schools twice a term, both home and away, helping to provide well-matched and enjoyable opportunities for all with quadrangles also being a common site.

Competitively, the year brought outstanding success. For the first time, our Under 11 Boys' and Girls' teams were crowned County Football Champions, a historic achievement for the school. The Under 11 Girls' Hockey team also reached new heights, winning the IAPS National Championship for the second time. On the national stage, pupils once again competed in the National Preparatory Schools' Athletics Championships, at the iconic Commonwealth Stadium in Birmingham, and qualified for the National IAPS Swimming Finals in both boys' and girls' Under 11 events at the Olympic Stadium.

Cross country continued to be a cornerstone of success, with RGS The Grange extremely competitive at both local and regional level, taking part in six different events including the National Finals at Malvern College. Running Club remains one of the busiest clubs at RGS The Grange. The Trinity term provided further highlights in County Cricket success (boys), and runners up (girls). Triathlon, Aquathlon and Shooting were added to an already busy Trinity term with Under 11girls shooting success at the IAPS event held at the West London Shooting Club.

Another significant moment was the return of our annual sports tour, with every child in Year Six taking part in a Rugby and Hockey tour to the Southwest. This tradition brings camaraderie, excitement and lifelong memories.

As always, while victories and finals are celebrated, the true measure of sport at RGS The Grange remains the enthusiasm of our pupils. Their willingness to pull on their trainers, embrace competition, and simply enjoy being active continues to define the spirit of sport within our community.

c. **RGS Springfield.** A good year of competitive matches and tournaments for boys and girls against a range of local schools as well as being able to participate in local coaching events for sports such as Netball. Swimming continues at Perdiswell with all pupils having the opportunity to develop their Swimming and play games such as Water Polo. The PE curriculum encompasses all the sports as well as Gymnastics, Dance, Badminton, Tennis, Athletics as well as strength and fitness. Other sports such as Stand-Up Paddle Boarding, Riding, Karate and Kickstart Footy have been offered as part of our activity programme and the take up has been excellent.

d. **RGS Dodderhill.** For a small school the students get an incredibly rich and varied diet of sport and outstanding opportunities to represent the school at matches and fixtures throughout the year. The year started with pre-season netball and a residential trip to Condover. As well as reviewing the fixture schedule to get the right balance for each year group we have also reviewed the sporting clubs to ensure students can do co-curricular sport every day of the week. This means that sport at RGS Dodderhill is wide and varied: from the main sport of netball, hockey, cricket and athletics, to trampolining, sailing, horse riding and much more.

19. **Charity Fundraising.** The RGS Worcester Family of Schools helped raised more than £22,976 for various charities in the academic year 2024-25.

a. **RGS Worcester.** The total raised for this academic year was £14,647.51, a considerable increase over last year's total, which was very pleasing. The Sixth Form's chosen charity was The Myriad Centre, a local charity which provides specialist, personalised day respite services for adults over 18 with profound learning disabilities. This was also the charity to benefit from the Christmas Carol service retiring collection in the cathedral, when a total of £2,312.38 was raised. The Centre also benefited from the proceeds of a Christmas Jumper Competition and some St Valentine's Day-themed fundraising. Members of the Charity Committee were able to to visit The Myriad Centre to see for themselves the wonderful work done there. A member of teaching staff bravely had his beard shaved off in November to raise money for Movember, Worcester Street Café and Maggs Day Centre. A total of £359.25 was raised, to be split equally between the three charities. The manager of our Sixth Form Café organised an Easter Raffle to raise money for Worcester Snoezelen, a local charity which provides sensory therapy for people with disabilities and additional needs. He raised an incredible £900, with all the prizes comprising large amounts of chocolate! Our two non-uniform days for BBC Children in Need in November and Comic Relief in March raised a total of £4,895.74. Undeterred by their experiences last year, huge thanks go to members of the teaching staff who again took part in a Staff Karaoke to raise money for BBC Children in Need. The Drama department once again took to the stage to perform 'Teechers' by John Godber and raised £1,536.30, to be divided between Young Epilepsy, Betel UK and Diabetes UK. Other charities supported this year by RGS Worcester included St Richard's Hospice, Acorns Children's Hospice, the Royal British Legion's Poppy Appeal, Macmillan Cancer Support, Worcester Food Bank, Wooden Spoon, Maggs Day Centre and the Grace Kelly Childhood Cancer Trust.

b. **RGS The Grange** are immensely proud of the generosity shown by our pupils, staff and families throughout the 2024/25 academic year. Together, we raised £4,708 to support a wide range of charities, both local and national. A particular highlight was our support for Pets for Therapy, a cause close to our hearts through our much-loved school therapy dog, Jasmine. Jasmine plays an invaluable role in school life, offering comfort, calm and companionship to pupils, and our fundraising efforts will help more people experience the joy and emotional support that therapy animals can bring. Another standout achievement came from staff member Mr Richard Millard, who ran the London Marathon in aid of Spinal Research, raising awareness and vital funds for pioneering work to improve the lives of those affected by spinal cord injuries. Alongside these key causes, our school community also supported a variety of other important initiatives, including Action for Children, Barnardo's, Children in Need, Maggs Day Centre, Eco Day, Air Ambulance (our chosen charity of the year), Rare Diseases Day in support of The Haemophilia Society, and Comic Relief. Each event reflected the caring ethos of RGS The Grange and our commitment to helping others, and we are grateful to everyone who contributed to making this year's charity work such a success.

c. **RGS Springfield.** The children and staff have thoroughly enjoyed all their fundraising activities during the year with a variety of fundraising and direct donation events in place. Charities selected were Maggs Day Centre, Guide Dogs, Acorns Children's Hospice as well as the annual charity appeals we support Comic Relief and Children in Need. Our biggest fundraiser to-date was a sponsored silence which raised a magnificent £1,103 which was split between our 3 chosen school charities and our Christmas Fayre which raised just over £500. In total £2,319.95 has been raised by events initiated by the children.

d. **RGS Dodderhill.** As part of our vision to impact our wider community positively, we had another busy year supporting local good causes. The annual Macmillian coffee morning raised over £1,300 pounds. We once again supported Droitwich food bank through the harvest donations which took two minibus runs of food. The Droitwich community were exceedingly pleased. Following on from the successful inaugural colour established in 2024, we completed another run with our whole school community raising money for the Grace Kelly Teenage Cancer Trust, The British Heart Foundation and also Birmingham Children's Hospital. Indeed, the individual houses supported these charities close to their hearts throughout the year with cake sales, house builds, house obstacle races, and through our fantastic House Eisteddfod.

20. **Financial Position.** The Governors consider that the School is in a very secure financial position with net assets of £26,843,000 (2024: £25,867,000). This was a very unusual year with VAT being introduced on tuition fees a third of the way through the year with associated changes to school fees, registration for VAT and the implications surrounding the submission of VAT returns. Continued careful financial management will be vital to ensure the School remains financially stable whilst investing in critical projects to improve the provision and facilities across the schools. The Board acknowledges the strong cash position is underpinned by school fees prepayments and net incoming resources are aided by bank interest on those receipts as well as a lower than usual spend on maintenance activities. These are unlikely to be repeated and difficult decisions to relocate pupils from RGS Springfield to RGS The Grange have been necessary to help secure a financially stable future. It will be extremely important to the School community that all efficiency savings are realised to enable the School to remain as accessible as possible and offer unrivalled value for money. As part of the Board's approach to risk management and long-term financial planning, a decision has been taken to withdraw from the School's two legacy defined benefit pension schemes: the Pension Trust Growth Plan and the Pension Trust CARE 80 Scheme. The necessary actions will be progressed with the support of the School's professional advisers. As the transactions had not been finalised at the balance sheet date, no provision has been made within these financial statements. The associated financial impact will instead be recognised within the 2025/26 financial statements. The Board has been advised that the estimated cost of withdrawing from both schemes is likely to be in the region of £800,000, excluding professional fees.

21. **Administration Costs.** The costs for the administration of the Charity at £228,753 (2024: £179,005), remain at less than 1% of the total net income for the Charity of £25,218,000 (2024: £24,868,000)

22. **Reserves Policy.** The Free Reserve position remains healthy and shows an increase of £821,000 (2024: £246,000). The Governors' policy is to manage the finances of the School in such a way as to generate sufficient Free Reserve to meet the current development plans whilst maintaining prudence given the prevailing economic climate. The Governors consider that free reserves in the order of £2.0m, or approximately 2 months' operating costs would be desirable, subject to the prior demands of further capital expenditure needed to achieve the School's strategic plan.

| **Free Reserves, excluding pension deficit** | **2025** | 2024 |
|---|---|---|
| | **£000** | £000 |
| Unrestricted Funds | **26,214** | 25,393 |
| Less Fixed Assets | **(21,561)** | (21,577) |
| Pension deficit (due in more than one year) | **77** | 93 |
| | **4,730** | 3,909 |
| Restricted Funds total | **345** | 180 |

23. **Investment Policies.** The Governors employ a low-risk investment strategy.

a. **The Permanent Endowment.** The Permanent Endowment remains registered as RGS Charity 527527, and the Company remains as the Trustee, with funds of £249,493 (2024: £258,696) held in COIF Charities Income Funds. Similarly invested are the endowments of the Prize Fund valued at £34,042 (2024: £35,298).

b. **Deposited funds.** Prudent financial management has helped sustain a solid funding and liquidity base for the School. Deposits are held in the short term money market on various terms prior to their use for long term reinvestment in the School. Such deposits at 31 August 2025 were £7,500,000 (2024: £5,050,000)

**Principal Risks and Uncertainties**

24. **Risk management.** The Governors continue the examination of the principal areas of the School's operations, in conjunction with the Strategy Group, reviewing the major risks faced in each of these areas on at least a termly basis. A formal review of the Charity's risk management processes is undertaken annually. Where appropriate, the Governors allocate resources and establish review systems to allow these risks to be monitored and mitigated to an acceptable level in day-to-day operations of the School.

The main controls include;

- formal agendas and minutes for all board and committee activities
- formal terms of reference for each committee
- strategic planning, detailed budgeting, management accounting and variance analysis
- formalised organisational structures
- written policies and procedures
- clear authorisation and approval levels
- segregation of duties in key control areas
- discouragement of payment of fees in cash
- vetting procedures for the protection of children
- close liaison with Senior Management and Staff
- training programmes
- whistleblowing procedures

The current most significant risks continue to be associated with maintaining sustainability of fee income against a challenging economic backdrop, managing a rising cost base, and the complexity associated with remaining compliant with all relevant requirements.

The Governors consider a significant source of financial risk to be that of the funding requirements of the various pension schemes for teachers and non-teaching staff which are impacted by factors outside the School's control. To mitigate this risk, the current and foreseeable service cost is monitored and periodic actuarial valuations are reviewed to assess the impact of external factors on the scheme liabilities. Strategies are then considered accordingly. At the Budget announcement on 30 October 2024, the Government confirmed that VAT would be applied to school fees from 1 January 2025. It also included an increase to employers' National Insurance contributions, removal of mandatory Business Rates relief and an

increase to the National Living Wage. The School will ensure it takes all possible action including realising efficiency savings and recovering VAT on applicable costs to minimise the impact to our parents.

**Future Developments**

25. **Objectives.** The immediate key objectives within the current Strategic Development Plan are:

- Continue to facilitate the drive for excellence in all aspects of the Schools' operations
- Enhancement of the RGS Worcester infrastructure and facilities
- Further development of the Digital Learning Programme
- Increase other income streams including expansion of the RGS Springfield Nursery and establishing an international school.

26. **Worcestershire International Hockey Club Limited.** RGS Worcester and Worcester Hockey Club have established a joint venture, Worcester International Hockey Ltd, which was incorporated in December 2019. The project cost has been financed by way of contributions from each of RGS Worcester and Worcester Hockey Club in addition to a long-term loan provided by Worcester County Council of £2.1m. The loan has been completed and transferred to the School on 4 September 2025.

27. **Key Management Personnel.** The Officers of RGS Worcester are the four Heads and the Director of Finance and Operations, collectively referred to as the Strategy Group. Their remuneration is reviewed annually by Governors at their Summer Board meeting. The process of review is led by the Chair of Governors and is initially conducted in discussion with the three Chairs of the Governors' sub committees. The key inputs to this review are updated benchmarking data from third party sources and annual performance appraisals of each of the Officers.

28. **Section 172(1) Statement – Stakeholder Engagement.** The Governors have acted in accordance with their duties codified in law, which include their duty to act in the way in which they consider, in good faith, would be most likely to promote the success of the School for the benefit of its members as a whole, having regard to the stakeholders and matters set out in section 172(1) of the Companies Act 2006.

**Pupils.** Pupils benefit from the School's excellent pastoral provision with staff placing as much importance on pupils' all-round personal development as they do on academic progress.

**Employees.** The School recognises that the qualities, skills and commitment of its employees play a major role in the School's success. Regular briefings keep staff informed of School-wide developments, and wide-ranging employee benefits enhance their quality of life. Staff wellbeing has been a key focus this year and will be a continued area of attention, along with equality, diversity and inclusion.

**Parents.** The School recognises the many benefits of engaging with parents and has reimagined its communications with parents over the past 12 months. An historic reliance on written communication has given way to digital innovations such as streaming live and recorded audio-visual events and podcasts.

**Community:** The School is proud of its place in the local community and conscious that it has a significantly beneficial impact on the local economy and on local cultural life.

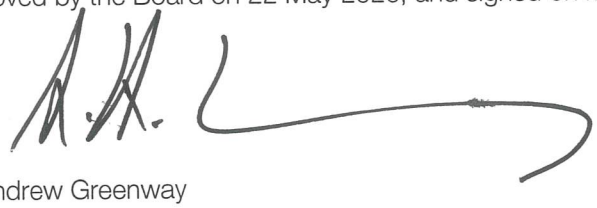
## 29. Streamlined Energy and Carbon Reporting summary

| **Summary Data for 1 September to 31 August** | **2025** | 2024 |
|---|---|---|
| Total Energy Use | **3,969,279 kwh** | 3,988,096 kwh |
| Total Greenhouse Gas Emission | **747 tC02** | 750 tC02 |
| Total pupils | **1,609** | 1,632 |
| Intensity ratio per pupil | **0.46 tC02 per pupil** | 0.46 tC02 per pupil |

UK Energy use covers The Royal Grammar School Worcester's activities across four schools. RGS Worcester continues to follow the recommendations of the ESOS report of 2024. Following on from the upgraded thermally efficient windows, further insulation has continued and the Schools have a rolling programme to replace all existing lights with LEDs. We have also upgraded nearly all electric distribution boards.

Associated Greenhouse gases have been calculated using the UK Government GHG conversion factors for Company reporting for 2025.

Approved by the Board on 22 May 2026, and signed on its behalf by:-



Mr Andrew Greenway
Chair of Governors

## THE ROYAL GRAMMAR SCHOOL WORCESTER
## INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS

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

In our opinion the financial statements:

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

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

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

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

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

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

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

We have nothing to report in this regard.

Opinions on other matters prescribed by the Companies Act 2006
In our opinion based on the work undertaken during our audit

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

Matters on which we are required to report by exception
In light of the knowledge and understanding of the charitable company and their environment obtained in the course of the audit, we have not identified material misstatements in the strategic report or the directors' report included within the Governors' report.

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

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

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

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

**Auditor's responsibilities for the audit of the financial statements**
Our objectives are to obtain reasonable assurance about whether the financial statements 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 based on these financial statements.

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

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

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

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

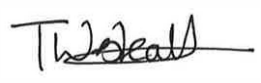
In addition, we considered provisions of other laws and regulations that do not have a direct effect on the financial statements but compliance with which might be fundamental to the charitable company's ability to operate or to avoid a material penalty. We also considered the opportunities and incentives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

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

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

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

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



Tara Westcott
Partner
For and on behalf of
Crowe U.K. LLP
4th Floor
St James House
St James' Square
Cheltenham
GL50 3PR
Date: 27 May 2026

**THE ROYAL GRAMMAR SCHOOL WORCESTER**

**STATEMENT OF FINANCIAL ACTIVITIES FOR YEAR ENDED 31 AUGUST 2025**

(including the Income & Expenditure account)

| | Note | Unrestricted Funds £000 | Restricted Funds £000 | Endowed Funds £000 | 2025 Total £000 | 2024 Total £000 |
|---|---|---|---|---|---|---|
| **INCOMING RESOURCES** | | | | | | |
| Income from Charitable Activities | | | | | | |
| School fees | 1. | **23,922** | **-** | **-** | **23,922** | 22,835 |
| Other educational activities | 2. | **23** | **-** | **-** | **23** | 21 |
| Other ancillary activities | 2. | **1,270** | **-** | **-** | **1,270** | 1,232 |
| Income from other Trading activities | 2. | **244** | **-** | **-** | **244** | 198 |
| Investment income | 2. | **401** | **1** | **-** | **402** | 156 |
| Voluntary income | 2. | **-** | **486** | **-** | **486** | 429 |
| Total Incoming Resources | | **25,860** | **487** | **-** | **26,347** | 24,871 |
| **EXPENDITURE ON:** | | | | | | |
| Raising Funds | | | | | | |
| Fundraising Costs | 3. | **150** | **-** | **-** | **150** | 181 |
| Charitable Activities: | | | | | | |
| School | | **24,889** | **322** | **-** | **25,211** | 24,319 |
| Total Expenditure | 3. | **25,039** | **322** | **-** | **25,361** | 24,500 |
| **NET INCOMING FUNDS FROM OPERATIONS BEFORE TRANSFERS** | | **821** | **165** | **-** | **986** | 371 |
| Investment gains/(losses) | 9. | **-** | **-** | **(10)** | **(10)** | 22 |
| **NET MOVEMENT IN FUNDS** | | **821** | **165** | **(10)** | **976** | 393 |
| Fund balances at 1 September | | **25,393** | **180** | **294** | **25,867** | 25,474 |
| Fund balances at 31 August | | **26,214** | **345** | **284** | **26,843** | 25,867 |

All operations are continuing.

The notes on pages 31 to 47 form part of these financial statements

**THE ROYAL GRAMMAR SCHOOL WORCESTER**

**STATEMENT OF FINANCIAL ACTIVITIES FOR YEAR ENDED 31 AUGUST (PRIOR YEAR)**

(including the Income & Expenditure account)

| | Note | Unrestricted Funds £000 | Restricted Funds £000 | Endowed Funds £000 | 2024 Total £000 | 2023 Total £000 |
|---|---|---|---|---|---|---|
| **INCOMING RESOURCES** | | | | | | |
| Income from Charitable Activities | | | | | | |
| School fees | 1. | **22,835** | **-** | **-** | **22,835** | 20,584 |
| Other educational activities | 2. | **21** | **-** | **-** | **21** | 21 |
| Other ancillary activities | 2. | **1,232** | **-** | **-** | **1,232** | 1,092 |
| Income from other Trading activities | 2. | **198** | **-** | **-** | **198** | 338 |
| Investment income | 2. | **155** | **1** | **-** | **156** | 92 |
| Voluntary income | 2. | **-** | **429** | **-** | **429** | 220 |
| Total Incoming Resources | | **24,441** | **430** | **-** | **24,871** | 22,347 |
| **EXPENDITURE ON:** | | | | | | |
| Raising Funds | | | | | | |
| Fundraising Costs | 3. | **181** | **-** | **-** | **181** | 214 |
| Charitable Activities: | | | | | | |
| School | | **24,016** | **303** | **-** | **24,319** | 21,610 |
| Total Expenditure | 3. | **24,197** | **303** | **-** | **24,500** | 21,824 |
| **NET INCOMING FUNDS FROM OPERATIONS BEFORE TRANSFERS** | | **244** | **127** | **-** | **371** | 523 |
| Investment gains/(losses) | 9. | **-** | **-** | **22** | **22** | (5) |
| **NET MOVEMENT IN FUNDS** | | **244** | **127** | **22** | **393** | 518 |
| Fund balances at 1 September | | **25,149** | **53** | **272** | **25,474** | 24,956 |
| Fund balances at 31 August | | **25,393** | **180** | **294** | **25,867** | 25,474 |

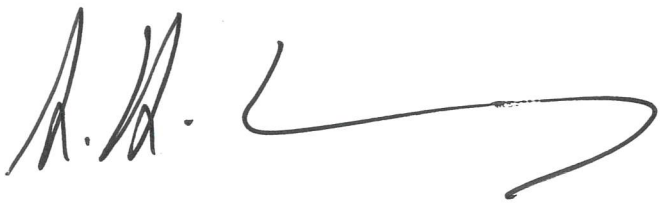
All operations are continuing.

The notes on pages 31 to 47 form part of these financial statements

**THE ROYAL GRAMMAR SCHOOL WORCESTER**
**BALANCE SHEET AT 31 AUGUST**
**COMPANY NUMBER 6251081**

| | Note | 2025 £000 | 2025 £000 | 2024 £000 | 2024 £000 |
|---|---|---|---|---|---|
| **FIXED ASSETS** | | | | | |
| Intangible Assets for Operational Use | 5a. | **-** | | - | |
| Tangible Assets for Operational Use | 5b. | **21,561** | | 21,577 | |
| Investments – COIF | 6a&b. | **284** | | 294 | |
| Investments in Subsidiary | 6c. | **1** | | 1 | |
| | | | **21,846** | | 21,872 |
| **CURRENT ASSETS** | | | | | |
| Debtors | 7a. | **3,304** | | 3,883 | |
| Stock | | **28** | | 25 | |
| Cash at bank and in hand | 7b. | **2,308** | | 6,164 | |
| Short term deposits | 7b. | **7,500** | | 5,050 | |
| | | | **13,140** | | 15,122 |
| **CREDITORS: Due within one year** | 8a. | | **(5,848)** | | (7,641) |
| **NET CURRENT ASSETS** | | | **7,292** | | 7,481 |
| **TOTAL ASSETS less NET CURRENT LIABILITIES** | | | **29,138** | | 29,353 |
| **CREDITORS: Due after more than one year** | | | | | |
| Pension deficit funding liability | 12c. | **(52)** | | (93) | |
| Fees received in advance | 8b. | **(2,243)** | | (3,393) | |
| | | | **(2,295)** | | (3,486) |
| **TOTAL NET ASSETS** | | | **26,843** | | 25,867 |
| Endowed Funds | 9. | | **284** | | 294 |
| Restricted Funds | 9. | | **345** | | 180 |
| Unrestricted Funds | 9. | | **26,214** | | 25,393 |
| | | | **26,843** | | 25,867 |

Approved and authorised for issue by the Board of Governors, and signed on its behalf by:-



Mr Andrew Greenway
Chair of Governors
22 May 2026

The notes on pages 31 to 47 form part of these financial statements

## THE ROYAL GRAMMAR SCHOOL WORCESTER
## CASH FLOW STATEMENT FOR YEAR ENDED 31 AUGUST

| | 2025 £000 | 2025 £000 | 2024 £000 | 2024 £000 |
|---|---|---|---|---|
| **Cash flows from operating activities** | | | | |
| Net cash (absorbed)/provided by operating activities | | **(592)** | | 6,384 |
| **Cash flows from investing activities** | | | | |
| Dividends and interest from investments | **402** | | 156 | |
| Proceeds from the sale of fixed assets | **1** | | 3 | |
| Purchase of tangible fixed assets | **(1,494)** | | (1,215) | |
| Pre-registration VAT | **277** | | - | |
| Net cash used in investing activities | | **(814)** | | (1,056) |
| Change in cash and cash equivalents in the reporting period | | **(1,406)** | | 5,328 |
| Total cash and non-cash movements | | **(1,406)** | | 5,328 |
| Cash and cash equivalents at the start of the year | | **11,214** | | 5,886 |
| Cash and cash equivalents at the end of the reporting period | | **9,808** | | 11,214 |
| **A. Reconciliation of cash flows from the operating activities** | | | | |
| Net income for the year | **976** | | | 393 |
| Depreciation and amortisation charges | **1,365** | | | 1,291 |
| Dividends from investments | **(402)** | | | (156) |
| (Increase)/decrease in stock | **(3)** | | | 3 |
| Decrease/(Increase) in debtors | **579** | | | (210) |
| (Decrease)/Increase in creditors | **(3,083)** | | | 5,164 |
| Decrease in pension deficit funding | **(34)** | | | (79) |
| Losses/(gains) on Investments | **10** | | | (22) |
| | | **(592)** | | 6,384 |
| **Analysis of cash and cash equivalents** | | | | |
| Cash in hand | | **2,308** | | 6,164 |
| Short term deposits | | **7,500** | | 5,050 |
| | | **9,808** | | 11,214 |

The notes on pages 31 to 47 form part of these financial statements

## THE ROYAL GRAMMAR SCHOOL WORCESTER
## NOTES ON ACCOUNTING POLICIES FOR THE YEAR ENDED 31 AUGUST 2025

**Legal Status.** The Company is registered at Companies House, Cardiff, as a private company, limited by guarantee, registered number 6251081. The Company is also registered as a charity, number 1120644. The Company is the trustee of Charity 527527 which holds in trust the Permanent Endowments of the School under a Charity Commission Scheme sealed on 2 July 2007 and altered by a further scheme sealed on 15 January 2008. The Scheme contains a Uniting Direction that the Charity and associated funds shall be treated as forming part of the Company for the purposes of Part 6 (accounting) of the Charities Act 2011. On 30 April 2019 RGS Dodderhill School, company number 00576888 and registered charity number 527599, donated all of its assets and liabilities to The Royal Grammar School Worcester. RGS Holdings Limited Company number 12364724 was incorporated in December 2019 to facilitate the establishment and operation of Worcester International Hockey Club Limited, a limited liability company, number 12366802 which was also incorporated in December 2019.

The objects of the School are the provision and conduct, in or near the City of Worcester, of a day or day and boarding school for boys and girls.

**Accounting Policies.** The following accounting policies have been used consistently in dealing with items which are considered material in relation to the School financial statements.

**Basis of Preparation.** The financial statements have been prepared under the historical cost convention with items recognised at cost or transaction value unless otherwise stated in the relevant notes to these accounts. The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019) - (Charities SORP (FRS 102), and the Companies Act 2006. The Royal Grammar School Worcester constitutes a public benefit entity as defined by FRS 102.

**Going Concern.** The financial statements are prepared on a going concern basis. The Governors have prepared budgets and forecasts that take into account the impact of VAT on school fees, the loss of charitable business rate relief and having reviewed the funding facility available to the School together with the expected ongoing demand for places and the School's future projected cashflows, the Governors have a reasonable expectation that they have adequate resources to continue its activities for the foreseeable future and consider that there are no material uncertainties over the School's financial viability. In assessing the going concern, the Governors have been closely monitoring the finances and cashflow position of the School. With this in depth planning and financial resources available to the School, the Governors believe they can continue as a going concern for the foreseeable future.

**Accounting Convention.** The accounts are prepared under the historical cost convention, as modified by the revaluation of investment assets. Fees receivable and charges for services are accounted for in the period in which the service is provided. Fees receivable are stated after deducting allowances, scholarships and other remissions granted by the School.

**Freehold Buildings.** Cost shown in the Balance Sheet represents only expenditure incurred after the School became independent on 1 September 1983. The following, which are vested in the Official Custodian for Charities, as Scheduled in the 2008 Scheme for Charity 527527, are included at nil cost in the accounts: The Freehold of the School site and buildings, Whiteladies, Priory House and gardens, and Flagge Meadow.

**Capitalisation and Depreciation.** Purchases of assets costing more than £1,000 and with a useful life of more than one year are capitalised at cost. Depreciation is provided on all tangible and intangible fixed assets, other than freehold land, on a straight line basis at rates calculated to write off the cost of each asset over its expected useful economic life as follows:

| | |
|---|---|
| Freehold buildings | - 50 years |
| Motor vehicles and computers | - 5 years |
| Fixtures, fittings and equipment | - 8 years |
| Intangible assets | - 5 years |
| Land | - not depreciated |

## THE ROYAL GRAMMAR SCHOOL WORCESTER
## NOTES ON ACCOUNTING POLICIES FOR YEAR ENDED 31 AUGUST 2025

**Investments.** Investments are included at valuation at the Balance Sheet date. Realised and Unrealised gains and losses on investments are shown on the Statement of Financial Activities.

**Investment and Other Income**. This is accounted for on a receivable basis.

**Donations Receivable.** Donations are recognised on a receivable basis (where there are no performance related conditions) where the receipt is probable and the amount can be reliably measured.

**Net Tuition Fees Receivable.** Fees receivable are accounted for in the period in which the service is provided. They are stated after deducting bursaries, scholarships and other remissions granted by the School.

**Resources Expended.** Resources expended are accounted for on an accrual basis. Certain expenditure is apportioned to cost categories based on the estimated amount attributable to that activity in the year. Irrecoverable VAT is included with the item of expense to which it relates. Support costs are those costs incurred in the general running of the School. These are allocated between activities on a basis consistent with the use of the resources. Governance costs comprise the costs of running the charity including external audit costs.

**Pension Schemes.** The School contributes to the Teachers' Pension Scheme (a defined benefit scheme) at rates set up by the Scheme Actuary and advised to the Governors by the Scheme Administrator. For non-teaching staff, the School contributes to The Pensions Trust FRP defined contribution scheme. The School also makes pension AVC contributions at a rate of 2% to the Pension Trust Growth Plan Scheme for 2 (2024: 2) members of staff who were previously members of the CARE 80 defined benefit scheme.

**Unrestricted General Funds.** These funds can be expended at the Governors' discretion in accordance with the Charitable Objects. They represent funds which have not been "earmarked" or "restricted" in any way.

**Designated Funds.** These funds represent funds which have been ring-fenced by the Governors for a specific purpose.

**Restricted Funds.** These include funds received from alumni and others with specific conditions for their use.

**Endowed Funds.** There are two Endowed Funds, The Mytton and Blasson Prize Fund and The Permanent Endowment, both held by Charity 527527 and invested in Charity Only Investment Funds.

**Taxation.** As a registered charity, the School is not generally liable to corporation tax on surpluses. For this reason, no provision for corporation tax has been included in the accounts.

**Liquid Resources.** Fixed term deposits of less than one year are included in the Cashflow Statement as liquid resources.

**Debtors.** Short term debtors are measured at the transaction price, less any impairment.

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

**Financial instruments.** The charity only enters into basic financial instrument transactions that result in the recognition of financial assets and liabilities like trade and other accounts receivable and payable.

**Intangible assets.** Software costs are initially recognised at cost. After recognition, under the cost model, intangible assets are measured at cost less any accumulated amortisation and any accumulated impairment losses. All intangible assets are considered to have a finite useful life. If a reliable estimate of the useful life cannot be made, the useful life shall not exceed ten years. Amortisation of software and website development costs – 5 years.

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

(i) Pension deficit contribution. The School has entered a commitment to provide deficit funding to The Pensions' Trust Care Scheme and The Pensions' Trust Growth Plan, of which it is a contributing employer. Under FRS 102, the fair value of the commitment is recognised. The calculation of the fair value of the commitment is subject to an assumption of the discount rate. The discount rate is determined by reference to market yields at the reporting date on high quality corporate bonds.

(ii) Recognition of legacies. The School recognises legacies when the economic benefit to the School is considered probable. Legacies can relate to cash or assets. Both require estimation if the legacy has not yet been received. The estimation of legacy income is based on information received from solicitors and a prudent approach is taken based on the information provided.

## 1. SCHOOL FEES

| | 2025 £000 | 2024 £000 |
|---|---|---|
| Gross Tuition Fees | **25,883** | 24,679 |
| Pupil Lunches | **411** | 416 |
| Other Fees | **939** | 719 |
| Gross Fee Income | **27,233** | 25,814 |
| Less: Scholarships, Bursaries and other Remissions | **(3,311)** | (2,979) |
| Net Fees | **23,922** | 22,835 |

## 2. OTHER INCOME

| | 2025 £000 | 2024 £000 |
|---|---|---|
| **Other educational charitable activities** | | |
| Registration Fees | **23** | 21 |
| **Other ancillary activities** | | |
| RGS Transport | **132** | 116 |
| School Trips | **1,129** | 1,111 |
| Baby and Toddler Groups | **9** | 5 |
| | **1,270** | 1,232 |
| **Income from other Trading activities** | | |
| Counselling recovery | **41** | 47 |
| Lettings | **74** | 73 |
| Sale of Fixed Assets | **1** | 3 |
| Solar FIT | **9** | 6 |
| Miscellaneous | **119** | 69 |
| | **244** | 198 |
| **Investment Income** | | |
| Bank interest | **394** | 148 |
| Permanent Endowment Income | **7** | 7 |
| Mytton and Blasson interest | **1** | 1 |
| | **402** | 156 |
| **Voluntary Income** | | |
| Donations | **171** | 220 |
| Grants from the RGSW & AOS Foundation | **315** | 209 |
| Legacies | **-** | - |
| | **486** | 429 |

## 3. RESOURCES EXPENDED

| | Staff Costs £000 | Other £000 | Depreciation & Amortisation £000 | 2025 Total £000 | 2024 Total £000 |
|---|---|---|---|---|---|
| Costs of generating voluntary income | **113** | **31** | **6** | **150** | 181 |
| Charitable Activities | | | | | |
| Teaching Costs | **13,435** | **770** | **394** | **14,599** | 14,187 |
| Welfare | **703** | **1,033** | **28** | **1,764** | 1,570 |
| Premises | **1,037** | **1,634** | **838** | **3,509** | 3,411 |
| Support Costs of Schooling | **1,563** | **3,035** | **37** | **4,635** | 4,501 |
| Marketing and Advertising | **417** | **281** | **6** | **704** | 650 |
| | **17,155** | **6,753** | **1,303** | **25,211** | 24,319 |
| Total Resources Expended | **17,268** | **6,784** | **1,309** | **25,361** | 24,500 |

| Staff Costs | 2025 £000 | 2024 £000 |
|---|---|---|
| Wages & Salaries | **12,979** | 12,461 |
| Social Security Costs | **1,401** | 1,200 |
| Pension Contributions | **2,426** | 2,357 |
| Training & Expenses | **35** | 43 |
| Other Costs | **427** | 437 |
| | **17,268** | 16,498 |

| The average numbers of full time equivalent employees in the year were: | 2025 | 2024 |
|---|---|---|
| Teachers | **158** | 163 |
| Others | **167** | 158 |
| | **325** | 321 |

The total headcount was 430 (2024: 422)

| The number of employees whose emoluments exceeded £60,000 were: | 2025 | 2024 |
|---|---|---|
| £60,001 - £70,000 | **11** | 12 |
| £70,001 - £80,000 | **2** | 3 |
| £80,001 - £90,000 | **4** | 2 |
| £90,001 - £100,000 | **2** | 2 |
| £100,001 - £110,000 | **1** | 1 |
| £170,001 - £180,000 | **-** | 1 |
| £180,001 - £190,000 | **-** | - |
| £190,001 - £200,000 | **1** | - |
| | **21** | 21 |

## 3. RESOURCES EXPENDED (continued)

| | **2025** | 2024 |
|---|---|---|
| | **£000** | £000 |
| Remuneration of key personnel including Employer's National Insurance and Employer's pension contributions (considered to be the Governors and Principal Officers) | **793** | 734 |

During the year there were redundancy or termination payments totalling £77,248 (2024: £8,348).

For the 20 employees (2024:21) with emoluments greater than £60,000, 11 (2024: 14) were members of the defined benefit schemes with associated employer contributions of £263,850 (2024: £282,060)

Other than those transactions disclosed in Note 14, neither the Governors nor persons connected with them receive any remuneration or other benefits from the School or any connected organisation for their services. Trustee indemnity insurance is included in the School's insurance cover at no additional cost.

The Governance costs for 2025 are £33,351(2024: £26,567).

## 4. AUDITOR'S REMUNERATION

| | **2025** | 2024 |
|---|---|---|
| | **£000** | £000 |
| Auditor's remuneration for audit services | **20** | 20 |

## 5a. INTANGIBLE ASSETS

| | **Software (including website development) £000** |
|---|---|
| **Cost** | |
| At 1 September 2024 | **334** |
| Additions | **-** |
| At 31 August 2025 | **334** |
| **Depreciation** | |
| At 1 September 2024 | **334** |
| Charge for year | **-** |
| At 31 August 2025 | **334** |
| **Net Book Amount** | |
| At 31 August 2025 | **-** |
| At 1 September 2024 | - |

| 5b. TANGIBLE FIXED ASSETS | Freehold Land | Freehold Buildings | Fixtures Fittings & Equipment | Grounds Equipment & Motor Vehicles | Assets Under Construction | Total |
|---|---|---|---|---|---|---|
| **Cost** | **£000** | **£000** | **£000** | **£000** | **£000** | **£000** |
| At 1 September 2024 | **496** | **29,236** | **8,389** | **715** | **-** | **38,836** |
| Additions | **-** | **88** | **854** | **352** | **200** | **1,494** |
| Disposals | **-** | **-** | **(31)** | **(72)** | **-** | **(103)** |
| At 31 August 2025 | **496** | **29,324** | **9,212** | **995** | **200** | **40,227** |
| **Depreciation** | | | | | | |
| At 1 September 2024 | **-** | **10,299** | **6,557** | **545** | **-** | **17,401** |
| Charge for year | **-** | **586** | **659** | **120** | **-** | **1,365** |
| Disposals | **-** | **-** | **(29)** | **(71)** | **-** | **(100)** |
| At 31 August 2025 | **-** | **10,885** | **7,187** | **594** | **-** | **18,666** |
| **Net Book Amount** | | | | | | |
| At 31 August 2025 | **496** | **18,439** | **2,025** | **401** | **200** | **21,561** |
| At 1 September 2024 | 496 | 18,937 | 1,832 | 170 | - | 21,435 |

The freehold buildings had a declared value for insurance purposes of £94m as of 31 August 2025.

September 2024 figures have been restated allowing for the pre-registration VAT reclaims.

## 6. FIXED ASSET INVESTMENTS (UK Listed)

### 6a. THE PERMANENT ENDOWMENT FUND

| | 2025 £000 | 2024 £000 |
|---|---|---|
| Opening market value | **259** | 239 |
| Net (losses)/gains on revaluation | **(9)** | 20 |
| Closing market value at 31 August | **250** | 259 |
| Historic cost at 31 August | **150** | 150 |

The above represents the Permanent Endowment for the School Charity 527527 scheduled in the 2007 Scheme. The investments currently comprise COIF Income Units only.

### 6b. ENDOWED FUNDS

| Prize Fund | 2025 £000 | 2024 £000 |
|---|---|---|
| Opening market value | **35** | 33 |
| Net (losses)/gains on revaluation | **(1)** | 2 |
| Closing market value at 31 August | **34** | 35 |
| Historic cost at 31 August | **20** | 20 |

The above represents the total of the investments of the legacies to provide for the Mytton and Blasson Prizes. The investments currently comprise COIF Income Units only. These investments are included in the School Charity 527527 scheduled in the 2007 Scheme.

### 6c. FIXED ASSET INVESTMENTS (Unlisted)

| | 2025 £000 | 2024 £000 |
|---|---|---|
| RGSW Holdings Limited (100% dormant) | **1** | 1 |

## 7a. DEBTORS

| | 2025 £000 | 2024 £000 |
|---|---|---|
| Tuition fees and extras | **343** | 649 |
| Sundry debtors | **188** | 65 |
| Amounts due from joint venture | **2,100** | 2,424 |
| Prepayments and work in progress | **673** | 745 |
| | **3,304** | 3,883 |

## 7b. OTHER CURRENT ASSETS

| | 2025 £000 | 2024 £000 |
|---|---|---|
| Cash at Bank and in Hand | **2,308** | 6,164 |
| Short Term Deposits | **7,500** | 5,050 |
| | **9,808** | 11,214 |

## 8a. CREDITORS: Due within one year

| | 2025 £000 | 2024 £000 |
|---|---|---|
| Fees received in advance | **3,023** | 5,048 |
| Registration Deposits | **153** | 155 |
| Trade Creditors | **913** | 948 |
| Social Security & Other Taxes | **914** | 297 |
| Pension deficit funding liability (note 12c) | **77** | 71 |
| Other Creditors | **258** | 333 |
| Deferred Income | **356** | 523 |
| Accruals | **154** | 266 |
| | **5,848** | 7,641 |

Included in Other Creditors are amounts owing to the Teachers' Pension Scheme of £209,849 (2024: £234,723), The Pension Trust of £0 (2024: £9,093) and Aviva £12,294 (2024: £58,965)

## 8b. CREDITORS: Due after more than one year (excluding pension liability)

| Accrued liabilities in respect of fees received in advance: | **2025** | 2024 |
|---|---|---|
| | **£000** | £000 |
| > 5 years | **200** | 328 |
| Within 2 to 5 years | **1,020** | 1,497 |
| Within 1 to 2 years | **1,023** | 1,568 |
| | **2,243** | 3,393 |
| Within 1 year | **3,023** | 5,048 |
| Balance at 31 August | **5,266** | 8,441 |
| **The movements during the year were:** | | |
| Balance at 1 September | **8,441** | 4,125 |
| Net cash movement | **52** | 8,611 |
| | **8,493** | 12,736 |
| Amounts utilised in fee payment | **(3,227)** | (4,295) |
| Balance at 31 August | **5,266** | 8,441 |

## 9. RESERVES

| Endowment Funds | Balance at 1 September 2024 £000s | Incoming Resource £000s | Resources Expended £000s | Investment Gains £000s | Balance at 31 August 2025 £000s |
|---|---|---|---|---|---|
| The Permanent Endowment Fund | 259 | - | - | (9) | 250 |
| Prize Funds | 35 | - | - | (1) | 34 |
| | 294 | - | - | (10) | 284 |
| **Restricted Funds** | | | | | |
| Alumni Bursary | 8 | - | - | - | 8 |
| Alumni support | 4 | - | - | - | 4 |
| Gardening Club | 1 | - | - | - | 1 |
| Claines Physics Prize | 3 | - | - | - | 3 |
| Tennis Sponsorship | 2 | - | - | - | 2 |
| RGSW & AOS Foundation | - | 316 | (316) | - | - |
| Hardship Fund | - | 3 | (1) | - | 2 |
| RGS PTA Land Rover | 1 | - | - | - | 1 |
| The Wareing Cup | 1 | - | - | - | 1 |
| The James Kimberley Prize | 1 | - | - | - | 1 |
| AO Archives | 24 | - | (3) | - | 21 |
| CCF | 2 | - | - | - | 2 |
| RGS PTA Photography | 1 | - | (1) | - | - |
| AOEs | 125 | - | (1) | - | 124 |
| RGS Sports Tour | 7 | - | - | - | 7 |
| Perrins Loggia | - | 150 | - | - | 150 |
| Springfield Roundhouse | - | 17 | - | - | 17 |
| Mytton & Blasson | - | 1 | - | - | 1 |
| | 180 | 487 | (322) | - | 345 |
| **Unrestricted Funds** | | | | | |
| General Reserves | 25,393 | 25,860 | (25,039) | - | 26,214 |

## 9. RESERVES (continued)

| Summary of Funds | Balance at 1 September 2024 £000s | Incoming Resources £000s | Resources Expended £000s | Investment Gains £000s | Balance at 31 August 2025 £000s |
|---|---|---|---|---|---|
| Endowment Funds | 294 | - | - | (10) | 284 |
| Restricted Funds | 180 | 487 | (322) | - | 345 |
| Unrestricted Funds | 25,393 | 25,860 | (25,039) | - | 26,214 |
| | 25,867 | 26,347 | (25,361) | (10) | 26,843 |

**Endowment Funds:**
The Endowment Funds represent the invested endowments of the School. The Permanent Endowment is listed in the Scheme for Charity 527527 of which the Company is the Trustee, plus the Mytton and Blasson Prize Fund. The Restricted Funds include monies from alumni for specific projects, including funds received for Bursary support.

**Restricted Funds:**
Alumni Bursary
Alumni support
Gardening Club
Claines Physics Prize
Tennis Scholarship
RGSW & AOS Foundation
Hardship Fund
RGS PTA Land Rover
The Wareing Cup
The James Kimberley Prize
AO Archives
CCF
RGS PTA Photography
AOEs
RGS Sports Tour
Perrins Loggia
Springfield Roundhouse
Mytton & Blasson

## 9. RESERVES (PRIOR YEAR)

| Endowment Funds | Balance at 1 September 2023 £000s | Incoming Resource £000s | Resources Expended £000s | Investment Gains £000s | Balance at 31 August 2024 £000s |
|---|---|---|---|---|---|
| The Permanent Endowment Fund | 239 | - | - | 20 | 259 |
| Prize Funds | 33 | - | - | 2 | 35 |
| | 272 | - | - | 22 | 294 |
| **Restricted Funds** | | | | | |
| Alumni Bursary | 8 | - | - | - | 8 |
| Alumni support | 4 | - | - | - | 4 |
| Gardening Club | 1 | - | - | - | 1 |
| Claines Physics Prize | 3 | - | - | - | 3 |
| Tennis Sponsorship | 5 | - | 3 | - | 2 |
| RGSW & AOS Foundation | - | 209 | 209 | - | - |
| Hardship Fund | 2 | 6 | 8 | - | - |
| RGS PTA Land Rover | 1 | - | - | - | 1 |
| The Wareing Cup | 1 | - | - | - | 1 |
| The James Kimberley Prize | 1 | - | - | - | 1 |
| AO Archives | 24 | - | - | - | 24 |
| CCF | 2 | - | - | - | 2 |
| RGS PTA Photography | 1 | - | - | - | 1 |
| AOEs | - | 207 | 82 | - | 125 |
| RGS Sports Tour | - | 8 | 1 | - | 7 |
| | 53 | 430 | 303 | - | 180 |
| **Unrestricted Funds** | | | | | |
| General Reserves | 25,149 | 24,441 | 24,197 | - | 25,393 |

## 9. RESERVES (PRIOR YEAR) (continued)

| Summary of Funds | Balance at 1 September 2023 £000s | Incoming Resources £000s | Resources Expended £000s | Investment Gains £000s | Balance at 31 August 2024 £000s |
|---|---|---|---|---|---|
| Endowment Funds | 272 | - | - | 22 | 294 |
| Restricted Funds | 53 | 430 | 303 | - | 180 |
| Unrestricted Funds | 25,149 | 24,441 | 24,197 | - | 25,393 |
| | 25,474 | 24,868 | 24,500 | 22 | 25,867 |

**Endowment Funds:**
The Endowment Funds represent the invested endowments of the School. The Permanent Endowment is listed in the Scheme for Charity 527527 of which the Company is the Trustee, plus the Mytton & Blasson Prize Fund. The Restricted Funds include monies from alumni for specific projects, including funds received for Bursary support.

**Restricted Funds:**
Alumni Bursary - Alumni bursary support
SME Debating Club Sponsorship
Drawings/Pictures Deposits donated for the commissioning of pictures of the RGS buildings
Alumni support - Alumni support for Foundation
Gardening Club- Donation and prize money for the Gardening club
Mytton and Blasson - Annual pupil prizes
Claines Physics Prize - Annual Physics award
Rugby - Auction proceeds Rugby equipment
Tennis Sponsorship - LTA sponsorship
RGSW & AOS Foundation – Bursaries
Hardship Fund
RGS PTA Land Rover – support for DT project
The Wareing Cup
The James Kimberley Prize
AO Archives
CCF
RGS PTA Photography

## 10. ANALYSIS OF NET ASSETS BETWEEN FUNDS

| | Tangible Fixed Assets £000 | Intangible Fixed Assets £000 | Investments £000 | Net current Assets £000 | Long term Liabilities £000 | 2025 Total £000 |
|---|---|---|---|---|---|---|
| **The Net Assets are Funded as follows:** | | | | | | |
| Unrestricted Funds | **21,561** | **-** | **1** | **6,947** | **(2,295)** | **26,214** |
| Restricted Funds | **-** | **-** | **-** | **345** | **-** | **345** |
| Endowment Funds | **-** | **-** | **284** | **-** | **-** | **284** |
| | **21,561** | **-** | **285** | **7,292** | **(2,295)** | **26,843** |

## 10. ANALYSIS OF NET ASSETS BETWEEN FUNDS (PRIOR YEAR)

| | Tangible Fixed Assets £000 | Intangible Fixed Assets £000 | Investments £000 | Net current Assets £000 | Long term Liabilities £000 | 2024 Total £000 |
|---|---|---|---|---|---|---|
| **The Net Assets are Funded as follows:** | | | | | | |
| Unrestricted Funds | **21,577** | **-** | **1** | **7,301** | **(3,486)** | **25,393** |
| Restricted Funds | **-** | **-** | **-** | **180** | **-** | **180** |
| Endowment Funds | **-** | **-** | **294** | **-** | **-** | **294** |
| | **21,577** | **-** | **295** | **7,481** | **(3,486)** | **25,867** |

## 11. CAPITAL COMMITMENTS

Capital expenditure of £nil (2024: £nil) has been authorised and contracted for as at 31 August 2025.

## 12. PENSIONS

### 12a. Teaching Staff

### PENSION SCHEME

The School participates in the Teachers' Pension Scheme ("the TPS") for its teaching staff. The pension charge for the year includes contributions payable by the School to the TPS of £1,822,484 (2024: £1,867,870) and at the year-end £209,849 (2024: £233,716) was accrued in respect of contributions to this scheme.

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

The employer contribution rate is set by the Secretary of State following scheme valuations undertaken by the Government Actuary's Department. The most recent actuarial valuation of the TPS was prepared as at 31 March 2020 and the Valuation Report was published in October 2023.

The Valuation Report shows notional assets of £222.2bn and liabilities of £262bn resulting in a scheme deficit of £39.8bn.

The employer contribution rate for the TPS is 28.6%, and employers are also required to pay a scheme administration levy of 0.08% giving a total employer contribution rate of 28.68%.

## 12b. Support Staff

**The Pensions Trust:** The pension cost charge amounting to £106,454 (2024: £303,661) represents the full contribution payable for the period by the School to The Pensions Trust for all pensions provided. At the year-end £0 (2024: £9,093) was accrued in respect of contributions to these schemes.

**Aviva**: The pension cost charge amounting to £782,602 (2024: £252,124 ) represents the full contribution payable for the period by the School to AVIVA. At the year-end £12,294 (2024: £58,965) was accrued in respect of contributions to these schemes.

Both the CARE 80 and the CARE 100 Defined Benefit Schemes and the Growth Plan are multi-employer schemes and the schemes' actuary has advised that the assets and liabilities are not segregated for each contributing employer. Hence it is not possible to separately identify the assets and liabilities relating to The Royal Grammar School Worcester for the purposes of FRS102. See also Note 15.

**CARE Defined Benefit Scheme:** RGS has been notified by The Pensions Trust, of the estimated employer debt on withdrawal from The CARE Scheme, based on the financial position of the Scheme as at 30 September 2024. At this date the estimated employer debt for RGS was £637,139 (2024: £636,681).

It was agreed that from 1 April 2012, additional annual contributions towards the Scheme's deficit would be payable by The Royal Grammar School Worcester. This plan was superseded by a revised deficit repayment plan commencing 1 July 2015 covering the period to 30 April 2027. There have since been multiple iterations of this repayment plan and for the year ended 31 August 2024 the total of deficit payments paid was £55,405 (2024: £65,873)

**Growth Plan:** RGS have been notified by The Pensions Trust of the estimated employer debt on withdrawal from the Growth Plan based on the financial position of the Scheme as at 30 September 2024. At this date the estimated employer debt for RGS was £140,170 (2024: £131,993).

Deficit contributions have been required since April 2016 and will be payable by The Royal Grammar School Worcester for a period of ten years. For the year August 2025 the total of deficit payments paid was £49,536 (2024: £37,810).

### 12c. FRS (102) Section 28 Pension Deficit Provisions

| | **2025** | 2024 |
|---|---|---|
| | **£000** | £000 |
| CARE Scheme | **100** | 157 |
| Growth Plan | **29** | 7 |
| | **129** | 164 |
| Of the total deficit of £129,331 an amount of £76,784 is due within one year | | |

### 13. FINANCIAL INSTRUMENTS

| | **2025** | 2024 |
|---|---|---|
| | **£000** | £000 |
| Financial assets measured at fair value through the Income and Expenditure account | **284** | 294 |
| Financial liabilities measured at fair value through the Income and Expenditure account | **129** | 164 |

Financial liabilities measured at fair value through the Income and Expenditure account comprise the defined benefit pension scheme deficit funding liability.

### 14. RELATED PARTIES

The RGSW and AOS Foundation made grants to the School in the year totalling £315,542 (2024: £208,506).

The School Governors include two parents of the School and one grandparent. In addition, 11 members of key management personnel are also parents. During the year they were all charged school fees on commercial terms agreed at arm's length, and no balances were outstanding at the end of the year.

Spouses of one Governor and four members of key management personnel are employed by the School on commercial terms agreed at arm's length.

RGS Worcester and Worcester Hockey Club have established a joint venture, Worcester International Hockey Limited, which was incorporated in December 2019. RGS Worcester and Worcester Hockey Club each own 50% of the voting share capital. Worcester International Hockey Limited's indebtedness to RGS Worcester at 31 August 2025 was £2,739,226 (2024: £2,724,266). Of this, £2,100,000 was repaid on 4 September 2025 by Worcester International Hockey Limited.

The investment in Worcester International Hockey Limited is via a wholly owned subsidiary, RGSW Holdings Limited.

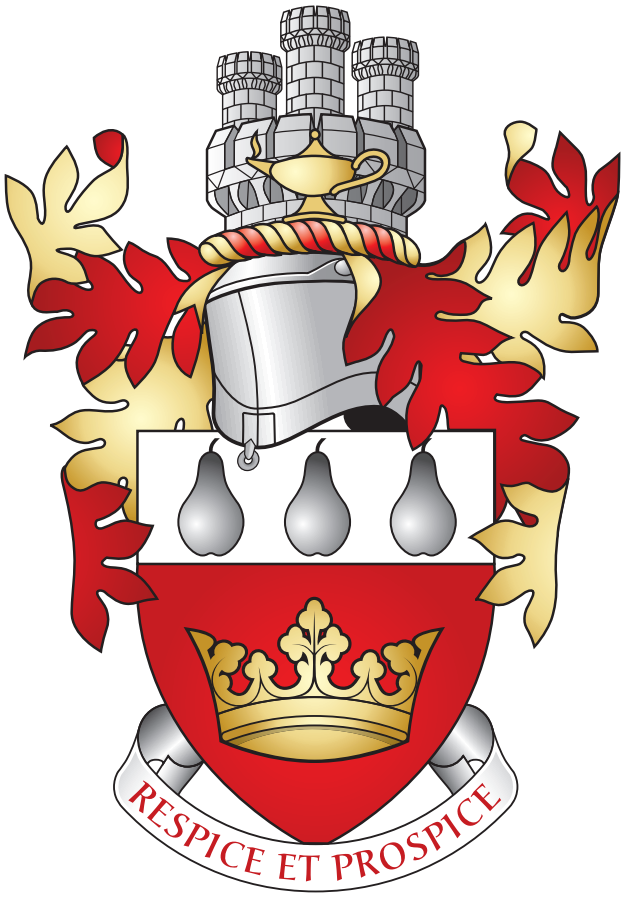
### 15. POST BALANCE SHEET DISCLOSURE

As part of the Board's approach to risk management and long-term financial planning, a decision has been taken to withdraw from the School's two legacy defined benefit pension schemes: the Pension Trust Growth Plan and the Pension Trust CARE 80 Scheme. The necessary actions will be progressed with the support of the School's professional advisers. As the transactions had not been finalised at the balance sheet date, no provision has been made within these financial statements. The associated financial impact will instead be recognised within the 2025/26 financial statements. The Board has been advised that the estimated cost of withdrawing from both schemes is likely to be in the region of £800,000, excluding professional fees.

**ROYAL GRAMMAR SCHOOL WORCESTER**

England & Wales - Charity number 1120644

# Accounts




# ANNUAL REPORT
# FOR THE YEAR ENDING AUGUST 2024

The Royal Grammar School Worcester
A private company, limited by guarantee
Registered No. 6251081
Charity No. 1120644

**THE ROYAL GRAMMAR SCHOOL**
**WORCESTER**

**A private company, limited by guarantee**

**Registered No. 6251081**

**Charity No. 1120644**

# ANNUAL REPORT

# FOR THE YEAR ENDED

# 31 AUGUST 2024

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**THE ROYAL GRAMMAR SCHOOL WORCESTER**
**GOVERNORS' REPORT YEAR ENDED 31 AUGUST 2024**

1. The **Name of the Company** is The Royal Grammar School Worcester ("the School").

2. The **Address** of the Company is The Royal Grammar School Worcester, Upper Tything, Worcester, WR1 1HP.

3. The School was incorporated on 17 May 2007, but continued to operate as an unincorporated charity until 31 August 2007. It began active operations as a limited company on merging with The Alice Ottley School on 1 September 2007. There were no trading activities prior to this date.

4. The School operates on four sites; RGS Worcester offering co-education for pupils aged 11–18, located in The Tything, Worcester; RGS Springfield offering co-education for pupils aged 2–11, located in Britannia Square, Worcester; RGS The Grange offering co-education for pupils aged 2–11, located in Claines, Worcester; and RGS Dodderhill, offering co-education for pupils aged 2–11 and girls only education for pupils from 11-16 located in Droitwich.

5. **Status.** The Company is registered at Companies House, Cardiff, as a private company, limited by guarantee, registered number 6251081. The Company is also registered as a charity, number 1120644. The Company is the trustee of Charity 527527 which holds in trust the Permanent Endowments of the School under a Charity Commission Scheme sealed on 2 July 2007 and altered by a further scheme sealed on 15 January 2008. The Scheme contains a Uniting Direction that the Charity and associated funds shall be treated as forming part of the Company for the purposes of Part 6 (accounting) of the Charities Act 2011. On 30 April 2019 Dodderhill School, company number 00576888 and registered charity number 527599, donated all of its assets and liabilities to The Royal Grammar School Worcester. RGSW Holdings Limited Company number 12364724 was incorporated in December 2019 to facilitate the establishment and operation of Worcester International Hockey Club Limited, a limited liability company, number 12366802 which was also incorporated in December 2019.

6. **Directors of the Company.** The Directors of the Company are also the Governors of the School and the Trustees of the Charity. Those who have served during the year and up to the date of signing as Directors are listed below:-

| | |
|---|---|
| Mr A Greenway | Chair of Governors (appointed 6 December 2023) |
| Mr J Q S Poole | Chair of Governors (resigned 6 December 2023) |
| Mrs R F Ham | Vice Chair of Governors, Chair of NC, EC |
| Dr N Canchi-Murali | EC |
| Mrs L Cook | EC, NC, Staff Liaison at RGS Worcester and Governor with special interest for Learning Development |
| Mrs M J Cross | F&GP, RGS Dodderhill Sub-Committee |
| Mr N Fairlie | F&GP, Chair RGS Springfield Sub-Committee, NC |
| Mr S Flutter | Chair of EC |
| Mr H Kimberley | Chair of F&GP |
| Ms K Meredith | EC, NC |
| Mrs S Mills | EC and Lead Governor for Safeguarding |
| Mr B W Radford | F&GP and Governor with special interest for Health and Safety |
| Dr E Robinson | EC |
| Mrs K M Wormington | Chair of RGS Dodderhill Sub Committee, Staff Liaison at RGS Dodderhill, NC |
| Mrs R Wyatt | EC, Governor with special interest for the Foundation Stage and RGS Springfield Staff Liaison and RGS The Grange Staff Liaison |
| Mr Mark Beardmore | F&GP (appointed 26 June 2024) |
| Mrs N Parry | EC (appointed 13 March 2024) |
| Mr Gary Rouse | F&GP (appointed 13 March 2024) |
| Mr Tim Curtis | EC, RGS Dodderhill Sub-Committee (appointed 13 March 2024) |

Finance and General Purposes Committee (F&GP), Education Committee (EC), Nominations Committee (NC)

7. The **Principal Officers** of the Charity during the year were:-

| | |
|---|---|
| Mr J D Pitt | Headmaster, RGS Worcester and Executive Head of The RGS Worcester Family of Schools |
| Mr G W Hughes | Headmaster, RGS The Grange |
| Mrs L Brown | Headmistress, RGS Springfield |
| Mr T Banyard | Headmaster, RGS Dodderhill (appointed 1 September 2023) |
| Mr B R Edwards | Director of Finance and Operations, Clerk to the Governors and Company Secretary |

8. **Advisers to the School:-**

| | |
|---|---|
| Bankers & Investment Managers | Lloyds Bank plc<br>4, The Cross, Worcester, WR1 3PY |
| Auditors | Crowe U.K. LLP<br>4th Floor, St James House, St James' Square, Cheltenham, GL50 3PR |
| Solicitors | Stallard March and Edwards (SME Solicitors)<br>8, Sansome Walk, Worcester, WR1 1LW |
| Insurance Brokers | Hettle Andrews & Associates Limited<br>Eleven Brindley Place<br>2 Brunswick Square<br>Birmingham<br>B1 2LP |

9. **Governing Document**. Memorandum and Articles of Association adopted on incorporation on 17 May 2007 as amended by Special Resolution dated 27 June 2013.

10. **Governing Body**. The Governors are listed on page 1 of this Report.

11. **Recruitment and Training of Governors**. New Governors are normally appointed at termly meetings on the basis of nominations from a committee of Governors. All nominations are made on the basis of eligibility, personal competence, specialist skills and availability. New Governors undertake a formal induction process under the guidance of a fellow Governor which covers the workings of the Charity, including Policies, Procedures, Finances, the Clerk to the Governors and Governance.

12. **Liability Insurance.** Governor and Individual Liability insurance is provided with a cover of £5m.

13. **Organisational Management**. The School Charity is organised and managed in accordance with Articles of Governance, produced by the Governors, to control the general educational character of the School. The Governing Body meets at least once per term. The Board's policies are generally implemented by two main committees; the Finance and General Purposes Committee (F&GP) and the Education Committee (EC), both of which meet termly. Individual Governors are nominated to take a special interest in Safeguarding, Health and Safety, the Foundation Stage at each of the Prep Schools, Learning Development, GDPR, Teacher Training provision for Early Careers Teachers (ECTs), CCF and for staff liaison in each school. The Governors directly appoint the Heads and the Director of Finance and Operations. The Head of RGS Dodderhill reports to the Executive Headmaster and The Heads of RGS The Grange and RGS Springfield are responsible to the Governors for the overall management of their school and the direction of teaching within the general policy and the delegated financial limits approved from time to time by the Governors. The Director of Finance and Operations is responsible directly to the Governors for the management of the grounds, buildings, plant, computing and IT, administration and finances of the School, and to support the Heads in the day to day running of their schools.

14. **Employee Involvement and Equal Opportunities.** Employees have been consulted on issues of concern to them by means of regular consultative committee and staff meetings and have been kept informed on specific matters directly by management. The School carries out exit interviews for all staff leaving the organisation and has adopted a procedure of upward feedback for senior management and the Governors. The School has implemented a number of detailed policies in relation to all aspects of personnel matters including:
    a. Equal Opportunities Policy
    b. Health & Safety Policy

    In accordance with the School's Equal Opportunities Policy, the School has long established fair employment practices in the recruitment, selection, retention and training of disabled staff. Full details of these policies are available from the School's offices.

15. **Availability of Assets to Fulfil Obligations.** It is the opinion of the Governors that the School is well placed to meet in full its current obligations.

**Statement of Governors' Responsibilities**

16. The Companies Act 2006 requires the Governors, as Trustees of the Charity, to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the Charity and of the surplus or deficit of income over expenditure for that period.

17. In preparing these financial statements, the Governors should follow best practice and are required to:

    a. select suitable accounting policies and apply them consistently;

    b. observe the methods and principles in the Charities SORP;

    c. make judgements and estimates that are reasonable and prudent;

    d. state whether applicable UK accounting standards have been followed subject to any material departures disclosed and explained in the financial statements; and

    e. prepare the financial statements on the going concern basis unless it is inappropriate to presume that the Charity will continue in operation.

18. The Governors are responsible for keeping accounting records which are such as to disclose, with reasonable accuracy, the financial position of the Charity at any time, and to enable them as Trustees, to ensure that the accounts comply with charity law. The Governors are also responsible for safeguarding the Charity's assets and ensuring their proper application and hence for taking reasonable steps for the prevention and detection of error, fraud and other irregularities.

19. The Governors delegated authority to the Nominations Committee (NC) to assess the Board's adherence to the charity governance code issued in July 2017. Following a review of the seven principles underpinning the code the NC concluded that the RGSW Board is adhering to all of the principles. The Board unanimously endorsed this assessment at the December 2023 Board meeting.

20. The Charity had no fundraising activities requiring disclosure under S162A of the Charities Act 2011.

21. **Statement as to Disclosure of Information to Auditors.** The Governors who were in office on the date of approval of these financial statements have confirmed, as far as they are aware, that there is no relevant audit information of which the auditors are unaware. Each of the Directors have confirmed that they have taken all the steps that they ought to have taken as Directors in order to make themselves aware of any relevant audit information and to establish that it has been communicated to the auditor.

**Auditors**

22. Crowe U.K. LLP has indicated its willingness to be reappointed as statutory auditor.

Approved by the Board on 23 April 2025, and signed on its behalf by:-



Mr Andrew Greenway
Chair of Governors

## STRATEGIC REPORT
### Objectives and Activities

1. **Charitable Objects.** The objects of the School are the provision and conduct, in or near the City of Worcester, of a day or day and boarding school for boys and girls and ancillary or incidental educational activities and other associated activities for the benefit of the community.

2. **Aim and Intended Impact**. It is the General Policy of the Governors to provide for the pupils of the School a challenging and stimulating intellectual atmosphere while making full provision for physical, cultural and moral development.

3. **Objectives for the Year.** The primary objectives of the academic year 2024-25 are:
   - To ensure that support for pupil and staff welfare is at the highest levels through our leading pastoral care provision
   - To ensure financial stability for The RGS Worcester Family of Schools following the introduction of VAT on school fees from January 2025 through securing pupil numbers, setting appropriate fee levels, introducing cost savings and increasing alternative income streams
   - Following record Public Examination results in 2024, to develop our academic provision still further, learning from recent success to ensure high academic performance is sustained and continues to grow
   - To continue to develop Digital Learning with particular focus on Artificial Intelligence (AI) and its effects on education, as we become a market leader in understanding this area. Inform pupils, staff and parents of the benefits and pitfalls of AI and use our knowledge to support other schools and educational institutions (e.g. the University of Worcester)
   - To develop and monitor our co-curricular provision still further, ensuring that pupils' access a broad range of experiences and develop life skills throughout their time at the schools
   - To prepare the RGS Schools for ISI Inspection under the new Framework (F23)
   - Recognising the importance of Careers and PSHCE education, to review and enhance our provision still further to support the pupils as they navigate the complexities of adolescence and prepare them for modern life
   - Review and continue to enhance online safety, including monitoring and filtering of IT systems and use in line with recommendations for all schools in KCSiE guidance; ensuring cybersecurity is at the top end of industry-standard for schools
   - To continue to increase Bursaries through the work of the Foundation to ensure access to an RGS education is possible, regardless of financial means
   - To build on success as 'Independent school of the year for educational partnerships' by exploring further outreach and partnerships opportunities as part of our commitment to public benefit
   - To explore the possibility of establishing an RGSW International school abroad to enhance our reputation and introduce a new income stream
   - To continue to establish The RGS Family of Schools as the leading group of independent schools in the area

4. **Strategies to achieve the Objectives**.
   - Pastoral care provision continues to be enhanced to support pupils and staff (e.g. the introduction of two Assistant Heads of Year at RGS Worcester) and the work of the Pastoral teams and DSLs is closely co-ordinated both within each school and across all 4 schools. Mobile 'phone policy for pupils is being enforced and will be carefully reviewed in considering mental health impact of smartphone use
   - The DFO and Heads meet very regularly as the Strategy Group, including over the summer holiday, and there are additional Governors' meetings to help manage the changes introduced by the Government. A forum representing the staff from the 4 schools will meet with Governors to discuss pay and conditions. Significant ongoing work is being done to consider cost savings, new income streams and ensure efficiency across all 4 schools
   - The new Academic Deputy at RGS Worcester and the Academic teams across the schools review examination performance and share best practice through committees, meetings and Inset training held in and across all 4 schools. Monitoring of pupils' academic progress continues to be further centralised and enhanced, including through detailed data analysis

- The Director of Innovation and his teams across the 4 schools provide regular Inset training for staff about AI and the pupil 'Digital Geniuses' assist with information evenings for parents and sharing best practice with pupils. Other schools are invited to training events and collaboration is taking place with the University of Worcester to help train future teachers in AI and Digital Learning
- A review of co-curricular is taking place across the 4 schools and a new system for encouraging participation and accumulating rewards is being introduced. The purpose is to link co-curricular activities to skills development so that pupils can build a profile of a range of skills, understanding the benefits of the extensive range of co-curricular activities on offer to them
- Regular briefings and information is being shared with staff and Governors and checks are regularly completed for compliance to make sure that the 4 schools are 'inspection-ready' at all times
- Careers and PSHCE are being given higher profile in the schools at age-appropriate levels and there is a review of staffing and programmes to make sure that pupils are well prepared and able to make informed choices for their futures
- The IT Support Team, overseen by the Director of Innovation, continues to work with the Designated Safeguarding Leads (DSLs) and Pastoral Teams to ensure that monitoring and filtering are at an appropriate level, concerns are reported and addressed in a timely and appropriate manner, and in line with guidance including in KCSiE. Online safety is emphasised as part of the PSHCE and Computing & IT programmes
- The Foundation Office staff work with Trustees and run a programme of 'friendship-building' events for alumni, engage with parents as appropriate, and fundraise for Bursaries
- Celebrating the success of the Outreach and Partnerships programme evident in the award of the title of 'Independent school of the year 2024' allows us to encourage even greater participation from other schools and institutions around Worcestershire and abroad
- A new role of Assistant Head (Director of RGSW International) has been created and an international office established. Links are being developed with the Department for Business and Trade and several other groups and institutions to gain advice and experience. The Assistant Head will explore possible markets and investors, reporting back to the Strategy Group and Governors
- The reputation of The RGS Worcester Family of Schools continues to grow through exceptional Public Examination results, breadth of choice and opportunity in academic and co-curricular activities, pastoral care, use of educational technology, Careers guidance and education and, most recently, receiving a national award for educational partnerships. We continue to build on this reputation by reviewing and enhancing all aspects of our provision, seizing opportunities to work with other partners and working towards completion of our Ten Year Development Plan

5. **Principal Activities of the Year.** The Charity principally provides education in or near the City of Worcester and Droitwich at its four sites to boys and girls aged 2-18. There were, on average, 1,632 (2023: 1,625), pupils attending the School during the year, which provides Governors with confidence that the School is continuing to fulfil its objective of providing value for money in the provision of a first-class independent education.

6. **RGS Dodderhill.** After Mr Banyard joined in September 2023 RGS Dodderhill has gathered a huge amount of feedback in the form of surveys, meetings, focus groups and The RGS Worcester Family of Schools' survey. This has highlighted the strengths of the School: small class sizes, pastorally minded and dedicated staff and a positive and nurturing atmosphere within the School. To support the growth the SLT has been restructured with additional middle leadership being added to support the data and tracking, the co-curricular provision and the Early Years. The School has benefitted from a focussed estates review, with a decoration and lighting upgrade being put in place alongside the addition of a senior library, upgraded lighting in key locations, refurbishment of Hillcourt House and the Nursery. These means that the School has the staff and facilities to continue to support students to achieve their best from ages 2-16.

## Grant Making Policy

7. **Bursary Policy.** The Governors wish to ensure that the opportunity for children to benefit from the education offered by the School is not unreasonably restricted by parents' ability to pay fees. Means-tested bursaries are made available in the form of a remission of up to 100% of the tuition fees payable, depending on the financial, compassionate or other pertinent circumstances of applicants. To ensure that people in genuine poverty are not excluded, as well as covering tuition fees, bursaries may be extended to cover or contribute towards the costs of such additional items as school lunches, uniform, travel costs, examination fees, equipment required for educational, sports or co-curricular activities and foreign exchange and other educationally important trips.

8. **Priorities**. A number of factors will be considered when making the judgement as to the justification for support, and the extent of such support. In the main, a child's suitability for the School is the first consideration in granting a bursary. In assessing a child's suitability, attention will be given to their academic assessment, but potential will also be considered as well as actual achievement. Each applicant must meet the School's normal academic requirements and any pupil to whom support is offered must, in the opinion of the Head, be likely to make sound academic progress following admission and possess the potential to develop the quality of his or her work. A considerable degree of commitment and effort will be required and a good record of effort and behaviour in previous schools will be essential. Since The RGS Worcester Family of Schools are of high academic standards it will normally follow that those achieving the highest results in the entrance examination will be deemed most suitable. Consideration will also be given to how a pupil might benefit from participation in the wider, co-curricular activities on offer at the School.

9. **Assessment**. Although the priority in making an award will be suitability, the amount will be based on financial need. Each case will be assessed on its own merits and awards are made accordingly, subject to available funding and the level of demand. It is recognised that judgements about what sacrifices a family should make to pay school fees will be personal and the scale of awards is therefore not rigid. However, the School has a duty to ensure that all bursary grants are well-focussed and so, as well as current earnings, other assets and lifestyle factors will be considered in determining the appropriate level of grant.

10. **Grants**. The Governors' grant-making policy is tempered by there being no significant endowment funds available to provide additional financial support; bursaries therefore must be provided out of fee income. The grant-making policy has been subject to ongoing review in recent years with a view to increasing the number and value of means-tested awards. The Governors feel a certain dilemma in this respect since they have attempted over the years to keep fees as low as possible, whilst at the same time ensuring the School has the means to provide an excellent education. This is manifest in the School's fees continuing to be lower than similar independent schools in or around Worcester, and below the national average for comparable schools. The Governors consider increases in fees to fund further bursaries to be unreasonable in that they would place further hardship on the many parents who already make significant sacrifices to pay for the advantages of an independent school education for their children.

11. **Awards**. Scholarships, bursaries and other concessions totalling £2,978,707 (2023: £2,512,589) have been awarded during the year to a total of 649 (2023: 590) pupils. These awards included means-tested bursary awards to the value of £996,392 (2023: £809,518) distributed among 103 (2023: 94) pupils, 13 (2023: 3) of whom received 100%+ remission.

12. **Prizes.** The School has a Prize Fund, invested in the COIF Charities Investment Fund with a value at 31 August 2024 of £35,298 (2023: £32,630) which provides prizes under the Mytton and Blasson Legacies. All other prizes are funded from the School's unrestricted funds.

13. **Public Benefit.** In setting objectives and planning activities the Governors have given careful consideration to the Charity Commission's general guidance on Public Benefit. The Governors achieve this through providing use of the School's facilities for a wide range of community events and activities and through outreach and partnerships provision for pupils from local state schools.

We continue to grow the number of local organisations who have used the facilities for activities and these include those listed below:

Allen Sport Limited
Badminton Club
Dads v Dads
Delsport
Droitwich Archery Society
Droitwich Cricket Junior Division
Droitwich Spa Vets
Droitwich Table Tennis
England Netball
Fencing Club
Leagues 4 You
Little Kickers
Mum 2 Mum Worcestershire
Net First 4 Sport CIC
OE Cricket
Oldbury Park Tigers
Pauline Quirk Academy
Perdiswell Colts 2
Rounders league
Scottish Rugby
Translucent Dance Studio
Walking Football
Worcester County Cricket Club -Junior Division
Worcester County Football Club – Walking Football
Worcester Bridge Association
Worcester City Youth Football
Worcester Hockey Club
Worcester Netball Club
Worcester Raiders Vets FC
Worcester Warriors Community Foundation
Worcestershire County Cricket Club

**14. Outreach and Partnerships** activities include assistance to local schools by sending RGS staff and pupils to support specific subjects and inviting pupils into the four Schools for academic and co-curricular events and activities.

**a. RGS Worcester.** During the academic year from September 2023 to July 2024, RGS Worcester hosted over 36 events. We also attended a number of local schools for assemblies and fairs and helped to support their curriculum and learning. Over 1,400 pupils across 32 schools benefitted from the outreach programme, ranging from MFL, Science and Arts specific events, to hosting Worcester Primary Schools in a 'Let's Sing' event and a Lower Sixth pupil playing the Last Post for a local Primary School at their Remembrance Service. State school pupils were also invited to the RGS Careers & Higher Education Fair.

**b. RGS The Grange.** Outreach and partnerships included several events last academic year. In March, local schools brought their pupils to enjoy events such as coding, Teambuilding, French and Music and a number of Sporting events. As an Apple Regional Training Centre, running The Digital Leadership Academy attracted leaders from all over the UK. Focusing on a range of topics from Hybrid Learning, How are you handling it to Artificial Intelligence in Education, there was a great deal of interest with over 300 staff signing up during the year.

**c. Holiday Club.** This year's Summer Holiday Club (Summer 2024) provision has been very successful and we managed to increase numbers across all 3 sections. We received 3,550 bookings, which is almost 1,000 more than the 2,598 bookings the previous year. This includes an increase of external children attending, with 1,276 external bookings this year compared to 958 last summer.

We have therefore increased our revenue for this summer by almost £20,000. This makes this summer our most successful summer holiday club to date. We hadn't changed daily prices this year, but have increased additional charges for trips, as well as being more consistent when charging parents late fees and additional wrap around for our Sharks children. We have also stuck to using the school minibuses for trip transport, as much as possible, rather than booking coaches, which has significantly reduced some of the costs over the summer. These changes have helped provide additional income/profits alongside the increase in bookings across all sections.

**d. RGS Springfield.** Mother and Toddler groups happen each week with attendees from the local community Links with the University of Worcester have provided opportunities for local students to carry out teaching observations and gain face to face school experience, conduct research and placements. There was also a programme supported by staff to deliver training to BEd students from the University of Worcester. The local 'Britannia Square Residents Association' Community Group held their annual Celebration picnic in our grounds in June. A toddlers languages day was also held in March.

**e. RGS Dodderhill.** A large number of local primary schools joined RGS Dodderhill for the School production of 'Mary Poppins'. In the summer term, RGS Dodderhill pupils hosted and led a language event for local Primary Schools as well as hosting a cooking event and science outreach activity for local schools.

## 15. Review of Achievements and Performance for the Year

a. **Performance.** RGS Worcester, RGS Springfield and RGS The Grange were inspected by the Independent Schools Inspectorate (ISI) in March 2022 with a full Educational Quality and Focused Compliance Inspection, and were judged to be 'Excellent' in all areas (this is the highest grade). RGS Dodderhill was inspected by Ofsted in October 2021, and the overall effectiveness of education was classed as 'Good', with two categories within this judged as 'Outstanding'.

b. **RGS Worcester Academic Achievements.** At A Level, students attained 61.9% A*-A and 90.1% A*-B, marking a 10% improvement from 2023. The results in BTEC and CTEC subjects were equally impressive, with 94% of all grades awarded at Distinction*-Distinction, the highest available. Once again, RGS achieved its best-ever Value-Added results since modern records began, with each student, on average, exceeding their statistical expectations by +0.4 of a grade across all qualifications. Post-18 pathways were exceptionally successful, with over 95% of students securing their first-choice university or degree apprenticeship placements. All four pupils with Oxbridge offers met the required grades for both Oxford and Cambridge. Additionally, all applicants to Medicine (five students), Dentistry (one student), and Veterinary Science (three students) successfully secured their places for this September. Several students progressed to degree apprenticeships, including placements in Law (Weightmans) and Mechanical Engineering (BAE Systems). The excellent performance extended to GCSE level, where 40.2% of all grades were awarded at the highest levels (9-8), and 98.4% of grades were between 9 and 4. Notably, the most common grade achieved was a 9, with 305 of the 1,374 examinations resulting in this top grade. Furthermore, 78 pupils (51.3% of the cohort) achieved at least one grade 9, demonstrating that high performance was not confined to a small group of students.

c. **RGS Dodderhill, Academic Achievements.** 21 pupils sat GCSE examinations in Summer 2024. 29% of Grades were 9-7; 95% of all Grades were 9 – 4 which was above the independent school average and the national average of 67%. One student achieved straight 9 grades as well as the highest grade in Additional Mathematics. Most pupils achieved their first choice Sixth Form place; 5 pupils transferred to RGS Worcester for Sixth Form.

## 16. Cultural Activities

a. **RGS Worcester.**

**Music.** The School enjoyed its first foreign Music Tour since 2010. 48 pupils travelled to Normandy in February Half Term to perform three concerts, including two performing alongside French young musicians. These were coupled with some sightseeing and a fabulous Jazz Night on the closing evening where pupils jammed with a French Accordion Jazz Trio.

Two other highlights of the year came in April with two major concerts in Worcester Cathedral in the same week. 'Sing Sing Sing' was this year's RGS Schools' Concert, seeing all four RGS Schools, plus a visiting choir from Vermont, celebrate singing together in an uplifting and unforgettable occasion. The evening culminated in a fifteen-minute ABBA medley with its encore seeing the whole Cathedral audience standing and singing along to 'Dancing Queen'. A Lower Sixth student's orchestral arrangement of the jazz standard,

which gave the concert its title and raised the roof. Later in the same week, forty senior singers performed Will Todd's 'Mass in Blue' in the Cathedral as part of an international youth choir, conducted by BBC Symphony Chorus Conductor Neil Ferris. This concert was the culmination of eighteen months of work, including several Saturday rehearsals, and the product was a high-quality, professional concert for all to enjoy.

Perrins Hall has, as ever, presented several major school concerts this year, including two Autumn Concerts and the Spring Ensembles Concert as well as the normal jazz offerings of 'Christmas with the Big Band' and 'Cabaret'. In September, Main Hall showcased 'RGS Live', a new concert where pupils from brand new Year Sevens to seasoned Sixth Formers performed pop, rock and contemporary music. With sold out tickets and a super array of bar snacks on offer, this new venture showed that RGS Pupils can turn their hand ably to pop and rock music as well as jazz and more classical repertoire.

With more ensembles rehearsing each week than ever before and further performances at Creative Arts Evening, the Commemoration Service, the Carol Service and the Worcester Competitive Arts Festival (where RGS Pupils this year won several trophies), RGS musicians have enjoyed a sonorous and successful year.

**Drama.** The highlight of the year kicked off in November with the mesmerizing Senior Production of 'Miss Saigon'. Audiences were transported to the streets of war-torn Vietnam as the talented cast and crew delivered a breathtaking performance that left hearts pounding and eyes moist with emotion. Following hot on its heels was the Junior Scholars' enchanting rendition of 'A Christmas Carol', spreading festive cheer and capturing the essence of Dickens' timeless tale. March saw the Year Nine and Ten Pupils take the stage in the thrilling whodunnit, 'Clue', featuring two casts to ensure every actor had their moment to shine. This was swiftly followed by the Senior Scholars' bold interpretation of Aristophanes' classic comedy, 'The Frogs', leaving audiences in stitches with its witty satire and impeccable comic timing.

The drama staff themselves took centre stage with a riveting two-night run of Jim Cartwright's poignant masterpiece, 'Two', raising funds for two deserving charities and showcasing their own acting ability.
In June, the School's younger talents shone in the Year Seven and Eight production of Treasure Island, transporting audiences to a swashbuckling adventure on the high seas. The year rounded off with a flourish as the Drama Spotlight Club treated audiences to two compelling short plays from the National Theatre collection, proving that great theatre knows no age limits.

Exam Pupils were treated to unforgettable experiences, travelling to the Royal Shakespeare Company to witness 'The Empress' and to the Cheltenham Everyman to enjoy 'Sister Act: The Musical.' Additionally, the department hosted two esteemed West End veterans who led a full-day workshop with the cast of 'Miss Saigon', providing invaluable insights and inspiration.

**Debating.** The Debating Society finished another successful year strongly, with notable team and individual performances across various prestigious competitions as well as within the Society. The senior debaters have continued to train the next generation of RGS debaters in the Middles and Juniors respectively.

The School once again built on its excellent record in the Oxford and Cambridge Schools competitions, achieving several 1st and 2nd place finishes across several rounds of debating. The School's debaters were unfazed by a challenging range of motions; from complex constitutional arguments around the US presidential election, to the direction of environmental campaigning. The debating teams secured 9th and 13th on the speakers' table of the Cambridge Schools regional qualifier out of a field of hundreds.

RGS also advanced to the Regional Final of the ESU Schools' Mace competition in Cardiff. Year Eleven Pupils held their own against many experienced debaters and were commended for their immaculate speeches, engaging speaking style, and strong listening and response skills.

There were also several strong performances in the House Debating competition, the ESU Public Speaking competition, and various national and international British Parliamentary and Mace competitions.

**Design Technology.** Each year it seems that the department cannot be busier and fuller than the last; this year being no exception. The projects undertaken also seem to grow in complexity as the pupils push and test design boundaries to the limit.

The Upper Sixth have very much led by example throughout the year designing and making some exceptional pieces. These have included an extending dining table, folding camping unit as well as a device used to move upwards of 50 litres of water around an equestrian yard. The group have been outstanding with some of the portfolios produced nearing degree standard. Most of the group are going onto further study in Engineering or Design.

Year Eleven Engineers were tasked with the brief of aiding an ageing population in everyday situations. This led to some excellent conceptual thinking with working prototypes produced solving everything from grabbing devices to dispensing the right pills at the right time. Year Eleven Resistant Materials pupils designed and made a plethora of everyday items found around the home and garden. Both groups demonstrated real creativity, enthusiasm and dedication.

Lower and Middle School pupils used more and more CAD and CAM, especially 3D printing with two new printers regularly running throughout the day, and real in-roads have been made with developing our 3D printing capabilities.

We had some excellent trips and speakers to broaden the horizon of our pupils over the course of the year. These included a trip to F1 Williams, Oxford, where pupils were able to see arguably the largest private collection of F1 cars in the world. They had opportunities to race on simulators as well as code autonomous vehicles. Pupils were also fortunate enough to listen to talks given by engineers from the Thrust SSC Land speed record attempt and Mercedes Petronas engine development.

Greenpower continued to enthuse the next generation of budding engineers. The culmination of the season saw the team finish 20$^{th}$ out of almost 100 cars at the international final. A Lower Sixth student was successful in gaining a prestigious Arkwright Scholarship: a highly competitive national programme with only the top engineers gaining one.

**Art.** When a member of the public stated how proud they were to be a citizen of Worcester having viewed the Sixth Form Art Exhibition in Worcester Cathedral in February, it was praise indeed. The ideas and inspiration for the wonderful artwork on display stemmed from our annual site visit to the city at the start of the Michaelmas Term. The culmination was our largest exhibition to date and with the kind permission of the Dean and Chapter, we were able to show our talented pupils' work in the Chapter House. Work on display varied in scale and media and, as always, illustrated the individuality of our artists as well as their bravery in showing their work publicly.

Also looking for inspiration in a beautiful city were the Year Eleven artists when they visited Oxford in preparation for their GCSE examination. The Ashmolean Museum, the Museum of Natural History and Pitt Rivers Museum all provided photographic and sketching opportunities of cultural and natural artefacts.

January marked our Art Week. As well as welcoming sixty pupils from visiting Primary Schools for a mixed-media activity, the department also ran a ceramic workshop for our Year Ten pupils. Inspired by the work of The Arts and Crafts Movement, the pupils created beautiful tiles based on birds and fish. We also organised a print-making workshop for parents and several left the studio having rediscovered their creative side. A whole school art installation for Central Hall was also created by pupils and staff constructed of over 1,500 origami butterflies flying over the atrium.

In the Lent Term, pupils in Year Ten created a collaborative artwork to mark Holocaust Memorial Day to be exhibited in the city's Guildhall. This year's theme was 'The Fragility of Freedom' and pupils used the delicacy of tissue paper to create a three-dimensional work based on shoes to signify the indiscriminate nature of genocide.

The School was selected to take part in St Richard's Hospice's fund-raising campaign and the Lower School pupils designed a penguin chick for 'The Waddle of Worcester'. Our younger artists took inspiration from mindful colouring pages and designed 'Vesta' named after the famous Worcester actress, including symbols of the city hidden in the design.

**Textiles.** Once again, the School hosted the regional final for the Young Fashion Designer UK Competition, with the focus being on sustainability in fashion and textiles. In June, we welcomed talented pupils from across the region to take part in an experience day that included a workshop and portfolio presentation from previous winners who have gone on to develop successful careers in the fashion industry. A Lower Sixth student won the Design Category and was Runner-Up with her upcycled creation, and a Year Seven pupil won the Junior competition, with another receiving a 'Highly Commended' certificate.

In March, a Lower Sixth student was selected as a Finalist in the Fashion Icon National Competition and won first prize. The theme 'For the Love of Vivienne' provided inspiration for the pupils to research, develop and present a final design idea inspired by the life works of Dame Vivienne Westwood.

Pupils in Year Ten enjoyed a visit to The Hive where they took photographs and produced a range of sketches of the modern architecture. Their research provided further inspiration for their own fashion designs and practical pieces, produced as part of the GCSE coursework.

Lower Sixth students enjoyed a trip to London to gather research and inspiration for their forthcoming Personal Investigations. The 'Unravel' exhibition at The Barbican and the behind-the-scenes tour at The Royal Opera House were highlights. The 'Fashion City' historical fashion collection at The Docklands Museum also helped develop an understanding of garment silhouette, fabrics and the history of fashion design.

All the pupils enjoyed the opportunity to showcase their work on the catwalk as part of the Creative Arts Evening. With a wide variety of pieces from Year Nine, GCSE and A Level Pupils, they produced a colourful display as well as showing a broad range of complex skills in pattern cutting, fabric manipulation, pattern and print.

b. **RGS The Grange.** February's Performing Arts Week engaged students from across the school in drama, music, and dance, with Year Five once again captivating us with their ever-popular Play in a Day based on Roald Dahl's work. The Chamber Choir had another proud moment when they reached the finals of the Barnardo's National Choir of the Year competition, held at Birmingham's Symphony Hall. April brought yet more success, as the Chamber Choir, under the direction of Mr. Soman, delivered a stunning performance at the joint RGS Worcester concert held in The Cathedral.

The year culminated with our Summer Production of 'Scheherazade', performed twice to enthusiastic audiences. The production featured all Year Six students either on stage, costumes, lighting and/or props. Our ABRSM and LAMDA results were once again outstanding, reflecting the dedication and talent of our students.

Despite the busyness of the Trinity term, we closed the year with a final concert that showcased the songs performed by individual year groups throughout 2023-2024, offering a fitting and celebratory conclusion to a remarkable year.

c. **RGS Springfield.** Pupils participated in plays and performances. Examples include: outdoor Nativities, Carol Services celebrations, concerts and performances throughout the year with all children participating at least once. A highlight was the production of 'a Midsummer Nights' Dream' in March for those in our Years Three to Six. Selected children also performed in the Worcester Festival of Performing Arts in both drama and musical categories winning several. Children undertook Music and Theatre exams as well as LAMDA exams throughout the year. The school allows Duke of Edinburgh students to undertake volunteering in After School Care or to help with Sports Clubs.

d. **RGS Dodderhill.** There was a plethora of trips and visits to supplement and enrich the curriculum learning throughout this year. This continues to be a focus of RGS Dodderhill to show how much is on offer from a small school that punches above its weight. As well as termly Recitals and Concerts showcasing the musical talent running throughout the school, we added a Prep Creative Creations show to highlight the performing arts for the younger children and a senior performing arts evening. The students performed 'The Little Christmas Tree' in Nursery and Prep to impress audiences at Christmas. We also reinstated the RGS Dodderhill's Got Talent competition which had dance, song, magic and storytelling. Year Eight pupils were given the opportunity to take part in the Faraday Challenge at RGS Worcester which focuses on Science and STEM creativity to solve problems. Senior pupils were enabled to support younger linguists when we hosted a Language morning focused on French Phonics.

## 17. Trips and Expeditions

a. **RGS Worcester.**

**Duke of Edinburgh Award.** The early expedition season in September started in earnest with Gold and Silver trips near Anglesey and Snowdonia, North Wales and the Long Mynd Shropshire, respectively.

This training weekend provided vital knowledge, experience and confidence to all pupils as they progressed onto greater challenges.

With the Easter weekend falling earlier in the calendar this year our traditional field weekend was moved into the start of the Trinity term. Very wet and windy weather had battered the country leading up to our expeditions testing the skills and resilience of all pupils. A small Gold canoe group journeyed from Hereford to Monmouth, while the large Silver group conquered a large area of the Black Mountains. Our Year Nine cohort of nearly 100 pupils applied their training very effectively in the countryside South East of Malvern. This also included cooking and camping overnight for the first time.

Our expedition season was completed successfully with our Year Ten Silver groups beginning and completing their journeys in the glorious grounds of Chatsworth House and Ilam House in Derbyshire. A small Gold canoe group paddled from Hereford to Monmouth on the River Wye, and our Year Nine pupils completed their assessment in and around Malvern and the south Worcestershire countryside. Many have subsequently enrolled creating a record number at Silver level. In September, a second slightly larger Gold group canoed down the River Severn to Bewdley to complete their Expedition Section.

**CCF: Royal Navy Section.** The April Field Day visit to the Historic Dockyard in Portsmouth was a highlight of the year. It was great to see the Section visit HMS Victory as well as boarding a real RN Landing craft used in the Falklands Conflict, in addition to getting up close and personal to the ships on a harbour tour.

The Section also visited the Helicopter Underwater Escape Trainer in Southampton where cadets learnt the manoeuvres necessary to escape from a submerged helicopter. From initially being strapped in on the inside to the helicopter to being fully submerged to finally escaping was an experience for all. Cadets then attempted to secure safety in an inflatable survival pod after a 20ft drop and simulated storm conditions, which the staff enjoyed creating.

The July trip to Newquay in the Trinity Term saw the Section enjoy water-based activities such as surfing and coasteering as well as a tour of RNAS Culdrose, where they visited the BCU and Merlin simulators and were shown around a Merlin helicopter.

**CCF: RAF Section.** The first Field trip of the year combined adventurous activities and camping with a visit to the RAF Museum at Cosford. In October, cadets competed in a range of mini-competitions, which included climbing, watersports, archery and orienteering at Top Adventures. This trip provided an excellent opportunity for the Section to develop teamwork and leadership skills which they embraced fully. The following day, an engaging guided tour of the exhibits related to the origins of the Royal Air Force in the early twentieth century was undertaken.

In April, the Field Residential Trip to a working RAF station provided cadets with the opportunity to understand the variety of roles required in the modern service. Excellent presentations by the University of Birmingham Air Squadron and from a serving fighter jet pilot were notable highlights, although the unique tour of the cyber training facilities at RAF Cosford, coupled with invaluable insights from staff, topped the presentations. The trip culminated in a fun laser tag team event that pitted cadets against one other in a capture-the-flag tournament.

The Summer Field trip saw cadets attend a four-day camp featuring a series of adventurous activities on the Isle of Man, which included coasteering, abseiling, shooting and a fun assault course. The focus was on teamwork and leadership skill development, with section seniors inspiring younger cadets with aspirations of moving up into the rank structure. The trip culminated in an awe-inspiring presentation by a fighter jet pilot who flew to the island and shared experiences from his illustrious 30-year career in the Royal Air Force.

**CCF: Army Section.** The October Field Training Weekend saw all adapt, improvise and overcome the late cancellation of the traditional Nesscliff trip due to Operational Exercises taking precedence on the training area. Top Barn (Lakeside Campus) was thankfully able to host and a range of challenging leadership and adventurous activities were undertaken over a two-day exercise. Cadets were challenged to climb to the top of the tower blindfolded amongst afloat activities and archery before a team competition on the final afternoon nearly exhausted everyone.

For the April Training Weekend, after a relatively calm crossing of the Irish Sea, Storm Kathleen then came into play. She tried her best to impact the scheduled activities. Sadly the gorge walking was unable to be attempted with the river swelling to an effective Grade 5. However, the cadets still managed to go coasteering and successfully navigated the high ropes course and zip wire. Other activities included target shooting with an air rifle, abseiling and climbing, axe throwing, archery, the blind-folded confidence course and kayaking, where cadets gained a Paddle Sports UK award. The travel home proved interesting, with ferries cancelled, and then delayed. Eventually, we returned home at 0100hrs, tired but ready for the new (same) day.

At the end of the year, the Army Section visited Warcop Defence Training Establishment for five days of training and competition. After arrival on Tuesday, cadets were briefed on the 36 hours living-in-the-field exercise. With kit checked and ration packs issued, cadets entered the area and undertook training in fire control orders, moving discretely in the field (stalking), range card creation and sentry duty, before setting up their bashas in the field for what was a damp and windy night. Thursday saw the section undertake the stalk assessment, with all cadets passing, and further instruction on navigation and obstacle crossing before all undertook a close-quarter battle paintball lane. Friday saw the section participate in a round-robin of laser shotgun, air rifle, tag archery, command tasks, STEM conundrums and Gun Run training needed for the final day competition.

On the final morning, the Section powered through the Gun Run in a near faultless performance and won by a highly impressive margin of 30 seconds. Also in the final ceremony, an RGS cadet won the laser shotgun event, and the School walked away for the second year running as Best Contingent on Camp.

Several academic departments ran residential trips including: Art & Textiles to London to get inspiration for Pupils' A Level projects, Sixth Form scientists visited CERN over the February Half term, the Classics department took 48 pupils to Greece and the Geographers went to Iceland and there was a Politics, Economics and Business trip to Washington and New York. The Senior Literary Society again visited London for a Gothic Tour and 56 pupils enjoyed visiting the Christmas Markets in Cologne. There were three language exchanges with schools in France, Germany and Spain, and there was a Watersports trip for 38 Year Seven pupils to near Venice at the start of the Summer holiday. As usual, the Lower Sixth Geography Pupils went to FSC Slapton Sands for their 5-day fieldwork trip in March and the Biologists stayed at FSC Nettlecombe in Devon for their 2-night residential.

b. **RGS The Grange** enjoyed taking children on a variety of academic, cultural and residential trips during 2023-2024. Children across all age ranges were taken on trips each term which in most cases led to related work on their return. The trips were extremely varied and included; Warwick Castle, Little Owls Farm Park, Blists Hill, Bishops Wood (Stone Age), RGSW Textiles, Loughbourgh University (STEM), Royal Albert Hall, Smart Trees, Swan Theatre, Think Tank, Birmingham Botanical Gardens, Chedworth Roman Villa, Little Big Town, Worcester Woods (Running Club), BETT Show, Go Ape, Black Country Museum, Lego League (Harrogate), Cadbury World, Drayton Manor and the Malvern Hills. The residential trips included Ross on Wye, Mill on the Brue, Bushcraft, Edale and France.

c. **RGS Springfield** provided as many opportunities as possible for pupils with a French trip in November, for Year Five and Six and then residentials for all of those in Year Three to Six in the Summer term which were widely welcomed by pupils and parents. Local trips continued to support the widest possible educational offering such as Lower Smite Farm, Hartlebury Castle and Botanical Gardens as well as the Think Tank in Birmingham.

d. **RGS Dodderhill.** As so many of the RGS Dodderhill students are actively involved in the performing arts, theatre trips are a key part of our provision and enjoyed by all. Year Ten and Eleven went to Birmingham to watch 'Blood Brothers', their GCSE set work about love, family, betrayal, lies and grief. It was a spellbinding performance from a travelling company fresh from the West End. They also went to the Vaudeville Theatre to watch the powerhouse performance of 'Six' the musical as part of their cultural trip to London. Year Six went to see a performance of The Boy at the back of the Class on Wednesday morning at Malvern Theatre. The children have been studying the book in their English lessons so relished the opportunity to see it performed on stage. They also had the wonderful opportunity to visit RGS The Grange and watch a professional Theatre company perform a play in French. Years One and Two visited the Swan Theatre in Worcester to watch a performance of "Jack and the Beanstalk."

Children in Years Three, Four, Five and Six were inspired by the most wonderful playing of the City of Birmingham Symphony Orchestra on Tuesday afternoon at Symphony Hall. Year Five and Six made their inaugural trip to Bushcraft in Boughton Woods, and Year 5 also visited the Thinktank in Birmingham. We also ran a trip to the BETT fair to celebrate our terrific DLP and show off our digital learning.

## 18. Sports

**RGS Worcester.** The 1st XI Hockey team went undefeated in their first five fixtures and secured a commanding 5-0 victory in their initial National Cup match against Malvern College, but then suffered narrow 1-0 defeat against King's Worcester in the second round. A week later, against the same opponents, the team fought back to secure a thrilling 3-3 draw in the Severn Shield contest, which proved to be a great advert for hard, competitive hockey as both teams went toe-to-toe in a tense affair that swung back and forth throughout. The U15A team excelled with 7 wins, 3 losses, and 1 draw in their 11 fixtures, advancing to the fourth round of the National Cup. On the Boys' side, teams entered the Malvern College Under 13 tournament and the Midlands competition at Rugby School.

Numerous girls distinguished themselves whilst playing in high-level club Hockey and county games, and three were part of the Talent Academy. A recent leaver was selected for the Under 21 England Hockey team in Germany over the summer in the Four Nations competition.

At Senior level, the Rugby programme thrived with substantial participation in the Upper Sixth. There were notable victories against KES Birmingham, KES Stratford, and Collegiate School, however the annual Modus Cup match resulted in a defeat to King's Worcester. The Under 14As progressed to Round 4 of the National Cup after an impressive victory over Reading Bluecoat School and the Under 12B, Under 13A and Under 13B all enjoyed unbeaten seasons. In particular, the Under 13s grew from game to game, exemplified by confident victories over Monmouth, Bromsgrove, Dean Close, and King's Worcester.

In the Rugby Sevens season, the Under 14s won the Shield Trophy at the King's Worcester Tournament, the Under 16s lifted the Plate Trophy at the Warwick School Competition, and the Under 13s won at the Solihull School Festival. The School again fielded teams across various age groups at the Rosslyn Park Sevens Tournament. The Under 18s and Under 14s showed strong performances, while the Under 18 Girls 1st VII displayed remarkable consistency with 2 good wins, including against the previous year's Runners-Up.

There were some notable international and regional selections, with 2 Sixth Form students being selected for Scotland Men Under 18s and England Women Under 18s in their Six Nations Festivals, and several pupils were involved with the West Midlands Academy.

A highlight of the Netball term was a Severn Stars Masterclass attended by over 70 pupils who benefited from expert coaching by 3 NSL players. The School also hosted a Year Six Primary Schools Netball tournament, welcoming 9 local schools for an afternoon of competitive Netball. The Under 16 team reached the semi-final of the Plate 'Sisters n Sport' competition and the 1st VII reached the Regional Semi- Finals and secured joint first place in their pool at the Collegiate tournament. They also enjoyed notable victories over Dean Close School, Kingswood School, Bristol Grammar School, and Christ College Brecon. The 'Superball' match, played in front of over 1400 spectators at the University of Worcester Arena, was a standout event where both 1st and 2nd teams secured victories over King's School. The senior players also toured to Malta during the October Half Term, which saw them take on 3 club sides, including some players who had played internationally for Malta. Several individuals were selected for county and franchise pathways including Severn Stars and Central Warriors.

The new two-term format for winter sports enabled the School's Footballers to have greater focus on developing team strategies against other well-established two-term football schools such as Malvern, Clifton, Marlborough, and Wrekin Colleges, as well as Shrewsbury School. The senior players benefited from an October tour to Barcelona, which saw three senior teams each play three matches against local club opposition. The players also trained at Barcelona FC's training ground and had an opportunity to visit the Olympic Stadium and La Sagrada Familia. The 1st XI's fixture card after Christmas was one of the most competitive in the Midlands and Southwest, including notable fixtures against, Princethorpe College, Wycliffe College, King's School Worcester, Pate's Grammar School, and Cheltenham College. Further down the school, the Under 12s secured an undefeated season and the U15s produced several particularly impressive performances.

Of our standout pathway footballers, one was selected to represent the ISFA at the National Under 14 level and another was offered a contract with Birmingham City. The school was blessed with 3 talented goalkeepers: One was selected to play for the FA England U16 Team against Italy, another for the ISFA U16 National Team, and a Lower Sixth student played in goal for Worcester City Women's victory in the County Cup Final.

The Rowing Club had considerable success in a number of regattas. At the Worcester Small Boats Head, a Lower Sixth student won the Womens' J17 Single Scull and another won the Open Junior 18 Single Scull. Then, at the British Rowing Indoor Championships, the RGS Worcester team won the Gold Medal in the Mixed Junior Relay event, earning them the title of 2023 British Rowing Indoor Champions. At the National Schools Regatta in May, the Womens' J16 Double Scull won the C final and the Boys' J18 Coxless Quadruple Scull placed 5th in their C final. At the Worcester Regatta, RGS boats won the Boys' J15 Coxed Quadruple Scull event and the Girls' J17 Single Scull. Further victories followed at the Stratford Upon Avon Junior Regatta.

Two Lower Sixth students produced a number of impressive performances, first at the GB Rowing Under 19 Trials, and then winning the Gold medal at the Junior Sculling Regatta in the Women's J17 Double Scull event. At the Henley Women's Regatta, they reached the semi-final of the Rayner Challenge Cup and rowed the third fastest time out of a field of 30 crews. They also competed in the British Junior Rowing Championships and won four medals between them. A recent leaver was also selected for Wales at Under 21 Rowing Team.

The Boys' 1st XI Cricket team enjoyed a very successful season, having played 23 matches and only losing to one school team, before they travelled to RGS Guildford for the annual RGS Cricket Festival. Victories in the regular season included beating Bromsgrove twice, Warwick and Bedford Schools, and also a nail-biting victory at King's School Worcester thanks to a heroic last-wicket stand. At the Festival, victories against RGS Colchester and RGS Newcastle saw the team finish in 4th place. An impressive win against the MCC, resulted in one player receiving an invitation to Lord's thanks to his well-crafted century. Another Lower Sixth cricketer was selected from a pool of 2,800 players to represent MCC Schools in a fixture at Lord's. The U12A team won all their matches except the final of the County Cup.

Girls' Cricket enjoyed matches and victories in all age groups, although a number of matches fell victim to the weather. The first ever Girls' 1st XI victory was recorded, and two Year Eight girls were selected for the senior team following strong performances for the Under 13A team. The Under 15 Indoor team reached the semi-final of the Lady Taverners' competition.

54 RGS athletes competed in the ESAA Track and Field Cup and at the Junior Schools County Championships, individuals won Gold in the Boys' Shot Put, Silver in the Boys' Long Jump and Bronze in the Boys' 100m, Girls' 800m and Girls' 1500m. 8 pupils also qualified for the County Schools Athletics Championships at Stourport, where RGS athletes won one Gold, one Silver, and one Bronze medal. Two pupils qualified for the Mason Trophy inter-county meeting at Northwood Stadium in Stoke and, at the Mercia Prep School Championships, a pupil broke the School and the Championship record for Boys 75m Hurdles, going on to win Silver at the National Championships in a time of 12.48 seconds. An Upper Sixth leaver won a Gold Medal at the Under 21 World Athletics Championships in the Mens' 4 x 400m relay.

Performance Tennis training sessions took place at Pershore Indoor Tennis Centre and Cripplegate courts. The Under 13 Boys' Tennis team remained undefeated throughout the season, securing decisive victories in league fixtures with 6-0 wins against both Woodrush and Bromsgrove Schools. The Senior Girls' team progressed to the third round of the national schools Aberdare Cup with a commendable 4-2 victory against St. Edward's School, Cheltenham.

The School's new Swimming Academy resulted in the Girls' Inter (Years Nine & Ten) Relay team qualifying again for the National Relay Finals, where they finished 25th in the Freestyle and 13th in the Medley Relay. The School team also won the Worcestershire Secondary Schools Gala for the first time.

In Cross-Country, 11 pupils qualified for the County Championships, at which an Upper Sixth student won the Senior Boys' and a Year Nine pupil won the Junior Girls' competitions. They, along with a third RGS runner, were selected to run for the Herefordshire and Worcestershire team in the National Cross-Country Championships.

The Senior Boys' team reached the National Schools Finals, after coming 2nd in the Regional Finals. The team came 26th overall with the first RGS runner finishing 11th in the country.

The annual RGS Fencing Gala in December saw over 100 fencers from twelve different schools and clubs compete. A Lower Sixth student fenced for the British Cadet team at an international competition in Budapest in October.

At the West Midlands Championships, RGS fencers won Bronze medals in the Under 16 Epee and a Year Seven pupil won 2 Silver medals and Gold in the Under 12 Epee. Seven boys and girls were selected for the British National Youth Championships and six competed in the Public Schools Fencing Championships. After an impressive three days at the Championships, a Year Seven pupil was selected to represent the Under 14 England Fencing in a competition in Switzerland.

RGS Riders won the 90-95cm competition in a NSEA Eventer Challenge competition, winning and qualifying for the National Schools Final. In addition, a Year Nine pupil helped the Wales and West Midlands Regional Under 18 squad secure 5th place at a 3-day event at Bicton Arena and was also selected for the prestigious British Eventing Spotlight Award. At the National Schools Championships at Hickstead, 3 pupils competed in the Eventers Challenge with one finishing 3rd in the individual dressage, and another delivered a fantastic Show Jumping round to achieve an impressive 6th place.

Two pupils from Years Ten and Eight both achieved Silver Medals at the World Dance Championships, and a Lower Sixth student, having been selected to represent Great Britain in Canoe marathon racing, came 4th in an international race in Amsterdam.

a. **RGS The Grange**. 2023/24 was as busy as any previous year. In a similar manner to 2022/23, both the Head of Boys and Girls Games worked tirelessly to ensure all children received a measured number of sports fixtures against other schools. With over sixty boys in Year Six this meant at times that we had to play against four different schools in an afternoon to enable all children to play.

Sporting achievements were evident across all three terms with children in Years Three to Six having success in both Regional and National competitions. Cross Country was once again a strong area for RGS The Grange, with us winning or coming second in all local events. Unfortunately, the National Event at Malvern College was once again cancelled due to poor weather. During the Lent Term both boys and girls performed particularly well in the Worcestershire Under 11 Primary Football competition with the boys losing in the semi-final and the girls losing in a very exciting and close final 0-2. The Trinity Term crescendo with children performing well at Under 11 County Cricket, Under 11 IAPS Swimming Finals, National Preparatory Athletics Finals and the Malvern Under 11 Aquathlon.

As always, success at Primary School is not measured by success for which our children had their fair share, but by the enthusiasm of our children to get their trainers on and be active which is clearly happening at RGS The Grange.

b. **RGS Springfield.** A good year of competitive matches and tournaments for boys and girls against a range of local schools as well as being able to participate in local coaching events for sports such as Netball. Swimming continues at Perdiswell with all pupils having the opportunity to develop their Swimming and play games such as Water Polo. The PE curriculum encompasses all the sports as well as Gymnastics, Dance, Badminton, Tennis, Athletics as well as strength and fitness. Other sports such as Stand-Up Paddle Boarding, Riding, Fencing and Climbing have been offered as part of our activity programme and the take up has been excellent.

d. **RGS Dodderhill**. For a small school the students get an incredibly rich and varied diet of sport and outstanding opportunities to represent the school at matches and fixtures throughout the year. The year started with pre-season netball and a residential trip to Condover. As well as reviewing the fixture schedule to get the right balance for each year group we have also reviewed the sporting clubs to ensure students can do co-curricular sport every day of the week. This means that sport at RGS Dodderhill is wide and varied: from the main sport of netball, hockey, cricket and athletics, to trampolining, sailing, horse riding and much more.

**19. Charity Fundraising.** The RGS Worcester Family of Schools helped raise more than £22,000 for various charities in the academic year 2023-24.

a. **RGS Worcester.** The total raised for the academic year for charitable causes was £11,113.39. The School's two non-uniform days for BBC Children in Need in November 2023 and Comic Relief in March 2024 raised £4,880.53 in total. Some brave members of the teaching staff took part in a Staff Karaoke as part of the fundraising for BBC Children in Need. The Grace Kelly Childhood Cancer Trust was again the Sixth Form's chosen charity this year and a total of £739.22 was raised through a Christmas Jumper Competition and the annual Staff v Sixth Formers' Netball match. The selling of Poppies for the Royal British Legion's Poppy Appeal raised £655.33, with one of the School's Ukrainian Pupils selling poppies in all weathers on many occasions. The Drama department produced and performed in the play 'Two' by Jim Cartwright to

raise money for Meningitis Now and Betel UK. A total of £1,458.29 was raised and split between the two charities. Once again, a Year Eleven pupil travelled a marathon distance in a wheelchair with her family and friends to raise funds for Long Covid Kids, finishing with a reception party at the school.

Other charities supported this year included St Richard's Hospice, Macmillan Cancer Support, Worcester Foodbank, Worcester Snoezelen, Acorns Children's Hospice, Wooden Spoon and Maggs Day Centre.

b. **RGS The Grange.** fundraising efforts have been both busy and incredibly productive. The children enthusiastically embraced the challenge of supporting those less fortunate, while also contributing to St Richard's Hospice, a place that holds special memories for many of our families. Our charity events were generously supported by both children and parents, with a variety of activities such as St Valentine's Day heart creations, staff versus pupils Gladiator challenges, and cake sales. In addition to raising funds for St Richard's Hospice, we have proudly supported Children in Need, the Red Nose Day Appeal, and Barnardo's Children's Charity. Thanks to the dedication and generosity of our school community, we raised a remarkable total of £5,124.82 this year. Both our children and parents should be extremely proud of their contributions and the positive impact they have made.

c. **RGS Springfield.** The children and staff have thoroughly enjoyed all their fundraising activities during the year with a variety of fundraising and direct donation events in place. Charities selected were Worcestershire Wildlife trust, Grace Kelly childhood cancer trust as well as Comic Relief and Children in Need. In total £1,047.50 had been raised by events initiated by the children.

d. **RGS Dodderhill.** As part of our vision to impact our wider community positively, we had another busy year supporting local good causes. The annual Macmillian coffee morning raised over a thousand pounds. We supported a Thai school to build a new playground to support our science technician's home village. We once again supported Droitwich food bank through the harvest donations and as part of the incredible Giving Day. We also began work with HIPZ (a health charity in Zanzibar) through our inaugural colour run. As well as this individual houses supported charities close to their hearts throughout the year.

**20. Financial Position.** The Governors consider the School is in a very sound financial position with net assets of £26,013,000 (2023: £25,474,000)

**21. Administration Costs.** The costs for the administration of the Charity at £179,005 (2023: £187,605), remain at less than 1% of the total net income for the Charity of £24,868,000 (2023: £22,347,000)

**22. Reserves Policy.** The Free Reserve position remains healthy and shows an increase of £246,000 (2023: £742,000). The Governors' policy is to manage the finances of the School in such a way as to generate sufficient Free Reserve to meet the current development plans whilst maintaining prudence given the prevailing economic climate. The Governors consider that free reserves in the order of £2.0m, or approximately 2 months' operating costs would be desirable, subject to the prior demands of further capital expenditure needed to achieve the School's strategic plan.

| **Free Reserves, excluding pension deficit** | **2024** | 2023 |
|---|---|---|
| | **£000** | £000 |
| Unrestricted Funds | **25,393** | 25,149 |
| Less Fixed Assets | **(21,577)** | (21,654) |
| Pension deficit (due in more than one year) | **93** | 168 |
| | **--------** | -------- |
| | **3,909** | 3,663 |
| | **=====** | ===== |
| Restricted Funds total | **180** | 53 |
| | **=====** | ===== |

**23. Investment Policies.** The Governors employ a low risk investment strategy.

a. **The Permanent Endowment.** The Permanent Endowment remains registered as RGS Charity 527527, and the Company remains as the Trustee, with funds of £258,696 (2023: £239,142) held in COIF Charities Income Funds. Similarly invested are the endowments of the Prize Fund valued at £35,298 (2023: £32,630).

b. **Deposited funds.** Prudent financial management has helped sustain a solid funding and liquidity base for the School. Deposits are held in the short term money market on various terms prior to their use for long term reinvestment in the School. Such deposits at 31 August 2024 were £5,050,000 (2023: £1,000,000)

**Principal Risks and Uncertainties**

**24. Risk management.** The Governors continue the examination of the principal areas of the School's operations, in conjunction with the Strategy Group, reviewing the major risks faced in each of these areas on at least a termly basis. A formal review of the Charity's risk management processes is undertaken annually. Where appropriate, the Governors allocate resources and establish review systems to allow these risks to be monitored and mitigated to an acceptable level in day-to-day operations of the School.

The main controls include;

- formal agendas and minutes for all board and committee activities
- formal terms of reference for each committee
- strategic planning, detailed budgeting, management accounting and variance analysis
- formalised organisational structures
- written policies and procedures
- clear authorisation and approval levels
- segregation of duties in key control areas
- discouragement of payment of fees in cash
- vetting procedures for the protection of children
- close liaison with Senior Management and Staff
- training programmes
- whistleblowing procedures

The current most significant risks continue to be associated with maintaining sustainability of fee income against a challenging economic backdrop, managing a rising cost base, and the complexity associated with remaining compliant with all relevant requirements.

The Governors consider a significant source of financial risk to be that of the funding requirements of the various pension schemes for teachers and non-teaching staff which are impacted by factors outside the School's control. In order to mitigate this risk, the current and foreseeable service cost is monitored and periodic actuarial valuations are reviewed to assess the impact of external factors on the scheme liabilities. Strategies are then considered accordingly. At the Budget announcement on 30 October 2024, the Government confirmed that VAT would be applied to school fees from 1 January 2025. It also included an increase to employers' National Insurance contributions, removal of mandatory Business Rates relief and an increase to the National Living Wage. The School will ensure it takes all possible action including realising efficiency savings and recovering VAT on applicable costs to minimise the impact to our parents.

**Future Developments**

**25. Objectives.** The immediate key objectives within the current Strategic Development Plan are:

- Continue to facilitate the drive for excellence in all aspects of the Schools' operations
- Enhancement of the RGS Worcester infrastructure and facilities
- Further development of the Digital Learning Programme
- Continued integration of RGS Dodderhill into The RGS Family of Schools
- Increase other income streams.

**26. Worcestershire International Hockey Club Limited.** RGS Worcester and Worcester Hockey Club have established a joint venture, Worcester International Hockey Ltd, which was incorporated in December 2019. The project cost is to be financed by way of equal contributions from each of RGS Worcester and Worcester Hockey Club in addition to a long term loan to be provided by Worcester County Council of £2.1m.

**27. Key Management Personnel.** The Officers of RGS Worcester are the four Heads and the Director of Finance and Operations, collectively referred to as the Strategy Group. Their remuneration is reviewed annually by Governors at their Summer Board meeting. The process of review is led by the Chair of Governors, and is initially conducted in discussion with the three Chairs of the Governors' sub committees. The key inputs to this review are updated benchmarking data from third party sources and annual performance appraisals of each of the Officers.

**28. Section 172(1) Statement – Stakeholder Engagement.** The Governors have acted in accordance with their duties codified in law, which include their duty to act in the way in which they consider, in good faith, would be most likely to promote the success of the School for the benefit of its members as a whole, having regard to the stakeholders and matters set out in section 172(1) of the Companies Act 2006.

**Pupils.** Pupils benefit from the School's excellent pastoral provision with staff placing as much importance on pupils' all-round personal development as they do on academic progress.

**Employees.** The School recognises that the qualities, skills and commitment of its employees play a major role in the School's success. Regular briefings keep staff informed of School-wide developments, and wide-ranging employee benefits enhance their quality of life. Staff wellbeing has been a key focus this year and will be a continued area of attention, along with equality, diversity and inclusion.

**Parents.** The School recognises the many benefits of engaging with parents and has reimagined its communications with parents over the past 12 months. An historic reliance on written communication has given way to digital innovations such as streaming live and recorded audio-visual events and podcasts.

**Community:** The School is proud of its place in the local community and conscious that it has a significantly beneficial impact on the local economy and on local cultural life.

**29. Streamlined Energy and Carbon Reporting summary**

| **Summary Data for 1 September to 31 August** | **2024** | 2023 |
|---|---|---|
| Total Energy Use | **3,988,096 kwh** | 3,694,606 kwh |
| Total Greenhouse Gas Emission | **750 tC02** | 695 tC02 |
| Total pupils | **1,632** | 1,625 |
| Intensity ratio per pupil | **0.46 tC02 per pupil** | 0.43 tC02 per pupil |

UK Energy use covers The Royal Grammar School Worcester's activities across four schools. RGS Worcester continues to follow the recommendations of the ESOS report of 2024. Following on from the upgraded thermally efficient windows, further insulation has continued and the Schools have a rolling programme to replace all existing lights with LEDs. We have also upgraded nearly all electric distribution boards.

Associated Greenhouse gases have been calculated using the UK Government GHG conversion factors for Company reporting for 2024.

Approved by the Board on 23 April 2025, and signed on its behalf by:-



Mr Andrew Greenway
Chair of Governors

## THE ROYAL GRAMMAR SCHOOL WORCESTER
## INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS

### Opinion

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

In our opinion the financial statements:

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

### Basis for opinion

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

### Conclusions relating to going concern

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

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

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

### Other information

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

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

We have nothing to report in this regard.

THE ROYAL GRAMMAR SCHOOL WORCESTER
INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS

## Opinions on other matters prescribed by the Companies Act 2006

In our opinion based on the work undertaken during our audit

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

## Matters on which we are required to report by exception

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

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

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

## Responsibilities of trustees

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

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

## Auditor's responsibilities for the audit of the financial statements

Our objectives are to obtain reasonable assurance about whether the financial statements 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 based on these financial statements.

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

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

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

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

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

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

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

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

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

**Use of our report**

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

Tara Westcott
Partner
For and on behalf of
Crowe U.K. LLP
4th Floor
St James House
St James' Square
Cheltenham
GL50 3PR

Date: 2 May 2025

**THE ROYAL GRAMMAR SCHOOL WORCESTER**

**STATEMENT OF FINANCIAL ACTIVITIES FOR YEAR ENDED 31 AUGUST 2024**

(including the Income & Expenditure account)

| | Note | **Unrestricted Funds £000** | **Restricted Funds £000** | **Endowed Funds £000** | **2024 Total £000** | 2023 Total £000 |
|---|---|---|---|---|---|---|
| **INCOMING RESOURCES** | | | | | | |
| Income from Charitable Activities | | | | | | |
| School fees | 1. | **22,835** | **-** | **-** | **22,835** | 20,584 |
| Other educational activities | 2. | **21** | **-** | **-** | **21** | 21 |
| Other ancillary activities | 2. | **1,232** | **-** | **-** | **1,232** | 1,092 |
| Income from other Trading activities | 2. | **198** | **-** | **-** | **198** | 338 |
| Investment income | 2. | **155** | **1** | **-** | **156** | 92 |
| Voluntary income | 2. | **-** | **429** | **-** | **429** | 220 |
| Total Incoming Resources | | **24,441** | **430** | **-** | **24,871** | 22,347 |
| **EXPENDITURE ON:** | | | | | | |
| Raising Funds | | | | | | |
| Fundraising Costs | 3. | **181** | **-** | **-** | **181** | 214 |
| Charitable Activities: | | | | | | |
| School | | **24,016** | **303** | **-** | **24,319** | 21,610 |
| Total Expenditure | 3. | **24,197** | **303** | **-** | **24,500** | 21,824 |
| **NET INCOMING FUNDS FROM OPERATIONS BEFORE TRANSFERS** | | **244** | **127** | **-** | **371** | 523 |
| Investment gains/(losses) | 9. | **-** | **-** | **22** | **22** | (5) |
| **NET MOVEMENT IN FUNDS** | | **244** | **127** | **22** | **393** | 518 |
| Fund balances at 1 September | | **25,149** | **53** | **272** | **25,474** | 24,956 |
| Fund balances at 31 August | | **25,393** | **180** | **294** | **25,867** | 25,474 |

All operations are continuing.

**THE ROYAL GRAMMAR SCHOOL WORCESTER**
**STATEMENT OF FINANCIAL ACTIVITIES FOR YEAR ENDED 31 AUGUST (PRIOR YEAR)**
(including the Income & Expenditure account)

| | Note | **Unrestricted Funds £000** | **Restricted Funds £000** | **Endowed Funds £000** | **2023 Total £000** | 2022 Total £000 |
|---|---|---|---|---|---|---|
| **INCOMING RESOURCES** | | | | | | |
| Income from Charitable Activities | | | | | | |
| School fees | 1. | **20,584** | **-** | **-** | **20,584** | 18,641 |
| Other educational activities | 2. | **21** | **-** | **-** | **21** | 19 |
| Other ancillary activities | 2. | **1,092** | **-** | **-** | **1,092** | 904 |
| Income from other Trading activities | 2. | **338** | **-** | **-** | **338** | 184 |
| Investment income | 2. | **91** | **1** | **-** | **92** | 10 |
| Voluntary income | 2. | **11** | **209** | **-** | **220** | 100 |
| Total Incoming Resources | | **22,137** | **210** | **-** | **22,347** | 19,858 |
| **EXPENDITURE ON:** | | | | | | |
| Raising Funds | | | | | | |
| Fundraising Costs | 3. | **214** | **-** | **-** | **214** | 108 |
| Charitable Activities | | | | | | |
| School | | **21,412** | **198** | **-** | **21,610** | 19,172 |
| Total Expenditure | 3. | **21,626** | **198** | **-** | **21,824** | 19,280 |
| **NET INCOMING FUNDS FROM OPERATIONS BEFORE TRANSFERS** | | **511** | **12** | **-** | **523** | 578 |
| Investment gains/(losses) | 9. | **-** | **-** | **(5)** | **(5)** | (13) |
| **NET MOVEMENT IN FUNDS** | | **511** | **12** | **(5)** | **518** | 565 |
| Fund balances at 1 September | | **24,638** | **41** | **277** | **24,956** | 24,391 |
| Fund balances at 31 August | | **25,149** | **53** | **272** | **25,474** | 24,956 |

All operations are continuing.

**THE ROYAL GRAMMAR SCHOOL WORCESTER**
**BALANCE SHEET AT 31 AUGUST**
**COMPANY NUMBER 6251081**

| | Note | 2024 £000 | 2024 £000 | 2023 £000 | 2023 £000 |
|---|---|---|---|---|---|
| **FIXED ASSETS** | | | | | |
| Intangible Assets for Operational Use | 5a. | **-** | | 9 | |
| Tangible Assets for Operational Use | 5b. | **21,577** | | 21,644 | |
| Investments – COIF | 6a&b. | **294** | | 272 | |
| Investments in Subsidiary | 6c. | **1** | | 1 | |
| | | | **21,872** | | 21,926 |
| **CURRENT ASSETS** | | | | | |
| Debtors | 7a. | **3,883** | | 3,673 | |
| Stock | | **25** | | 28 | |
| Cash at bank and in hand | 7b. | **6,164** | | 4,886 | |
| Short term deposits | 7b. | **5,050** | | 1,000 | |
| | | | **15,122** | | 9,587 |
| **CREDITORS: Due within one year** | 8a. | | **(7,641)** | | (3,692) |
| **NET CURRENT ASSETS** | | | **7,481** | | 5,895 |
| **TOTAL ASSETS less NET CURRENT LIABILITIES** | | | **29,353** | | 27,821 |
| **CREDITORS: Due after more than one year** | | | | | |
| Pension deficit funding liability | 12c. | **(93)** | | (168) | |
| Fees received in advance | 8b. | **(3,393)** | | (2,179) | |
| | | | **(3,486)** | | (2,347) |
| **TOTAL NET ASSETS** | | | **25,867** | | 25,474 |
| Endowed Funds | 9. | | **294** | | 272 |
| Restricted Funds | 9. | | **180** | | 53 |
| Unrestricted Funds | 9. | | **25,393** | | 25,149 |
| | | | **25,867** | | 25,474 |

Approved and authorised for issue by the Board of Governors, and signed on its behalf by:-



Mr Andrew Greenway
Chair of Governors
23 April 2025

The notes on pages 30 to 46 form part of these financial statements

**THE ROYAL GRAMMAR SCHOOL WORCESTER**
**CASH FLOW STATEMENT FOR YEAR ENDED 31 AUGUST**

| | **2024** | **2024** | 2023 | 2023 |
|---|---|---|---|---|
| | **£000** | **£000** | £000 | £000 |
| **Cash flows from operating activities** | | | | |
| Net cash provided by operating activities | | **6,384** | | 2,627 |
| **Cash flows from investing activities** | | | | |
| Dividends and interest from investments | **156** | | 91 | |
| Proceeds from the sale of fixed assets | **3** | | - | |
| Purchase of tangible fixed assets | **(1,215)** | | (1,020) | |
| | **-------** | | -------- | |
| Net cash used in investing activities | | **(1,056)** | | (929) |
| | | **-------** | | -------- |
| Change in cash and cash equivalents in the reporting period | | **5,328** | | 1,698 |
| | | **-------** | | -------- |
| Total cash and non-cash movements | | **5,328** | | 1,698 |
| Cash and cash equivalents at the start of the year | | **5,886** | | 4,188 |
| | | **-------** | | -------- |
| Cash and cash equivalents at the end of the reporting period | | **11,214** | | 5,886 |
| | | **=====** | | ===== |
| **A. Reconciliation of cash flows from the operating activities** | | | | |
| Net income for the year | **393** | | | 518 |
| Depreciation and amortisation charges | **1,291** | | | 1,316 |
| Dividends from investments | **(156)** | | | (91) |
| Decrease/(increase) in stock | **3** | | | (7) |
| (Increase)/decrease in debtors | **(210)** | | | 47 |
| Increase in creditors | **5,164** | | | 907 |
| Decrease in pension deficit funding | **(79)** | | | (68) |
| Investment (gains)/losses | **(22)** | | | 5 |
| | **-------** | **-------** | | -------- |
| | | **6,384** | | 2,627 |
| | | **=====** | | ===== |
| **Analysis of cash and cash equivalents** | | | | |
| Cash in hand | | **6,164** | | 4,886 |
| Short term deposits | | **5,050** | | 1,000 |
| | | **-------** | | -------- |
| | | **11,214** | | 5,886 |
| | | **=====** | | ===== |

The notes on pages 30 to 46 form part of these financial statements

**THE ROYAL GRAMMAR SCHOOL WORCESTER**
**NOTES ON ACCOUNTING POLICIES FOR THE YEAR ENDED 31 AUGUST 2024**

**Legal Status.** The Company is registered at Companies House, Cardiff, as a private company, limited by guarantee, registered number 6251081. The Company is also registered as a charity, number 1120644. The Company is the trustee of Charity 527527 which holds in trust the Permanent Endowments of the School under a Charity Commission Scheme sealed on 2 July 2007 and altered by a further scheme sealed on 15 January 2008. The Scheme contains a Uniting Direction that the Charity and associated funds shall be treated as forming part of the Company for the purposes of Part 6 (accounting) of the Charities Act 2011. On 30 April 2019 RGS Dodderhill School, company number 00576888 and registered charity number 527599, donated all of its assets and liabilities to The Royal Grammar School Worcester. RGS Holdings Limited Company number 12364724 was incorporated in December 2019 to facilitate the establishment and operation of Worcester International Hockey Club Limited, a limited liability company, number 12366802 which was also incorporated in December 2019.

The objects of the School are the provision and conduct, in or near the City of Worcester, of a day or day and boarding school for boys and girls.

**Accounting Policies.** The following accounting policies have been used consistently in dealing with items which are considered material in relation to the School financial statements.

**Basis of Preparation.** The financial statements have been prepared under the historical cost convention with items recognised at cost or transaction value unless otherwise stated in the relevant notes to these accounts. The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019) - (Charities SORP (FRS 102), and the Companies Act 2006. The Royal Grammar School Worcester constitutes a public benefit entity as defined by FRS 102.

**Going Concern.** The financial statements are prepared on a going concern basis. The Governors have prepared budgets and forecasts that take into account the impact of VAT on school fees, the loss of charitable business rate relief and having reviewed the funding facility available to the School together with the expected ongoing demand for places and the School's future projected cashflows, the Governors have a reasonable expectation that they have adequate resources to continue its activities for the foreseeable future and consider that there are no material uncertainties over the School's financial viability. In assessing the going concern, the Governors have been closely monitoring the finances and cashflow position of the School. With this in depth planning and financial resources available to the School, the Governors believe they can continue as a going concern for the foreseeable future.

**Accounting Convention.** The accounts are prepared under the historical cost convention, as modified by the revaluation of investment assets. Fees receivable and charges for services are accounted for in the period in which the service is provided. Fees receivable are stated after deducting allowances, scholarships and other remissions granted by the School.

**Freehold Buildings.** Cost shown in the Balance Sheet represents only expenditure incurred after the School became independent on 1 September 1983. The following, which are vested in the Official Custodian for Charities, as Scheduled in the 2008 Scheme for Charity 527527, are included at nil cost in the accounts: The Freehold of the School site and buildings, Whiteladies, Priory House and gardens, and Flagge Meadow.

**Capitalisation and Depreciation.** Purchases of assets costing more than £1,000 and with a useful life of more than one year are capitalised at cost. Depreciation is provided on all tangible and intangible fixed assets, other than freehold land, on a straight line basis at rates calculated to write off the cost of each asset over its expected useful economic life as follows:

| | |
|---|---|
| Freehold buildings | - 50 years |
| Motor vehicles and computers | - 5 years |
| Fixtures, fittings and equipment | - 8 years |
| Intangible assets | - 5 years |
| Land | - not depreciated |

**THE ROYAL GRAMMAR SCHOOL WORCESTER**
**NOTES ON ACCOUNTING POLICIES FOR YEAR ENDED 31 AUGUST 2024**

**Investments.** Investments are included at valuation at the Balance Sheet date. Realised and Unrealised gains and losses on investments are shown on the Statement of Financial Activities.

**Investment and Other Income**. This is accounted for on a receivable basis.

**Donations Receivable.** Donations are recognised on a receivable basis (where there are no performance related conditions) where the receipt is probable and the amount can be reliably measured.

**Net Tuition Fees Receivable.** Fees receivable are accounted for in the period in which the service is provided. They are stated after deducting bursaries, scholarships and other remissions granted by the School.

**Resources Expended.** Resources expended are accounted for on an accrual basis. Certain expenditure is apportioned to cost categories based on the estimated amount attributable to that activity in the year. Irrecoverable VAT is included with the item of expense to which it relates. Support costs are those costs incurred in the general running of the School. These are allocated between activities on a basis consistent with the use of the resources. Governance costs comprise the costs of running the charity including external audit costs.

**Pension Schemes.** The School contributes to the Teachers' Pension Scheme (a defined benefit scheme) at rates set up by the Scheme Actuary and advised to the Governors by the Scheme Administrator. For non-teaching staff, the School contributes to The Pensions Trust FRP defined contribution scheme. The School also makes pension AVC contributions at a rate of 2% to the Pension Trust Growth Plan Scheme for 2 (2023: 2) members of staff who were previously members of the CARE 80 defined benefit scheme.

**Unrestricted General Funds.** These funds can be expended at the Governors' discretion in accordance with the Charitable Objects. They represent funds which have not been "earmarked" or "restricted" in any way.

**Designated Funds.** These funds represent funds which have been ring-fenced by the Governors for a specific purpose.

**Restricted Funds.** These include funds received from alumni and others with specific conditions for their use.

**Endowed Funds.** There are two Endowed Funds, The Mytton and Blasson Prize Fund and The Permanent Endowment, both held by Charity 527527 and invested in Charity Only Investment Funds.

**Taxation.** As a registered charity, the School is not generally liable to corporation tax on surpluses. For this reason, no provision for corporation tax has been included in the accounts.

**Liquid Resources.** Fixed term deposits of less than one year are included in the Cashflow Statement as liquid resources.

**Debtors.** Short term debtors are measured at the transaction price, less any impairment.

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

**Financial instruments.** The charity only enters into basic financial instrument transactions that result in the recognition of financial assets and liabilities like trade and other accounts receivable and payable.

**Intangible assets.** Software costs are initially recognised at cost. After recognition, under the cost model, intangible assets are measured at cost less any accumulated amortisation and any accumulated impairment losses. All intangible assets are considered to have a finite useful life. If a reliable estimate of the useful life cannot be made, the useful life shall not exceed ten years. Amortisation of software and website development costs – 5 years.

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

(i) Pension deficit contribution. The School has entered into a commitment to provide deficit funding to The Pensions' Trust Care Scheme and The Pensions' Trust Growth Plan, of which it is a contributing employer. Under FRS 102, the fair value of the commitment is recognised. The calculation of the fair value of the commitment is subject to an assumption of the discount rate. The discount rate is determined by reference to market yields at the reporting date on high quality corporate bonds.

(ii) Recognition of legacies. The School recognises legacies when the economic benefit to the School is considered probable. Legacies can relate to cash or assets. Both require estimation if the legacy has not yet been received. The estimation of legacy income is based on information received from solicitors and a prudent approach is taken based on the information provided.

**THE ROYAL GRAMMAR SCHOOL WORCESTER**
**NOTES TO THE ACCOUNTS FOR YEAR ENDED 31 AUGUST 2024**

| **1. SCHOOL FEES** | **2024** | 2023 |
|---|---|---|
| | **£000** | £000 |
| Gross Tuition Fees | **24,679** | 22,201 |
| Pupil Lunches | **416** | 375 |
| Other Fees | **719** | 521 |
| Gross Fee Income | **25,814** | 23,097 |
| Less: Scholarships, Bursaries and other Remissions | **(2,979)** | (2,513) |
| Net Fees | **22,835** | 20,584 |

| | **2024** | 2023 |
|---|---|---|
| | **£000** | £000 |
| **2. OTHER INCOME** | | |
| **Other educational charitable activities** | | |
| Registration Fees | **21** | 21 |
| **Other ancillary activities** | | |
| RGS The Grange Shuttle Bus | **116** | 81 |
| School Trips | **1,111** | 1,005 |
| Baby and Toddler Groups | **5** | 6 |
| | **1,232** | 1,092 |
| **Income from other Trading activities** | | |
| Counselling recovery | **47** | 43 |
| Lettings | **73** | 82 |
| Sale of Fixed Assets | **3** | - |
| Solar FIT | **6** | 10 |
| Miscellaneous | **69** | 203 |
| | **198** | 338 |
| **Investment Income** | | |
| Bank interest | **148** | 84 |
| Permanent Endowment Income | **7** | 7 |
| Mytton and Blasson interest | **1** | 1 |
| | **156** | 92 |
| **Voluntary Income** | | |
| Donations | **220** | 67 |
| Grants from the RGSW & AOS Foundation | **209** | 142 |
| Legacies | **-** | 11 |
| | **429** | 220 |

## 3. RESOURCES EXPENDED

| | Staff Costs £000 | Other £000 | Depreciation & Amortisation £000 | 2024 Total £000 | 2023 Total £000 |
|---|---|---|---|---|---|
| Costs of generating voluntary income | **131** | **44** | **6** | **181** | 214 |
| Charitable Activities | | | | | |
| Teaching Costs | **12,974** | **808** | **405** | **14,187** | 12,599 |
| Welfare | **609** | **942** | **19** | **1,570** | 1,473 |
| Premises | **956** | **1,640** | **815** | **3,411** | 3,583 |
| Support Costs of Schooling | **1,450** | **3,011** | **40** | **4,501** | 3,389 |
| Marketing and Advertising | **378** | **266** | **6** | **650** | 566 |
| | **16,367** | **6,667** | **1,285** | **24,319** | 21,610 |
| Total Resources Expended | **16,498** | **6,711** | **1,291** | **24,500** | 21,824 |

| Staff Costs | 2024 £000 | 2023 £000 |
|---|---|---|
| Wages & Salaries | **12,461** | 11,058 |
| Social Security Costs | **1,200** | 1,042 |
| Pension Contributions | **2,357** | 1,989 |
| Training & Expenses | **43** | 32 |
| Other Costs | **437** | 446 |
| | **16,498** | 14,567 |

| The average numbers of full time equivalent employees in the year were: | 2024 | 2023 |
|---|---|---|
| Teachers | **163** | 157 |
| Others | **158** | 141 |
| | **321** | 298 |

The total headcount was 422 (2023: 392)

| The number of employees whose emoluments exceeded £60,000 were: | 2024 | 2023 |
|---|---|---|
| £60,001 - £70,000 | **12** | 4 |
| £70,001 - £80,000 | **3** | 2 |
| £80,001 - £90,000 | **2** | 3 |
| £90,001 - £100,000 | **2** | - |
| £100,001 - £110,000 | **1** | - |
| £110,001 - £120,000 | **-** | - |
| £120,001 - £130,000 | **-** | - |
| £130,001 - £140,000 | **-** | - |
| £150,001 - £160,000 | **-** | 1 |
| £160,001 - £170,000 | **-** | - |
| £170,001 - £180,000 | **1** | - |
| | **21** | 10 |

## 3. RESOURCES EXPENDED (continued)

| | **2024** | 2023 |
|---|---|---|
| | **£000** | £000 |
| Remuneration of key personnel including Employer's National Insurance and Employer's pension contributions (considered to be the Governors and Principal Officers) | **734** | 614 |

During the year there were redundancy or termination payments totalling £8,348 (2023: £13,400).

For the 21 employees (2023: 10) with emoluments greater than £60,000, 14 (2023: 9) were members of the defined benefit schemes with associated employer contributions of £282,060 (2023: £207,679)

Other than those transactions disclosed in Note 14, neither the Governors nor persons connected with them receive any remuneration or other benefits from the School or any connected organisation for their services. Trustee indemnity insurance is included in the School's insurance cover at no additional cost.

The Governance costs for 2024 are £26,567 (2023: £24,069).

## 4. AUDITOR'S REMUNERATION

| | **2024** | 2023 |
|---|---|---|
| | **£000** | £000 |
| Auditor's remuneration for audit services | **20** | 18 |

## 5a. INTANGIBLE ASSETS

| | **Software (including website development) £000** |
|---|---|
| **Cost** | |
| At 1 September 2023 | **334** |
| Additions | **-** |
| At 31 August 2024 | **334** |
| **Depreciation** | |
| At 1 September 2023 | **325** |
| Charge for year | **9** |
| At 31 August 2024 | **334** |
| **Net Book Amount** | |
| At 31 August 2024 | **0** |
| At 1 September 2023 | 9 |

| 5b. | **TANGIBLE FIXED ASSETS** | **Freehold Land** | **Freehold Buildings** | **Fixtures Fittings & Equipment** | **Grounds Equipment & Motor Vehicles** | **Total** |
|---|---|---|---|---|---|---|
| | **Cost** | **£000** | **£000** | **£000** | **£000** | **£000** |
| | At 1 September 2023 | **496** | **28,760** | **7,850** | **725** | **37,831** |
| | Additions | **-** | **476** | **716** | **23** | **1,215** |
| | Disposals | **-** | **-** | **-** | **(13)** | **(13)** |
| | At 31 August 2024 | **496** | **29,236** | **8,566** | **735** | **39,033** |
| | **Depreciation** | | | | | |
| | At 1 September 2023 | **-** | **9,714** | **5,975** | **498** | **16,187** |
| | Charge for year | **-** | **584** | **631** | **67** | **1,282** |
| | Disposals | **-** | **-** | **-** | **(13)** | **(13)** |
| | At 31 August 2024 | **-** | **10,298** | **6,606** | **552** | **17,456** |
| | **Net Book Amount** | | | | | |
| | At 31 August 2024 | **496** | **18,938** | **1,960** | **183** | **21,577** |
| | At 1 September 2023 | 496 | 19,046 | 1,875 | 227 | 21,644 |

The freehold buildings had a declared value for insurance purposes of £98m as of 31 August 2024.

## 6. FIXED ASSET INVESTMENTS (UK Listed)

### 6a. THE PERMANENT ENDOWMENT FUND

| | **2024** | 2023 |
|---|---|---|
| | **£000** | £000 |
| Opening market value | **239** | 244 |
| Net (losses)/gains on revaluation | **20** | (5) |
| Closing market value at 31 August | **259** | 239 |
| Historic cost at 31 August | **150** | 150 |

The above represents the Permanent Endowment for the School Charity 527527 scheduled in the 2007 Scheme. The investments currently comprise COIF Income Units only.

### 6b. ENDOWED FUNDS

| **Prize Fund** | **2024** | 2023 |
|---|---|---|
| | **£000** | £000 |
| Opening market value | **33** | 33 |
| Net (losses)/gains on revaluation | **2** | - |
| Closing market value at 31 August | **35** | 33 |
| Historic cost at 31 August | **20** | 20 |

The above represents the total of the investments of the legacies to provide for the Mytton and Blasson Prizes. The investments currently comprise COIF Income Units only. These investments are included in the School Charity 527527 scheduled in the 2007 Scheme.

### 6c. FIXED ASSET INVESTMENTS (Unlisted)

| | **2024** | 2023 |
|---|---|---|
| | **£000** | £000 |
| RGSW Holdings Limited (100% dormant) | **1** | 1 |

| **7a.** | **DEBTORS** | **2024** | 2023 |
|---|---|---|---|
| | | **£000** | £000 |
| | Tuition fees and extras | **649** | 434 |
| | Sundry debtors | **65** | 68 |
| | Amounts due from joint venture | **2,424** | 2,608 |
| | Prepayments | **745** | 563 |
| | | **3,883** | 3,673 |

| **7b.** | **OTHER CURRENT ASSETS** | **2024** | 2023 |
|---|---|---|---|
| | | **£000** | £000 |
| | Cash at Bank and in Hand | **6,164** | 4,886 |
| | Short Term Deposits | **5,050** | 1,000 |
| | | **11,214** | 5,886 |

| **8a.** | **CREDITORS: Due within one year** | **2024** | 2023 |
|---|---|---|---|
| | | **£000** | £000 |
| | Fees received in advance | **5,048** | 1,946 |
| | Registration Deposits | **155** | 159 |
| | Trade Creditors | **948** | 793 |
| | Social Security & Other Taxes | **297** | 258 |
| | Pension deficit funding liability (note 12c) | **71** | 75 |
| | Other Creditors | **333** | 389 |
| | Deferred Income | **523** | - |
| | Accruals | **266** | 72 |
| | | **7,641** | 3,692 |

Included in Other Creditors are amounts owing to the Teachers' Pension Scheme of £234,723 (2023: £182,563), The Pension Trust of £9,093 (2023: £58,039) and Aviva £58,965 (2023: £0)

## 8b. CREDITORS: Due after more than one year (excluding pension liability)

| Accrued liabilities in respect of fees received in advance: | **2024** | 2023 |
|---|---|---|
| | **£000** | £000 |
| > 5 years | **328** | 223 |
| Within 2 to 5 years | **1,497** | 1,201 |
| Within 1 to 2 years | **1,568** | 755 |
| | **3,393** | 2,179 |
| Within 1 year | **5,048** | 1,946 |
| Balance at 31 August | **8,441** | 4,125 |
| **The movements during the year were:** | | |
| Balance at 1 September | **4,125** | 2,990 |
| Net cash movement | **8,611** | 2,867 |
| | **12,736** | 5,857 |
| Amounts utilised in fee payment | **(4,295)** | (1,732) |
| Balance at 31 August | **8,441** | 4,125 |

**THE ROYAL GRAMMAR SCHOOL WORCESTER**
**NOTES TO THE ACCOUNTS FOR YEAR ENDED 31 AUGUST 2024**

## 9. RESERVES

| Endowment Funds | Balance at 1 September 2023 £000s | Incoming Resource £000s | Resources Expended £000s | Investment Gains £000s | Balance at 31 August 2024 £000s |
|---|---|---|---|---|---|
| The Permanent Endowment Fund | **239** | **-** | **-** | **20** | **259** |
| Prize Funds | **33** | **-** | **-** | **2** | **35** |
| | **272** | **-** | **-** | **22** | **294** |
| **Restricted Funds** | | | | | |
| Alumni Bursary | **8** | **-** | **-** | **-** | **8** |
| Alumni support | **4** | **-** | **-** | **-** | **4** |
| Gardening Club | **1** | **-** | **-** | **-** | **1** |
| Claines Physics Prize | **3** | **-** | **-** | **-** | **3** |
| Tennis Sponsorship | **5** | **-** | **3** | **-** | **2** |
| RGSW & AOS Foundation | **-** | **209** | **209** | **-** | **-** |
| Hardship Fund | **2** | **6** | **8** | **-** | **-** |
| RGS PTA Land Rover | **1** | **-** | **-** | **-** | **1** |
| The Wareing Cup | **1** | **-** | **-** | **-** | **1** |
| The James Kimberley Prize | **1** | **-** | **-** | **-** | **1** |
| AO Archives | **24** | **-** | **-** | **-** | **24** |
| CCF | **2** | **-** | **-** | **-** | **2** |
| RGS PTA Photography | **1** | **-** | **-** | **-** | **1** |
| AOEs | **-** | **207** | **82** | **-** | **125** |
| RGS Sports Tour | **-** | **8** | **1** | **-** | **7** |
| | **53** | **430** | **303** | **-** | **180** |
| **Unrestricted Funds** | | | | | |
| General Reserves | **25,149** | **24,441** | **24,197** | **-** | **25,393** |

## 9. RESERVES (continued)

| Summary of Funds | Balance at 1 September 2023 £000s | Incoming Resources £000s | Resources Expended £000s | Investment Gains £000s | Balance at 31 August 2024 £000s |
|---|---|---|---|---|---|
| Endowment Funds | **272** | **-** | **-** | **22** | **294** |
| Restricted Funds | **53** | **430** | **303** | **-** | **180** |
| Unrestricted Funds | **25,149** | **24,441** | **24,197** | **-** | **25,393** |
| | **25,474** | **24,868** | **24,500** | **22** | **25,867** |

**Endowment Funds:**
The Endowment Funds represent the invested endowments of the School. The Permanent Endowment is listed in the Scheme for Charity 527527 of which the Company is the Trustee, plus the Mytton & Blasson Prize Fund. The Restricted Funds include monies from alumni for specific projects, including funds received for Bursary support.

**Restricted Funds:**
Alumni Bursary - Alumni bursary support
SME Debating Club Sponsorship
Drawings/Pictures Deposits donated for the commissioning of pictures of the RGS buildings
Alumni support - Alumni support for Foundation
Gardening Club- Donation and prize money for the Gardening club
Mytton and Blasson - Annual pupil prizes
Claines Physics Prize - Annual Physics award
Rugby - Auction proceeds Rugby equipment
Tennis Sponsorship - LTA sponsorship
RGSW & AOS Foundation – Bursaries
Hardship Fund
RGS PTA Land Rover – support for DT project
The Wareing Cup
The James Kimberley Prize
AO Archives
CCF
RGS PTA Photography

**THE ROYAL GRAMMAR SCHOOL WORCESTER**
**NOTES TO THE ACCOUNTS FOR YEAR ENDED 31 AUGUST 2024**

## 9. RESERVES (PRIOR YEAR)

| Endowment Funds | Balance at 1 September 2022 £000s | Incoming Resource £000s | Resources Expended £000s | Investment losses £000s | Balance at 31 August 2023 £000s |
|---|---|---|---|---|---|
| The Permanent Endowment Fund | 244 | - | - | (5) | 239 |
| Prize Funds | 33 | - | - | - | 33 |
| | 277 | - | - | (5) | 272 |
| **Restricted Funds** | | | | | |
| Alumni Bursary | 18 | - | (10) | - | 8 |
| Debating | 1 | - | (1) | - | - |
| Drawings/Pictures | 1 | - | (1) | - | - |
| Alumni support | 4 | - | - | - | 4 |
| Gardening Club | 1 | - | - | - | 1 |
| Mytton & Blasson Prize Fund | - | 1 | (1) | - | - |
| Claines Physics Prize | 3 | - | - | - | 3 |
| Rugby Auction | 3 | - | (3) | - | - |
| Tennis Sponsorship | 5 | - | - | - | 5 |
| RGSW & AOS Foundation | - | 142 | (142) | - | - |
| Hardship Fund | 2 | - | - | - | 2 |
| RGS PTA Land Rover | 1 | - | - | - | 1 |
| The Wareing Cup | 1 | - | - | - | 1 |
| The James Kimberley Prize | 1 | - | - | - | 1 |
| AO Archives | - | 62 | (38) | - | 24 |
| CCF | - | 4 | (2) | - | 2 |
| RGS PTA Photography | - | 1 | - | - | 1 |
| | 41 | 210 | 198 | - | 53 |
| **Unrestricted Funds** | | | | | |
| General Reserves | 24,638 | 22,137 | 21,626 | - | 25,149 |

## 9. RESERVES (PRIOR YEAR) (continued)

| Summary of Funds | Balance at 1 September 2022 £000s | Incoming Resources £000s | Resources Expended £000s | Investment losses £000s | Balance at 31 August 2023 £000s |
|---|---|---|---|---|---|
| Endowment Funds | **277** | **-** | **-** | **(5)** | **272** |
| Restricted Funds | **41** | **210** | **198** | **-** | **53** |
| Unrestricted Funds | **24,638** | **22,137** | **21,626** | **-** | **25,149** |
| | **24,956** | **22,347** | **21,824** | **(5)** | **25,474** |

**Endowment Funds:**
The Endowment Funds represent the invested endowments of the School. The Permanent Endowment is listed in the Scheme for Charity 527527 of which the Company is the Trustee, plus the Mytton & Blasson Prize Fund. The Restricted Funds include monies from alumni for specific projects, including funds received for Bursary support.

**Restricted Funds:**
Alumni Bursary - Alumni bursary support
SME Debating Club Sponsorship
Drawings/Pictures Deposits donated for the commissioning of pictures of the RGS buildings
Alumni support - Alumni support for Foundation
Gardening Club- Donation and prize money for the Gardening club
Mytton and Blasson - Annual pupil prizes
Claines Physics Prize - Annual Physics award
Rugby - Auction proceeds Rugby equipment
Tennis Sponsorship - LTA sponsorship
RGSW & AOS Foundation – Bursaries
Hardship Fund
RGS PTA Land Rover – support for DT project
The Wareing Cup
The James Kimberley Prize
AO Archives
CCF
RGS PTA Photography

## 10. ANALYSIS OF NET ASSETS BETWEEN FUNDS

| | Tangible Fixed Assets £000 | Intangible Fixed Assets £000 | Investments £000 | Net current Assets £000 | Long term Liabilities £000 | 2024 Total £000 | 2023 Total £000 |
|---|---|---|---|---|---|---|---|
| **The Net Assets are Funded as follows:** | | | | | | | |
| Unrestricted Funds | **21,577** | **-** | **1** | **7,301** | **(3,486)** | **25,393** | 25,149 |
| Restricted Funds | **-** | **-** | **-** | **180** | **-** | **180** | 53 |
| Endowment Funds | **-** | **-** | **294** | **-** | **-** | **294** | 272 |
| | **21,577** | **-** | **295** | **7,481** | **(3,486)** | **25,867** | 25,474 |

## 10. ANALYSIS OF NET ASSETS BETWEEN FUNDS (PRIOR YEAR)

| | Tangible Fixed Assets £000 | Intangible Fixed Assets £000 | Investments £000 | Net current Assets £000 | Long term Liabilities £000 | 2023 Total £000 | 2022 Total £000 |
|---|---|---|---|---|---|---|---|
| **The Net Assets are Funded as follows:** | | | | | | | |
| Unrestricted Funds | **21,644** | **9** | **1** | **5,842** | **(2,347)** | **25,149** | **24,638** |
| Restricted Funds | **-** | **-** | **-** | **53** | **-** | **53** | **41** |
| Endowment Funds | **-** | **-** | **272** | **-** | **-** | **272** | **277** |
| | **21,644** | **9** | **273** | **5,895** | **(2,347)** | **25,474** | **24,956** |

## 11. CAPITAL COMMITMENTS

Capital expenditure of £nil (2023: £nil) has been authorised and contracted for as at 31 August 2024.

## 12. PENSIONS

### 12a. Teaching Staff

**PENSION SCHEME**

The School participates in the Teachers' Pension Scheme ("the TPS") for its teaching staff. The pension charge for the year includes contributions payable by the School to the TPS of £1,867,870 (2023: £1,608,866) and at the year-end £233,716 (2023: £182,563) was accrued in respect of contributions to this scheme.

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

The employer contribution rate is set by the Secretary of State following scheme valuations undertaken by the Government Actuary's Department. The most recent actuarial valuation of the TPS was prepared as at 31 March 2020 and the Valuation Report was published in October 2023.

Following the McCloud judgement, the remedy proposed that when benefits become payable, eligible members can select to receive them from either the reformed or legacy schemes for the period 1 April 2015 to 31 March 2022. The actuaries have assumed that members are likely to choose the option that provides them with the greater benefits, and in preparing the 2020 valuation has valued the 'greater value' benefits for groups of relevant members.

The employer contribution rate for the TPS is 28.6%, and employers are also required to pay a scheme administration levy of 0.08% giving a total employer contribution rate of 28.68%.

**12b. Support Staff**

**The Pensions Trust:** The pension cost charge amounting to £303,661 (2023: £381,968) represents the full contribution payable for the period by the School to The Pensions Trust for all pensions provided. At the year-end £9,093 (2023: £58,038) was accrued in respect of contributions to these schemes.

**Aviva**: The pension cost charge amounting to £252,124 (2023: £0) represents the full contribution payable for the period by the School to AVIVA. At the year-end £58,965 (2023: £0) was accrued in respect of contributions to these schemes.

Both the CARE 80 and the CARE 100 Defined Benefit Schemes and the Growth Plan are multi-employer schemes and the schemes' actuary has advised that the assets and liabilities are not segregated for each contributing employer. Hence it is not possible to separately identify the assets and liabilities relating to The Royal Grammar School Worcester for the purposes of FRS102.

**CARE Defined Benefit Scheme:** RGS has been notified by The Pensions Trust, of the estimated employer debt on withdrawal from The CARE Scheme, based on the financial position of the Scheme as at 30 September 2023. At this date the estimated employer debt for RGS was £636,681 (2023: £881,655).

It was agreed that from 1 April 2012, additional annual contributions towards the Scheme's deficit would be payable by The Royal Grammar School Worcester. This plan was superseded by a revised deficit repayment plan commencing 1 July 2015 covering the period to 30 April 2027. There have since been multiple iterations of this repayment plan and for the year ended 31 August 2024 the total of deficit payments paid was £65,873 (2023: £61,790)

**Growth Plan:** RGS have been notified by The Pensions Trust of the estimated employer debt on withdrawal from the Growth Plan based on the financial position of the Scheme as at 30 September 2023. At this date the estimated employer debt for RGS was £131,993 (2023: £193,404).

Deficit contributions have been required since April 2016 and will be payable by The Royal Grammar School Worcester for a period of ten years. For the year August 2024 the total of deficit payments paid was £37,810 (2023: £37,357).

### 12c. FRS (102) Section 28 Pension Deficit Provisions

| | **2024** | 2023 |
|---|---|---|
| | **£000** | £000 |
| CARE Scheme | **157** | 220 |
| Growth Plan | **7** | 24 |
| | **-------** | -------- |
| Of the total deficit of £163,860 an amount of £70,285 is due within one year | **164** | 244 |
| | **=====** | ===== |

### 13. FINANCIAL INSTRUMENTS

| | **2024** | 2023 |
|---|---|---|
| | **£000** | £000 |
| Financial assets measured at fair value through the Income and Expenditure account | **294** | 272 |
| | ===== | ===== |
| Financial liabilities measured at fair value through the Income and Expenditure account | **164** | 224 |
| | ===== | ===== |

Financial liabilities measured at fair value through the Income and Expenditure account comprise the defined benefit pension scheme deficit funding liability.

### 14. RELATED PARTIES

The RGSW and AOS Foundation made grants to the School in the year totalling £208,506 (2023: £141,613).

Mr P Cross, husband of Board member Mrs M J Cross, was contracted as a Teacher at RGS Dodderhill and received a salary of £44,140 (2023: £36,252); he has been employed since 1 September 2020. Miss M Poole, daughter of the Chairman, Mr JQS Poole (retired December 2023) is employed as Nursery Room Leader at RGS Dodderhill and received a salary of £25,474.

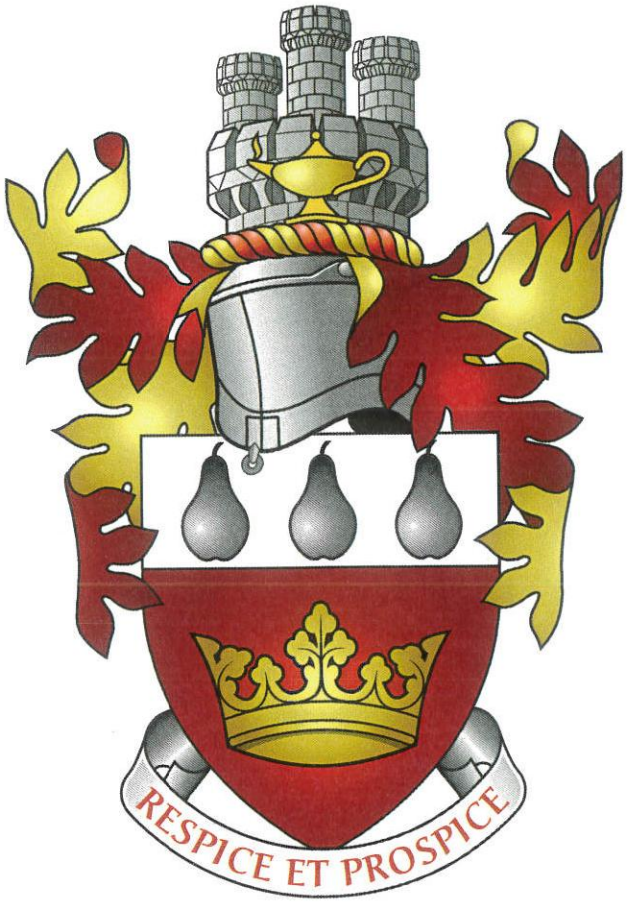
RGS Worcester and Worcester Hockey Club have established a joint venture, Worcester International Hockey Limited, which was incorporated in December 2019. RGS Worcester and Worcester Hockey Club each own 50% of the voting share capital. Worcester International Hockey Limited's indebtedness to RGS Worcester at 31 August 2024 was £2,724,266 (2023: £2,607,969). Of this, £2,100,000 will be repaid by Worcester International Hockey Limited by way of a loan upon completion of the development.

The investment in Worcester International Hockey Limited is via a wholly-owned subsidiary, RGSW Holdings Limited.

**ROYAL GRAMMAR SCHOOL WORCESTER**

England & Wales - Charity number 1120644

# Accounts




# ANNUAL REPORT
# FOR THE YEAR ENDING AUGUST 2023

The Royal Grammar School Worcester
A private company, limited by guarantee
Registered No. 6251081
Charity No. 1120644

# THE ROYAL GRAMMAR SCHOOL
# WORCESTER

**A private company, limited by guarantee**

**Registered No. 6251081**

**Charity No. 1120644**

## ANNUAL REPORT

## FOR THE YEAR ENDED

## 31 AUGUST 2023

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**THE ROYAL GRAMMAR SCHOOL WORCESTER**
**GOVERNORS' REPORT YEAR ENDED 31 August 2023**

1. The **Name of the Company** is The Royal Grammar School Worcester ("the School").

2. The **Address** of the Company is The Royal Grammar School Worcester, Upper Tything, Worcester, WR1 1HP.

3. The School was incorporated on 17 May 2007, but continued to operate as an unincorporated charity until 31 August 2007. It began active operations as a limited company on merging with The Alice Ottley School on 1 September 2007. There were no trading activities prior to this date.

4. The School operates on four sites; RGS Worcester offering co-education for pupils aged 11–18, located in The Tything, Worcester; RGS Springfield offering co-education for pupils aged 2–11, located in Britannia Square, Worcester; RGS The Grange offering co-education for pupils aged 2–11, located in Claines, Worcester; and RGS Dodderhill, offering co-education for pupils aged 2–11 and girls only education for pupils from 11-16 located in Droitwich.

5. **Status.** The Company is registered at Companies House, Cardiff, as a private company, limited by guarantee, registered number 6251081. The Company is also registered as a charity, number 1120644. The Company is the trustee of Charity 527527 which holds in trust the Permanent Endowments of the School under a Charity Commission Scheme sealed on 2 July 2007 and altered by a further scheme sealed on 15 January 2008. The Scheme contains a Uniting Direction that the Charity and associated funds shall be treated as forming part of the Company for the purposes of Part 6 (accounting) of the Charities Act 2011. On 30 April 2019 Dodderhill School, company number 00576888 and registered charity number 527599, donated all of its assets and liabilities to The Royal Grammar School Worcester. RGSW Holdings Limited Company number 12364724 was incorporated in December 2019 to facilitate the establishment and operation of Worcester International Hockey Club Limited, a limited liability company, number 12366802 which was also incorporated in December 2019.

6. **Directors of the Company.** The Directors of the Company are also the Governors of the School and the Trustees of the Charity. Those who have served during the year as Directors are listed below:-

| | |
|---|---|
| Mr J Q S Poole | Chair of Governors |
| Mrs R F Ham | Vice Chair of Governors, Chair of NC, EC |
| Dr N Canchi-Murali | EC |
| Mrs L Cook | EC, NC, Staff Liaison at RGS Worcester and Governor with special interest for Learning Development |
| Mrs M J Cross | F&GP, RGS Dodderhill Sub-Committee |
| Mr N Fairlie | F&GP, RGS Dodderhill Sub-Committee |
| Mr S Flutter | EC |
| Mr A Greenway | Chair of the EC and Governor with special interest for GDPR |
| Mr H Kimberley | Chair of F&GP |
| Ms K Meredith | EC, NC |
| Mrs S Mills | EC and Lead Governor for Safeguarding |
| Mr J G Peters | EC, NC, CCF (Resigned 28 March 2023) |
| Mr B W Radford | F&GP and Governor with special interest for Health and Safety |
| Dr E Robinson | EC |
| Mrs K M Wormington | Chair of RGS Dodderhill Sub Committee, Staff Liaison at RGS Dodderhill, NC |
| Mrs R Wyatt | Governor with special interest for the Foundation Stage and RGS The Grange and RGS Springfield Staff Liaison |

Finance and General Purposes Committee (F&GP), Education Committee (EC), Nominations Committee (NC)

7. The **Principal Officers** of the Charity during the year were:-

| | |
|---|---|
| Mr J D Pitt | Headmaster, RGS Worcester and Executive Head of The RGS Worcester Family of Schools |
| Mr G W Hughes | Headmaster, RGS The Grange |
| Mrs L Brown | Headmistress, RGS Springfield |
| Mr T Banyard | Headmaster, RGS Dodderhill (appointed 1 September 2023) |
| Mrs S E Atkinson | Headmistress, RGS Dodderhill (left 31 March 2023) |
| Mr B R Edwards | Director of Finance and Operations, Clerk to the Governors and Company Secretary (appointed 27 February 2023) |

8. **Advisers to the School:-**

| | |
|---|---|
| Bankers & Investment Managers | Lloyds Bank plc<br>4, The Cross, Worcester, WR1 3PY |
| Auditors | Crowe U.K. LLP<br>Black Country House, Rounds Green Road, Oldbury, B69 2DG |
| Solicitors | Stallard March and Edwards (SME Solicitors)<br>8, Sansome Walk, Worcester, WR1 1LW |
| Insurance Brokers | Hettle Andrews & Associates Limited<br>Eleven Brindley Place<br>2 Brunswick Square<br>Birmingham<br>B1 2LP |

9. **Governing Document**. Memorandum and Articles of Association adopted on incorporation on 17 May 2007 as amended by Special Resolution dated 27 June 2013.

10. **Governing Body**. The Governors are listed on page 1 of this Report.

11. **Recruitment and Training of Governors**. New Governors are normally appointed at termly meetings on the basis of nominations from a committee of Governors. All nominations are made on the basis of eligibility, personal competence, specialist skills and availability. New Governors undertake a formal induction process under the guidance of a fellow Governor which covers the workings of the Charity, including Policies, Procedures, Finances, the Clerk to the Governors and Governance.

12. **Liability Insurance.** Governor and Individual Liability insurance is provided with a cover of £5m.

13. **Organisational Management**. The School Charity is organised and managed in accordance with Articles of Governance, produced by the Governors, to control the general educational character of the School. The Governing Body meets at least once per term. The Board's policies are generally implemented by two main committees; the Finance and General Purposes Committee (F&GP) and the Education Committee (EC), both of which meet termly. Individual Governors are nominated to take a special interest in Safeguarding, Health and Safety, the Foundation Stage at each of the Prep Schools, CCF, Learning Development, GDPR and for staff liaison in each school. The Governors directly appoint the Heads and the Director of Finance and Operations. The Heads are each responsible to the Governors for the overall management of their school and the direction of teaching within the general policy and the delegated financial limits approved from time to time by the Governors. The Director of Finance and Operations is responsible directly to the Governors for the management of the grounds, buildings, plant, computing and IT, administration and finances of the School, and to support the Heads in the day to day running of their schools.

14. **Employee Involvement and Equal Opportunities.** Employees have been consulted on issues of concern to them by means of regular consultative committee and staff meetings and have been kept informed on specific matters directly by management. The School carries out exit interviews for all staff leaving the organisation and has adopted a procedure of upward feedback for senior management and the Governors. The School has implemented a number of detailed policies in relation to all aspects of personnel matters including:
    a. Equal Opportunities Policy
    b. Health & Safety Policy

    In accordance with the School's Equal Opportunities Policy, the School has long established fair employment practices in the recruitment, selection, retention and training of disabled staff. Full details of these policies are available from the School's offices.

15. **Availability of Assets to Fulfil Obligations.** It is the opinion of the Governors that the School is well placed to meet in full its current obligations.

**Statement of Governors' Responsibilities**

16. The Companies Act 2006 requires the Governors, as Trustees of the Charity, to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the Charity and of the surplus or deficit of income over expenditure for that period.

17. In preparing these financial statements, the Governors should follow best practice and are required to:

    a. select suitable accounting policies and apply them consistently;

    b. observe the methods and principles in the Charities SORP;

    c. make judgements and estimates that are reasonable and prudent;

    d. state whether applicable UK accounting standards have been followed subject to any material departures disclosed and explained in the financial statements; and

    e. prepare the financial statements on the going concern basis unless it is inappropriate to presume that the Charity will continue in operation.

18. The Governors are responsible for keeping accounting records which are such as to disclose, with reasonable accuracy, the financial position of the Charity at any time, and to enable them as Trustees, to ensure that the accounts comply with charity law. The Governors are also responsible for safeguarding the Charity's assets and ensuring their proper application and hence for taking reasonable steps for the prevention and detection of error, fraud and other irregularities.

19. The Governors delegated authority to the Nominations Committee (NC) to assess the Board's adherence to the charity governance code issued in July 2017. Following a review of the seven principles underpinning the code the NC concluded that the RGSW Board is adhering to all of the principles. The Board unanimously endorsed this assessment at the December 2023 Board meeting.

20. The Charity had no fundraising activities requiring disclosure under S162A of the Charities Act 2011.

21. **Statement as to Disclosure of Information to Auditors.** The Governors who were in office on the date of approval of these financial statements have confirmed, as far as they are aware, that there is no relevant audit information of which the auditors are unaware. Each of the Directors have confirmed that they have taken all the steps that they ought to have taken as Directors in order to make themselves aware of any relevant audit information and to establish that it has been communicated to the auditor.

**Auditors**

22. Crowe U.K. LLP has indicated its willingness to be reappointed as statutory auditor.

Approved by the Board on 6 December 2023, and signed on its behalf by:-



Mr J Q S Poole
Chair of Governors

**THE ROYAL GRAMMAR SCHOOL WORCESTER**
**STRATEGIC REPORT YEAR ENDED 31 August 2023**

## STRATEGIC REPORT
### Objectives and Activities

1. **Charitable Objects.** The objects of the School are the provision and conduct, in or near the City of Worcester, of a day or day and boarding school for boys and girls and ancillary or incidental educational activities and other associated activities for the benefit of the community.

2. **Aim and Intended Impact.** It is the General Policy of the Governors to provide for the pupils of the School a challenging and stimulating intellectual atmosphere while making full provision for physical, cultural and moral development.

3. **Objectives for the Year.** The primary objectives of the year are:
   - To ensure that support for pupil and staff welfare is at the highest levels through our leading pastoral care provision
   - To ensure financial stability through pupil numbers, fee levels and management of all budgets
   - To develop our academic offering, supported by Digital Learning and particularly in response to Artificial Intelligence (AI) and its effects on education, as we continue to prepare our pupils for the future
   - To develop our co-curricular provision still further, ensuring that pupils' access a broad range of experiences and develop life skills
   - To review and continue to enhance online safety, including monitoring and filtering in line with recommendations for all schools in KCSiE guidance; review and ensure cybersecurity is at the top end of industry-standard for schools
   - To continue to increase Bursaries to ensure access to an RGS education; enhance outreach and partnership work as part of our commitment to public benefit
   - To continue to support those pupils who joined the RGS Schools following the conflict in Ukraine and receive education at the Schools
   - To prepare the RGS Schools for the new ISI Inspection Framework (F23)
   - To continue to establish The RGS Family of Schools as a leading group of independent schools in the area

4. **Strategies to achieve the Objectives.**

   - Pastoral Care provision has been increased to support pupils and staff and the DSLs meet regularly with the Safeguarding Governor to ensure compliance and high-quality provision. Staff welfare has also been supported by recognising the commitment of staff through their annual pay review
   - The Director of Finance & Operations oversees budgets and the Strategy Group, Finance & General Purposes Committee and the Board regularly check performance against budget and pupil numbers. A new Customer Relationship Management (CRM) system will be implemented to assist in supporting Admissions and monitoring progress
   - Teaching & Learning are reviewed regularly in each of the RGS Schools through lesson observation, reviews of examination results and Inspections. The Director of Innovation ensures that the RGS Schools remain in line with the leading schools for digital learning, including working with Apple Education, attending and presenting at conferences and liaising with other technologically-advanced schools nationally
   - The Assistant Head (Co-curricular) is overseeing a review of co-curricular provision to ensure continuity of provision, monitoring of participation and engagement by all pupils
   - The IT Support Team overseen by the Director of Innovation work with the Designated Safeguarding Leads (DSLs) and Pastoral Teams to ensure that monitoring and filtering are at the appropriate levels and any concerns addressed in a timely and appropriate manner, and in line with all guidance, including Keeping Children Safe in Education (KCSiE)
   - The Foundation Office will continue to develop engagement with alumni and parents; a second 'Giving Day' will be organised to raise funds for Bursaries and additional reunions and other events will be introduced
   - Bursaries are already provided for the pupils from Ukraine and additional language support and assistance with purchasing uniform, technology and travel expenses are included
   - Requirements for the new ISI Inspection framework will be reviewed and training provided for Governors and staff as required. The staff who are trained Inspectors will complete Inspections and report back

- The RGS Worcester Family of Schools continues to enhance its reputation through excellent teaching, examination results, success in entry to leading Universities and other courses, development of technology in education, breadth of co-curricular provision and expertise in pastoral care. The Ten Year Development Plan runs until 2027 and is designed to continue to drive excellence including constant improvements and the development of state-of-the art facilities across the four Schools.

5. **Principal Activities of the Year.** The Charity principally provides education in or near the City of Worcester and Droitwich at its four sites to boys and girls aged 2-18. There were, on average, 1625 (2022: 1,585), pupils attending the School during the year, which provides Governors with confidence that the School is continuing to fulfil its objective of providing value for money in the provision of a first-class independent education.

6. **RGS Dodderhill.** We have had a number of recent changes to the School Leadership Team, with Mrs Atkinson's departure followed by Mrs Cartwright completing a term as interim head, and the new appointment of Mr Banyard at RGS Dodderhill. This comes after the School experiencing the pandemic, introducing Boys aged 2-11 years old and joining The RGS Family of Schools. Therefore, the focus is on evaluating the school systems and processes, aligning the mission, vision and values of the School and putting a new two-year development plan in place. This will serve to ensure that all stakeholders are on board with further changes needed to move the school forward successfully. With this in place we aim to build on the many strengths of the school, such as the outstanding pastoral care, the Digital Leadership Programme, and strengths within the staff body, to better promote our unique offering to the community. By keeping a broad curriculum and widening house and co-curricular offering we hope to present the School as the 'best of both worlds': a kind community with small class sizes that does not compromise on the breadth of opportunity available in an RGS school.

**Grant Making Policy**

7. **Bursary Policy.** The Governors wish to ensure that the opportunity for children to benefit from the education offered by the School is not unreasonably restricted by parents' ability to pay fees. Means-tested bursaries are made available in the form of a remission of up to 100% of the tuition fees payable, depending on the financial, compassionate or other pertinent circumstances of applicants. To ensure that people in genuine poverty are not excluded, as well as covering tuition fees, bursaries may be extended to cover or contribute towards the costs of such additional items as school lunches, uniform, travel costs, examination fees, equipment required for educational, sports or co-curricular activities and foreign exchange and other educationally important trips.

8. **Priorities.** A number of factors will be considered when making the judgement as to the justification for support, and the extent of such support. In the main, a child's suitability for the School is the first consideration in granting a bursary. In assessing a child's suitability, attention will be given to their academic assessment, but potential will also be considered as well as actual achievement. Each applicant must meet the School's normal academic requirements and any pupil to whom support is offered must, in the opinion of the Head, be likely to make sound academic progress following admission and possess the potential to develop the quality of his or her work. A considerable degree of commitment and effort will be required and a good record of effort and behaviour in previous schools will be essential. Since The RGS Worcester Family of Schools are of high academic standards it will normally follow that those achieving the highest results in the entrance examination will be deemed most suitable. Consideration will also be given to how a pupil might benefit from participation in the wider, co-curricular activities on offer at the School.

9. **Assessment.** Although the priority in making an award will be suitability, the amount will be based on financial need. Each case will be assessed on its own merits and awards are made accordingly, subject to available funding and the level of demand. It is recognised that judgements about what sacrifices a family should make to pay school fees will be personal and the scale of awards is therefore not rigid. However, the School has a duty to ensure that all bursary grants are well-focussed and so, as well as current earnings, other assets and lifestyle factors will be considered in determining the appropriate level of grant.

10. **Grants.** The Governors' grant-making policy is tempered by there being no significant endowment funds available to provide additional financial support; bursaries therefore must be provided out of fee income. The grant-making policy has been subject to ongoing review in recent years with a view to increasing the number and value of means-tested awards. The Governors feel a certain dilemma in this respect since they have attempted over the years to keep fees as low as possible, whilst at the same time ensuring the School has the means to provide an excellent education. This is manifest in the School's fees continuing to be lower than similar independent schools in or around Worcester, and below the national average for comparable schools. The Governors consider increases in fees to fund further bursaries to be unreasonable in that they would place further hardship on the many parents who already make significant sacrifices to pay for the advantages of an independent school education for their children.

11. **Awards.** Scholarships, bursaries and other concessions totalling £2,512,589 (2022: £2,132,580) have been awarded during the year to a total of 590 (2022: 565) pupils. These awards included means-tested bursary awards to the value of £809,518 (2022: £687,523) distributed among 94 (2022: 90) pupils, 3 (2022: 2) of whom received 100%+ remission.

12. **Prizes.** The School has a Prize Fund, invested in the COIF Charities Investment Fund with a value at 31 August 2023 of £32,630 (2022: £33,720) which provides prizes under the Mytton and Blasson Legacies. All other prizes are funded from the School's unrestricted funds.

13. **Public Benefit.** In setting objectives and planning activities the Governors have given careful consideration to the Charity Commission's general guidance on Public Benefit. The Governors achieve this through providing use of the School's facilities for a wide range of community events and activities and through outreach and partnerships provision for pupils from local state schools.

    We continue to grow the number of local organisations who have used the facilities for activities and these include those listed below:

    Allen Cricket Coaching
    British Fencing
    Droitwich Cricket Club
    Droitwich Table Tennis
    England Netball
    I-Sing choir
    Leagues 4 You Netball
    Little Kickers
    Perdiswell Colts FC
    Royal Mail
    Scottish Rugby Union Pathway
    University of Worcester Hockey
    West Mercia Police Dog Training Unit
    Worcester Bench of Magistrates
    Worcester Bridge Association
    Worcester City FC
    Worcester Competitive Arts
    Worcester County Cricket Club
    Worcester Girls Grammar School Association
    Worcester Hockey Club
    Worcester Industrial Archaeological & Local History Society
    Worcester Netball
    Worcester Raiders
    Worcester Warriors Community Foundation

14. **Outreach and Partnerships** activities include assistance to local schools by sending RGS staff and pupils to support specific subjects and inviting pupils into the four Schools for academic and co-curricular events and activities.

    **a. RGS Worcester.** During the academic year from September 2022 to July 2023, RGS Worcester hosted over 36 events. We also attended a number of local schools for assemblies and fairs and helped to support their curriculum and learning. Over 1,400 pupils across 32 schools benefitted from the outreach programme, ranging from MFL, Science and Arts specific events, to hosting Worcester Primary Schools in a 'Let's Sing' event and a Lower Sixth pupil playing the Last Post for a local Primary School at their Remembrance Service. State school pupils were also invited to the RGS Careers & Higher Education Fair.

**b. RGS The Grange.** Outreach and partnerships included several events last academic year. In March, local schools brought their pupils to enjoy events such as coding, Teambuilding, French and Music and a number of Sporting events. As an Apple Regional Training Centre, running The Digital Leadership Academy attracted leaders from all over the UK. Focusing on a range of topics from Hybrid Learning, How are you handling it to Artificial Intelligence in Education, there was a great deal of interest with over 300 staff signing up during the year.

**c. Holiday Club.** The Holiday Club has been very successful with attendance back to pre-pandemic levels with an increase in external attendance. Summer provision was full virtually every day and income generated exceeded budget expectations. A more stable management team have developed an exciting programme for each holiday period, creating a good base to build on for the forthcoming year.

**d. RGS Springfield.** A Mother and Toddler group was held from September 2022 with 30 or more local mums attending. Links with the University of Worcester have provided opportunities for local students to carry out teaching observations and gain face to face school experience, conduct research and placements. There was also a programme supported by staff to deliver training to BEd students from the University of Worcester. The local 'Britannia Square Residents Association' Community Group held their Coronation Celebration picnic in our grounds in May. RGS Springfield organised a Worcestershire wide Art competition that attracted a large number of entries with the winning Primary School receiving a morning of Art tuition at RGS Worcester and the winning individual being offered a tutorial with a local artist at a local Art Gallery.

**e. RGS Dodderhill.** A large number of local primary schools joined RGS Dodderhill for the School production of 'Matilda'. In the summer term, RGS Dodderhill hosted a cricket event at the School as well as hosting a Sports Day for a local school. We were able to re-open our Toddler Group which ran to full capacity for the Summer Term. We also hosted a second year Undergraduate for the Michaelmas and Summer term, who worked in Year Six to gain some essential 'hands on' experience in the classroom.

## 15. Review of Achievements and Performance for the Year

a. **Performance.** RGS Worcester, RGS Springfield and RGS The Grange were inspected by the Independent Schools Inspectorate (ISI) in March 2022 with a full Educational Quality and Focused Compliance Inspection, and were judged to be 'Excellent' in all areas (this is the highest grade). RGS Dodderhill was inspected by Ofsted in October 2021, and the overall effectiveness of education was classed as 'Good', with two categories within this judged as 'Outstanding'. Previously, in March 2018, RGS Worcester, RGS Springfield and RGS The Grange completed an ISI Regulatory Compliance Inspection and the Schools passed this without further recommendation. RGS Dodderhill was inspected in March 2017 by ISI for both Compliance and Educational Quality, and met all criteria for compliance and was judged as 'Excellent' in all areas.

b. **RGS Worcester Academic Achievements.** RGS achieved excellent Public Examination results despite the national shift back to pre-pandemic Grade boundaries. At A Level, students achieved 52.6% A*-A and 80.1% A*-B. Equally impressive were the results gained in both the BTEC and CTEC subjects. In fact, RGS achieved the best Value Added results since modern records began with each student achieving +0.3 of a grade higher that their statistical expectation. Perhaps most impressive was the 2023 Upper Sixth post-18 pathway success rate with over 90% of all students achieving their First Choice offer, and a further 6% taking their Insurance place. We had one pupil take up their place at Oxford University on a Choral Scholarship, and all Medical applicants were successfully placed on medical courses. We had a number of students go on to Degree Apprenticeships, with one student beating over 300 applicants to take up a highly competitive position at a Law Firm. Excellent performance was also mirrored at GCSE Level with 37.6% of all grades awarded at the highest Grades (8-9) and 59% of Grades were 7-9.

c. **RGS Dodderhill, Academic Achievements.** 13 pupils sat GCSE examinations in Summer 2022. 39% of Grade were 9-7; 23% of pupils gained at least one Grade 9; 62% of pupils gained at least one grade 9-8; 77% of pupils gained at least one grade 9-7; 91% of all Grades were 9 – 4 which was above the independent school average; 54% of pupils gained 5+ grades at 4 or above including English, Maths, Science and a Language; we also achieved one Grade C at FSMQ Maths. Most pupils achieved their first choice Sixth Form place; 3 pupils transferred to RGS Worcester for Sixth Form.

## 16. Cultural Activities

a. **RGS Worcester.**

**Music.** This year's grandest concert, 'A Call to Peace', took place in Worcester Cathedral in March and saw over 250 performers from all four RGS Schools present a programme of music in the pursuit of peace. A new string composition by an Upper Sixth Form Music Scholar and songs presented by all RGS choirs preceded the concert's climax: a powerful performance of the choral suite from Karl Jenkins' 'The Armed Man: A Mass for Peace' for choir and full orchestra. Worcester Cathedral also hosted our annual and ever-popular traditional Carol Service, a lunchtime recital given by our Sixth Form musicians, uplifting songs performed by Senior Choir at the school's Commemoration Service and, finally, St Richard's Hospice's reflective 'Lights of Love' service at which our Chamber Choir were once again privileged to sing.

The School's other major concert venue – Perrins Hall on the RGS Worcester site played host to several impressive concerts. The sold-out Autumn Concert in November closed with a particularly poignant performance of Coldplay's 'Fix You' by our largest ever Senior Choir, whilst Christmas with the Big Band featured the debut performance of our Junior Jazz ensemble. The Spring Ensembles Concert offered an enthusiastic platform for our smaller ensembles, whilst the Piano and Vocal Masterclasses and Recitals each saw a visiting professional soloist perform and work with our students. The ever-popular and energising Cabaret evening was once again fronted by incredible Sixth Form vocal soloists and the Big Band, and a special charity concert for Ukraine was organised by a Year Ten Music Scholar. 'Let's Sing: Worcester' saw singers from seven local primary schools raise the roof together in song in May, and on two other occasions our wind players performed to children from other local primary schools to show them the joy of music.

The Chamber Choir sang an excellent Evensong in St Paul's Cathedral in April, including Holst's fiendish 'Nunc Dimittis', a favourite of the singers this year, in their repertoire. Other concerts have included a mass string ensemble performance in Pershore Abbey, two concerts with singers from Opera Worcester and a vibrant House Music Competition. Hours of private and group practice have enabled all of these performances to take place in what has been a very successful musical year.

**Drama.** In Drama, 'Zorro The Musical' was one of the most exciting, vibrant and demanding musicals that RGS has ever tackled. The production started to take shape at the beginning of the academic year with a full day pre-season read and sing through. As November arrived the superb cast performed a 6-show run to sold-out audiences and standing ovations. The DIY Drama Company, this year with another record number of scholars, met for their audition afternoon in early December and this led to the cast of 'Hamlet' being announced. With such a wealth of talent now at RGS Worcester, the production was double cast and ran for 4 nights with alternate casts each night. It was commented on as being a 'remarkable' piece of theatre adapted to fit the Viking theme and transforming the theatre into Valhalla and the scenery demonstrating the decay of Denmark. The year ended with the Summer production of 'Wind in the Willows' which demonstrated the skills of our younger performers and Mr Garrity's first production as director, ably accompanied by the Lower Sixth Drama students. It was a brilliant piece of theatre and cleverly staged using AI images for the scenery with the technical side superbly led by Mr Graeme.

As well as in-house productions, the Department ran trips to the RSC in Stratford to watch 'Richard III' in September and 'A Christmas Carol' in November. The sixth formers also took part in the Cornwall residential in September and joined with Lower Sixth English Students on a trip to Haworth, Yorkshire to explore the Bronte's for their study of Polly Teale's 'Brontë' and Gothic Literature. The end of the year saw an evening production for the Year 7 Drama Club on the theme of 'Friendship' - an enthusiastic group of young performers who are showing great promise for the future - and our Lower Sixth performed their monologues at the Creative Arts Evening.

**Debating.** The Debating Society enjoyed another immensely successful year with remarkable achievements and strong performances in prestigious debating competitions such as Oxford and Cambridge Schools. Students of all ages showcased their formidable skills and determination, representing the school with excellence on both national and international platforms. RGS Worcester once again progressed to the prestigious Oxford Schools Finals Day. A total of 116 teams from across the UK and beyond gathered at the Oxford Union for this highly esteemed competition. A Year Eleven pair demonstrated their talent by securing an impressive 2nd place finish in Round 4. The RGS Worcester debaters fearlessly tackled diverse topics, ranging from artificial intelligence restrictions to the pros and cons of career politicians. Continuing this success, two teams progressed to Cambridge Finals Day after a hotly contested regional qualifier. The teams faced challenging motions including the benefits of corporate sponsorship of academic studies and the responsibilities of social media. One pair remained undefeated, and the other achieved impressive results, finishing 1st and 2nd in two of their debates. The final competition highlight of the year was ICYD Finals Day, also held at the Cambridge Union. Two Year Ten pupils achieved our best ever result, finishing 8th out of 56 teams and narrowly missing out on the semi finals. This was a superb achievement, with only the best young debaters in the world progressing to this stage of the competition.

To honour the achievements of the Debating Society throughout the season, a special Debating Society Dinner was held. This was attended by nearly 40 debaters from Year Eleven to the Upper Sixth and celebrated the year's successes as well as providing an opportunity to toast the accomplishments and bid farewell to those leaving. The Upper Sixth cohort's mentoring of younger debaters and fostering of skills and ideas among their peers contributed to the Society's continued growth and success. This work continues in the Juniors and Middles, with debaters from the Sixth Form leading the training of the Juniors. It has been encouraging to see the progress of so many budding young debaters who had the opportunity to demonstrate their talents to visitors from RGS Springfield, RGS Dodderhill and RGS The Grange.

**Design Technology.** Once again, the DT department enjoyed an exceptionally busy year, with some outstanding work produced. The Upper Sixth led the way designing and making teaching lecterns right through to adjustable rowing boat stands. Year Eleven produced some excellent pieces of modern furniture for the home and creativity has abounded with students tackling their pieces with enthusiasm and determination. A Year Eleven pupil also managed to gain a prestigious Arkwright Scholarship: a highly competitive award given to engineers of the future. With now only around 300 awarded nationally, he did extremely well to gain the award, with a selection of other Year Eleven students narrowly missing out. Greenpower continued to enthuse and inspire the next generation of budding engineers. The first race of the season took place at the iconic Goodwood Motor Circuit. With 87 cars whizzing around the track and a Spitfire roaring overhead, the team finished in a fantastic 6th place. The following race at Mallory Race track really showcased the team's abilities when they finished 3rd. The International Final was held back at Goodwood; the team finished a highly commendable 14th out of the 83 that had qualified for this event, including one team all the way from Brazil! Boundaries and skills of students (and teachers at times!) are really being pushed as the team grapple with new technologies and materials.

Mr Holt took over the leadership of the Gardening Club and preparation began early in the year for the School's entry into the RHS Malvern Spring Show. The ever-growing group of students from Year Seven to Nine designed a garden based around Frances Burnett's book 'The Secret Garden'. A 2 metre high wall was constructed in the department allowing both types of gardens written about in the book to be designed and planted up by the students. With many of the plants grown from seed, it really was a hive of activity, with meticulous planning required.

**Art.** The creative year began with what has become the traditional visit to the city for the aspiring artists in Lower Sixth. With the title of their forthcoming exhibition of 'City Life', pupils gathered visual information both digitally and through sketching and drawing. Architectural sites such as Shrub Hill Station, Diglis Basin and the Cathedral, all familiar places, took on a new significance when studied closely and residents and visitors to Worcester were willing subjects for portraits. The exhibition itself was staged in the Cathedral over February half-term and received many compliments from a stream of visitors, not only reflecting the skill of our young artists, but also the diversity of media used and emerging individual styles. 2022 was the year for the House Art Competition. The brief was to design a shield which included a three-dimensional element to represent the house mascot. Judging was difficult but eventually Wylde's ferocious dragon came a close second to Elgar's victorious snarling tiger. All the shields from the competition now adorn Main Hall. To mark National Holocaust Day in March Year Ten pupils were invited to provide artwork for the commemorative event in the city's Guildhall. They provided a thought provoking and poignant installation in memory of the survivors and victims of the genocide. Using lino-prints as their medium, the pupils aimed to show that the atrocities were indiscriminate of age, social status or gender. The pupils' work was much appreciated by the organisers and Civic Officers. In February, Year Eleven pupils travelled to Oxford to seek inspiration for their examination portfolios. The city never ceases to impress and the day included photography and drawing in the streets and architectural sites as well as museum visits. The Ashmolean Museum provided a wealth of material from casts of Ancient Greek gods to the contemporary work of the Iraqi artist Dia Al-Azzawi, the Museum of Natural History delighted with everything from butterflies to Brontosaurus bones, and the Pitt Rivers Museum fascinated with its archaeological and anthropological collections.

Throughout the year the imagination and hard work of our artists was impressive. Year Seven built on their foundations folders, exploring the formal elements as well as digital portraits inspired by Julian Opie. Year Eight worked in a variety of media, producing illustrative watercolours based on cell formation and quirky masks inspired by Science Fiction and Steampunk. Year Nine worked with gestural mark-making to paint seascapes inspired by Kurt Jackson and their totem project went on display in June. The Lower School Art Club continued to thrive with pupils having the opportunity to work in different processes than in class and this year also saw the launch of our Draw Breath Club, which gives pupils the opportunity to relax and enjoy some mindfulness creativity. Collaborating with Gardening Club, a Year Seven pupil worked in ceramics to produce a Green Man as part of the School's 'The Secret Garden' exhibit at the RHS Malvern Spring Show. The year finished with the Creative Arts Evening on a balmy June evening, when visitors wandered around promenade-style enjoying multiple performances and exhibits, which offered the opportunity to showcase the work of our talented artists.

**Textiles.** Once again, at the start of the academic year, RGS Worcester hosted the regional final for the Young Fashion Designer UK Competition, showcasing excellent work from across the Midlands. Two students represented the School and each were awarded a prize for their excellent work, having been selected by industry professionals who judge the competition. In June, we welcomed talented students from across the region to take part in an experience day that included a workshop and portfolio presentation from previous winners and who now have successful careers in the fashion industry. Once again, an RGS Worcester student was selected as one of twelve finalists from over 150 entries and proved to be an award winner. Five RGS Worcester students (from Years Nine, Ten and Lower Sixth) were selected as Finalists in the Fashion Icon National Competition in March, where the theme 'Thrift Flip: Bridal to Carnival' provided inspiration for the students to research, develop and present a final design idea. Each of the students had two months to make their final piece to exhibit. With the RGS students making up five of the ten finalist places, it was a very special event, and even more so when the RGS students secured a clean sweep of the top three positions. Year Ten pupils enjoyed a workshop with alumnae Sophie Wynne-Owen as she demonstrated the technique of creating a pattern piece by draping fabric using the mannequin. This technical skill was enjoyed by all of the students who combined the research from their visit to The Hive where their photographs and sketches provided inspiration to develop a silhouette that reflected the modern architecture. Lower Sixth students took part in a creative workshop provided by Hereford College of Arts and enjoyed an inspiring talk and practical workshop in the areas of Textiles and Photography. This provided the opportunity for students to develop pieces of work that could be incorporated into their portfolios in preparation for university interviews, as well as giving an insight into university courses available in the creative subjects. The students also enjoyed a trip to London to gather research and inspiration for their forthcoming Personal Investigations. The Alexander McQueen exhibition

was a particular highlight and the V&A historical fashion collection has developed an understanding of garment silhouette, fabrics and the history of fashion design. All of the students enjoyed the opportunity to showcase their work on the catwalk as part of the Creative Arts Evening. With a wide variety of pieces from Year Nine, GCSE and A Level students providing a colourful display as well as showing a broad range of complex skills in pattern cutting, fabric manipulation, pattern and print.

b. **RGS The Grange.** 2022-2023 was a fantastic year full of traditional and new events. Throughout the year we hosted several informal Concerts, encouraging children from as young as six to play in front of a live audience. This year in addition we added a new performance element with children having the opportunity to perform their LAMDA pieces to parents and later through the year a Shakespearean Monologue competition provided a further platform for our young drama enthusiasts. Michaelmas saw a range of Nativities in Early Years and Key Stage One with Year Three to Six enjoying performing at the Cathedral at the end of term in what is now a much-loved traditional event. Our Junior Choir and Chamber Choir took part in a beautiful Advent Service at Great Witley Church. The highlight of the term and possibly the year for Mrs Keetley-Smith was taking Year Six Choristers to perform for the first time at the Royal Albert Hall as part of 'The Barnardo's Young Supporters Concert' accompanied by the Royal Philharmonic Orchestra. Our 'Performing Arts Week' in January involved children across the School in Drama, Music and Dance with the ever popular 'Play in a Day' deftly presented by Year Five. This was followed up by Chamber Choir once again making the Barnardo's National Choir of the Year Finals held in Birmingham's Symphony Hall. In March, the Chamber Choir performed brilliantly at the joint RGS Worcester Concert in The Cathedral, led by Mr Soman. Our Summer Production, the Jungle Book was performed twice to healthy audiences who also enjoyed a half time ice cream. The annual production included all Year Six children in a range of roles including the now popular Prop Club children providing many of the stage props. ABRSM and LAMDA results were again extremely positive. Despite the general business of Trinity term, parents were treated to a final concert which pulled together many of the individual year groups songs performed over 2022/23.

c. **RGS Springfield.** Pupils participated in plays and performances. Examples include: outdoor Nativities, Carol Services celebrations, concerts and performances throughout the year with all children participating at least once. A highlight was the production of 'The Addams Family' in March for those in our Years Three to Six. Selected children also performed in the Worcester Festival of Performing Arts in both drama and musical categories. Children undertook English Speaking Board exams, Music and Theatre exams as well as LAMDA exams throughout the year.

d. **RGS Dodderhill.** All pupils enjoyed a day trip to complement their curriculum each term, these ranged from a music trip to the City of Birmingham Symphony Orchestra, Blist Hill, a local farm, The Think Tank, Years Eight and Ten visited Ashes Hollow as part of their study of rivers and the History department took senior pupils to the Black Country Museum. Years One and Two pupils went to the Jungle Hut, whilst nursery pupils took a trip to All Things Wild. Gifted and Talented pupils were able to experience a piano Master-class at RGSW and younger Year Five pupils took part in a Tri-school Maths Challenge at The Grange. Year Eight pupils were given the opportunity to take part in the Farraday Challenge at RGS Worcester which focuses on Science and STEM creativity to solve problems. Senior pupils were enabled to support younger linguists when we hosted a Language morning focused on French Phonics

## 17. Trips and Expeditions

a. **RGS Worcester.**

**Duke of Edinburgh Award.** The early expedition season in September started in earnest with Gold and Silver trips near Anglesey and Snowdonia in North Wales and the Long Mynd in Shropshire, respectively. The Silver Expedition included over fifty Year Ten students embarking on their training expedition in beautiful weather conditions near Church Stretton. All groups had the opportunity to develop and apply a range of skills in perfect conditions amongst the rolling hills covered in bracken and heather. Our Gold cohort experienced a range of safety, technical, planning and organisational challenges throughout the weekend. Very wet and windy conditions affected most of the country and really tested the resilience, character and organisation of all students on all the March expeditions. Our more experienced Gold and Silver groups were

in Snowdonia and the Black Mountains and our new Year nine students had a baptism of fire camping at RGS The Grange and venturing out north of Worcester. The expedition season was completed in much more favourable conditions with an early British summer. The Lower Sixth Gold group conquered a large portion of the River Severn kayaking between Shrewsbury and Gloucester, while seven Year Ten Silver groups explored the undulating dales of the White Peak area of Derbyshire. Finally, our largeYear Nine Bronze cohort of 122 pupils completed their assessment in and around Malvern and the south Worcestershire countryside. Many subsequently enrolled at Silver level creating a record number for that award and proving that the Award Scheme is certainly thriving at RGS Worcester.

**CCF.** The School's CCF Army Section undertook its usual sortie to the Nesscliff Training Area in September. The opening night saw the Section create a defensive harbour in Whites Wood before a successful day of training, during which cadets rotated between various stands designed to assist with the evening's night exercise when the cadets attempted to approach and survey an "enemy position" covertly. Though their use of night-vision equipment may have given them a slight unfair advantage, the cadets effectively applied the skill sets they had learned during the day, with the Lower Sixth cadets taking the lead and demonstrating their newfound leadership and command abilities.

During the October Half Term, the Army Contingent travelled to Belgium and The Somme to pay respects to those who had given their lives so we may live ours. The cadets visited a variety of cemeteries, both Allied and Axis, with many commenting on the stark comparison between the two. The evening ceremony at the Menin Gate was as poignant as ever. Over the course of the trip, the cadets visited as many graves as possible of former pupils who had given their lives, and said a prayer of thanks whilst delivering a Remembrance Cross.

In March, the Section returned to the Venture Centre on the Isle of Man, where they were given a wide range of tasks, including water-based activities such as gorge walking, coasteering, and canoeing, as well as land-based challenges like an assault course, low and high ropes courses, and activities such as axe throwing, archery, and air rifle shooting.

The Royal Navy Section's Field Day at HMS Raleigh was a highlight of the year, visiting HMS Iron Duke and the Submarine Museum as well as seeing the RN Fleet up close and personal on a harbour tour. The trip to the Isle of Man in July was also very exciting where the Section pursued a variety of aquatic and adventurous activities including abseiling, canoeing and coasteering.

For the RAF Section, the first Field trip of the year was postponed due to the passing of Queen Elizabeth II, as RAF bases and personnel were involved in preparations for the national events surrounding the Monarch's Funeral.

In October, a group of senior Cadets took to the skies at RAF Cosford for an unforgettable flying day. This was followed-up in February on a perfect winter's afternoon, as Year Ten Cadets then had their chance to experience manoeuvres such as loop-the-loops and barrel-rolls!

The March residential trip to RAF Cosford saw cadets participate in team-building physical activities, providing the section's budding leaders with the opportunity to develop their communication and management skills. The cadets also honed their drill sequences too, demonstrating huge improvements to senior CCF staff on the parade square. A particular highlight was the unique tour of the technical training facilities, with invaluable insight from staff working on a range of projects on a working station, as well as an introduction to the range of careers available in the RAF.

The Lower Sixth Geography students went to FSC Slapton Sands for their 5-day fieldwork trip in March and the Biologists stayed at FSC Nettlecombe in Devon for their 2 night residential. The Drama department visited Haworth in the heart of Bronte country and the PRD Department ran a week-long trip to Rome.

In sports, the Rowers held a successful Portugal training camp in October Half Term and the senior Cricket squads enjoyed a tour to India in February, that set them up for a successful Summer season that culminated in the 1st XI sharing the trophy for the RGS Cricket Festival after a week of matches hosted by RGS High Wycombe. The School also ran its largest ever trip during the February Half Term, taking 169 pupils and 20 staff to ski in Sestriere in northern Italy and it proved to be a highly successful experience.

b. **RGS The Grange** enjoyed taking children on a variety of academic, cultural and residential trips during 2022 - 2023. Children across all age ranges were taken on trips each term which in most cases led to related work on their return. The trips were extremely varied and included; Warwick Castle, Little Owls Farm Park, Blists Hill, Bishops Wood (Stone Age), RGSW Textiles, Churchfield, Loughbourgh University (STEM), Royal Albert Hall, Smart Trees, Swan Theatre, Think Tank, Birmingham Botanical Gardens, Chedworth Roman Villa, Birmingham Sea Life Centre, Little Big Town, Worcester Woods (Running Club), BETT Show, Fladbury Bell Boating, Worcester Fish Pass, Girls Football Trip and the Malvern Hills. The residential trips included Malvern, Mill on the Brue, Bushcraft, Edale and France with some very lucky Year Five and Six Children also skiing in Aprica at February Half term.

c. **RGS Springfield** provided as many opportunities as possible for pupils with a start of year Team building overnight residential for Year Six and then residentials for all of those in Year Three to Six in the Summer term which were widely welcomed by pupils and parents. Local trips continued to support the widest possible educational offering such as Lower Smite Farm, Hartlebury Castle and Botanical Gardens as well as the Think Tank in Birmingham.

d. **RGS Dodderhill.** Theatre trips have played an important role of bringing texts to life as well as enriching pupils' understanding of performances. Reception watched 'The Friendly Giant', all areas of the Prep School had a Christmas treat of a Pantomime of some description in Worcester or Birmingham. Senior pupils meanwhile visited the Ballet to see The Nutcracker as well as watching the play 'An Inspector Calls' to enhance GCSE texts studied in Years Ten and Eleven. Theatre was brought to life within the walls of the School with Years Nine and Ten watching 'Zorro' at RGS Worcester Performing Arts Centre, Year Five travelling to The Grange for a French Play, Matilda was performed by pupils in Year Four - Year Eleven and was a real 'Whole School Triumph'. Reception to Year Four performed a Christmas Play, supported by Nursery who showed us their interpretation of the Nativity, Year Five had a 'Twelfth Night' workshop; whilst Years Nine to Eleven welcomed a theatre company to school to perform 'A Christmas Carol', another GCSE text studied here. In the summer term we also had a visit by a professional dance group who performed a stunning piece called 'The Pearl' and worked with Senior pupils in a series of workshops. Year Five spent the day at Malvern Outdoor Centre to help with their team building skills. Years Five and Six visited PGL Beam House in Devon for a 3 day residential and Senior pupils had the opportunity to travel overseas for the first time since the pandemic. One trip went to France whilst another trip went to Barcelona both enabling the language skills to be put to good use whilst also experiencing the culture away from home. Year Six finished their time in Prep during the final week of the Trinity Term by pitching their tents in the grounds of school and having a camp out with their teachers.

**18. Sports**

a. **RGS Worcester.** In the England Hockey Cup competition, the 1st XI Girls team were crowned Champions of the West region and secured a place in the National Cup Semi-Final, which was lost to an extremely talented Sevenoaks side. The team also retained the Severn Shield after securing a 0-0 draw against old rivals King's School, Worcester. The Under 18 and Under 16 teams both qualified for the Regional Indoor Finals with the Under 18s finishing runners up but eventually lost to current long-standing national title holders, Repton School. In Boys Hockey, Year Seven to Nine boys attended training throughout the Michaelmas and Lent Terms and enjoyed the introduction of competitive midweek matches. 25 pupils were selected for the Under 13 and Under 15 Worcestershire County Girls and Boys Squads which enjoyed success at Regional tournaments. Three students were also selected for the Under 17 Regional Talent Academy, whilst two Upper Sixth students played National League. One of them was also a member of the England Under 18 squad, and gained selection into the GB Elite Development Programme. RGS Worcester also hosted tournaments and events at Worcester International Hockey Centre and pupils from local primary schools benefited from coaching clinics run at the Centre in which

RGS Sports leaders assisted and shared their skills and knowledge to help inspire more children to play Hockey.

In Rugby, although the 1st XV had an inconsistent season, their 20-17 victory over King's School, Worcester in the Modus Cup at The Sixways Stadium was the undoubted highlight and played in front of a 4,000 spectators. In Rugby Sevens, RGS competed in 4 competitions at Rosslyn Park and the Under 18 Girls enjoyed the best results, qualifying for the 2nd day in only their second attempt. A number of students earned notable recognition and honours including the 1st XV Captain who won 3 caps for England Under 18s, a Lower Sixth student was selected for the England Women U18s and another Lower Sixth who won a Scotland Under 17s cap. In addition, 9 pupils from Years Nine, Ten and Eleven were selected for the Regional, West Midlands Academy.

Netball at RGS Worcester has thrived, from the 1st VII being crowned Superball and County Champions to face paint and fun at Year Seven House Netball, there really has been a great contribution from all pupils across the School. The 1st VII Netball team were crowned Under 19 Worcestershire County Champions and then eclipsed this achievement with both 1st and 2nd teams winning 31-21 and 41-36, respectively in the annual Superball derby at the University Arena. There were also various notable personal achievements: 2 pupils making the Severn Stars Netball Performanc League squads, 3 in the PDP squad and 3 in the Nova Academy.

The 1st XI Football team had one of its most successful seasons losing only twice and securing a dominant 2-0 victory in The Challenge Cup against King's School, Worcester in front of a record crowd of enthusiastic spectators at Sixways Stadium. RGS also hosted a Worcester City Girls Under 12 and Under 13 6-a-side festival as well as the annual Alumni 6-a-side tournament, which attracted nearly 100 competitors. Two Year Nine pupils, both goalkeepers, were selected for the England Under 15 training squad and one of them was then selected to represent England Under 16s in two fixtures, winning his first cap against Italy in Florence.

In Cricket, after a highly successful tour of India over the February Half Term, the 1st XI had a successful season coming out joint first at the RGS Cricket Festival at RGS High Wycombe. In the annual match against King's School, Worcester the openers compiled a record 239 run partnership as the team set a total 387 after 50 overs. Sadly, a sudden downpour prevented the team from securing the victory that was all but assured. Girls' Cricket really took off this year with our first ever 1st XI matches. The Under 13 Boys Cricket team reached the final 8 schools in the national Bunbury Cup, aided by back-to-back centuries from one talented Year Eight pupil. A Lower Sixth student was selected from a pool of 2,800 to play for the MCC Schools team at Lord's.

The Boat Club enjoyed significant success this year building on their October training camp that was held in Portugal during Half Term. In particular, the Mens Junior 18 Quadruple scull, the Womens Junior 18 Double Scull and three WJ16 Single Scullers produced some notable performances. These led to an Upper Sixth student being selected for Wales at Under 21 level and two Lower Sixth students, having won four medals in the British Junior Rowing Championships went on to race in the W J16 Single Sculls at the GB v France Match Trials at the National Watersports Centre in Nottingham. At the National Schools Regatta, the same Year Eleven performed exceptionally to finish 5th in the Junior 16 A Final.

In other sports:

- The Junior Boys and Junior Girls qualified for the National Relay Swimming Finals at the London Aquatic Centre, with the Junior Girls' team finishing 9th in the Medley Final.
- Two pupils achieved Medals at the World Dance Championships.
- Several Fencers qualified for the British Youth Championship National Finals and a Year Eleven pupil competed at international Under 17 Cadet level in Copenhagen.
- Athletes competed in meetings at Marlborough College, Bromsgrove and various District, County, Regional and National Championships. At the National Under 20 Championships, an Upper Sixth athlete finished 4th in the 400m and was subsequently selected for the GB Junior team. At an international meeting in Germany he finished 5th in the individual event and won Gold in the 4x400 relay, setting a new record for the meeting.

- In Table Tennis, the Under 13 and Under 16 teams competed in the Zone Finals, having qualified from the County round and a Year Nine pupil qualified for the Under 16 National Finals after winning the Individual Regional Zone.
- A Year Seven pupil won the Under 14 County Tennis competition despite being 2 years young.
- In Equestrian, 9 pupils competed at the NSEA Showjumping Competition at Allens Hill in February and two teams gained qualification for the National County Showjumping Championships.
- In the Plate competition of the Independent Schools Golf competition, the School's golfers won through to the Area 2 Plate final.
- In Cross-Country, the Senior Boys, Junior Boys and Junior Girls all qualified for the Regional competition and the Junior Girls' team finished third, qualifying for the National Finals.

b. **RGS The Grange**. 2022 - 2023 was an extremely busy and successful year of sport. Measuring success has its limitations at primary age, but what was clear, all children were active and involved in sport and physical activity throughout the year. All children were involved in at least twenty fixtures during the year which is worthy of note despite the challenges of arranging fixtures against schools with dwindling numbers. Children at RGS The Grange had more sporting opportunities than any previous year.

Growth sports have included both Girls Football, Boys Hockey and Cricket.

Sporting achievements across Years Three to Six are evident both in and out of school. Although somewhat embarrassing, Year Four girls and boys did well winning a number of the RGS The Grange tournaments. Other highlights included; National Cricket Runners Up, IAPS Tennis Plate Winners, National Preparatory Athletics Finalists, England Schools Cross County Finalists, Worcester City Cross Country Champions, Worcester City Swimming Champions, IAPS National Swimming Finalists and IAPS Cricket Winners (South West). It is worthy of note that children were also successful at a number of local sporting tournaments.

c. **RGS Springfield.** A good year of competitive matches and tournaments for boys and girls against a range of local schools as well as being able to participate in local coaching events for sports such as Netball. Swimming continues at Perdiswell Pool with all pupils having the opportunity to develop their Swimming and play games such as Water Polo. The PE curriculum encompasses all the sports as well as Gymnastics, Dance, Badminton, Tennis, Athletics as well as strength and fitness. Other sports such as Stand-Up Paddle Boarding, Riding, Fencing and Climbing have been offered as part of our activity programme and the take up has been excellent.

d. **RGS Dodderhill.** We have experienced a really fabulous year in Sport with competitive matches back and training sessions well attended. All pupils have been given the opportunity to participate in Trampolining and Fencing and Key Stage 3 and 4 have enjoyed a co-curricular Sailing Club at Upton Warren. Swimming lessons in curriculum time have been reinstated for Reception to Year Six and recreationally both Badminton and Dance Clubs have also been a success. We have County representation from several girls in Years Eight to Ten in both Cricket and Netball. For such a small school the success at the top end is a credit. Condover Hall was our first trip of the year for the annual Netball Tournament to get the competitive season kick-started.

**19. Charity Fundraising** The RGS Worcester Family of Schools helped raise in excess of £32,000 for various charities in the academic year 2022-23.

a. **RGS Worcester.** With more than £17,500 raised in the academic year 2022 - 2023, charity fundraising returned to pre-pandemic levels. The Charity Committee worked hard on various fundraising projects and were commended for their contributions. One of our Year Ten pupils organised a concert in Perrins Hall in support of a children's charity in Ukraine and raised over £2,000. The School's appeal at Christmas for donations to Worcester Foodbank provided 13 boxes of food and toiletries and £600 in supermarket vouchers. Year Eight pupils filled 62 Christmas boxes for the children at New Hope and a Christmas Jumper Competition, organised by the Sixth Form, raised £523 for the same charity. Our two non-uniform days for BBC Children in Need and Comic Relief raised over £4,500 between them and the School also

supported Macmillan Cancer Support, The Myriad Centre, Worcester Snoezelen, St Richard's Hospice and Acorns Children's Hospice. Our Librarian raised over £800 for Read for Good with a Readathon for Lower School pupils. Two teachers ran the London Marathon raising nearly £4,000 for Spinal Research and £1,200 for Worcester Snoezelen respectively. The Poppy Appeal for the Royal British Legion, raised over £1,000 breaking School records, and the Maggs Day Centre benefitted from the donations to the Lower School Harvest Festival and one Year Ten pupil travelled a marathon distance in a wheelchair with her family.

b. **RGS The Grange.** Fundraising has been busy and productive at RGS The Grange this year, with the children rising to the challenge of helping those less fortunate than themselves. This year we have focused on fundraising for Birmingham Children's Hospital Charity Trust, a charity that is close to our hearts and has supported many school families. The Charity Trust supports a range of projects from Artists to Storytellers to Play Therapists – all aiming to make children's stay in the hospital a little easier. One of our Year Six children, who had received life-saving treatment there, shared her story in an assembly and she was keen that we kick-started our fundraising by supporting their Big Drop Collection, an initiative supporting Recycling Week as well as the hospital charity. We also further supported the charity by holding three cake sales throughout the year. Alongside the Birmingham Children's Hospital Charity Trust, we continued to support our regular charities which have special days such as Children in Need Day and The Royal British Legion on Remembrance Day. During our Remembrance Service, children and staff took time to remember the sacrifices and pain many people suffer as a result of wars across the whole world, not just in the UK. It was a particularly poignant service led by a former teacher at RGS The Grange. He wanted the children to understand the far-reaching effect of wars on families and he made reference to the current war in the Ukraine. He spoke to one of our pupils, a Year Four Ukrainian boy who has been displaced from his home due to the war. Parents' generosity was appreciated in preparation for our Harvest Festival in October. Donations of food and other supplies were brought in to support the Worcester Foodbank, a charity that we are very keen to continue to support. Our children have embraced this cause wholeheartedly and two of our minibuses were laden with donations. The generous support of all the above charities has raised over £5,200.

c. **RGS Springfield.** The children and staff have thoroughly enjoyed all their fundraising activities during the year with a variety of fundraising and direct donation events in place. Charities selected were Worcestershire Wildlife trust, Grace Kelly childhood cancer trust as well as Comic Relief and Children in Need. In total £1,047.50 had been raised by events initiated by the children.

d. **RGS Dodderhill.** Houses continued to raise money for their individual charities through cake sales, temporary tattoos and the Christmas and Summer Fayre to support the FODS (Friends of RGS Dodderhill) and the money they raised for School projects. A MacMillan Coffee Morning as well as the highly anticipated Year Eleven skit of the teachers which raised funds for Children In Need. A total of over £2,000 was raised in 2022-23.

20. **Financial Position.** The Governors consider the School is in a very sound financial position with net assets of £25.0m (2022: £25.0m)

21. **Administration Costs.** The costs for the administration of the Charity at £187,605 (2022: £140,428 ), remain at less than 1% of the total net income for the Charity of £22,347,000 (2022: 19,858,000).

22. **Reserves Policy.** The Free Reserve position remains healthy and shows an increase of £742,000. The Governors' policy is to manage the finances of the School in such a way as to generate sufficient Free Reserve to meet the current development plans whilst maintaining prudence given the prevailing economic climate. The Governors consider that free reserves in the order of £2.0m, or approximately 2 months' operating costs would be desirable, subject to the prior demands of further capital expenditure needed to achieve the School's strategic plan.

| **Free Reserves, excluding pension deficit** | **2023** | 2022 |
|---|---|---|
| | **£000** | £000 |
| Unrestricted Funds | **25,149** | 24,638 |
| Less Fixed Assets | **(21,654)** | (21,955) |
| Pension deficit (due in more than one year) | **168** | 238 |
| | **3,663** | 2,921 |
| Restricted Funds total | **53** | 41 |

**23. Investment Policies.** The Governors employ a low risk investment strategy.

a. **The Permanent Endowment.** The Permanent Endowment remains registered as RGS Charity 527527, and the Company remains as the Trustee, with funds of £239,142 (2022: £243,833 ) held in COIF Charities Income Funds. Similarly invested are the endowments of the Prize Fund valued at £32,630 (2022: £33,270).

b. **Deposited funds.** Prudent financial management has helped sustain a solid funding and liquidity base for the School. Deposits are held in the short term money market on various terms prior to their use for long term reinvestment in the School. Such deposits at 31 August 2022 were £1,000,000 (2022: £2,500,000)

**Principal Risks and Uncertainties**

**24. Risk management.** The Governors continue the examination of the principal areas of the School's operations, in conjunction with the Strategy Group, reviewing the major risks faced in each of these areas on at least a termly basis. A formal review of the Charity's risk management processes is undertaken annually. Where appropriate, the Governors allocate resources and establish review systems to allow these risks to be monitored and mitigated to an acceptable level in day-to-day operations of the School.

The main controls include;

- formal agendas and minutes for all board and committee activities
- formal terms of reference for each committee
- strategic planning, detailed budgeting, management accounting and variance analysis
- formalised organisational structures
- written policies and procedures
- clear authorisation and approval levels
- segregation of duties in key control areas
- discouragement of payment of fees in cash
- vetting procedures for the protection of children
- close liaison with Senior Management and Staff
- training programmes
- whistleblowing procedures

The current most significant risks continue to be associated with maintaining sustainability of fee income against a challenging economic backdrop, managing a rising cost base, and the complexity associated with remaining compliant with all relevant requirements.

The Governors consider a significant source of financial risk to be that of the funding requirements of the various pension schemes for teachers and non-teaching staff which are impacted by factors outside the School's control. In order to mitigate this risk, the current and foreseeable service cost is monitored and

periodic actuarial valuations are reviewed to assess the impact of external factors on the scheme liabilities. Strategies are then considered accordingly. The Governors have received guidance from ISBA relating to The Labour Party's intention to levy VAT on school fees if elected at the next general election. This clearly constitutes a significant risk to the School in terms of its impact on the overall cost of school fees and the affordability. Independent School bodies are predicting a withdrawal of pupils in the region of 20-25%. Financial modelling and forecasting has been instigated to gain an understanding of the effect on the School should this be implemented. It has also been suggested that the charitable status of Independent Schools may be removed. Both parties are suggesting they will remove the current 80% rates relief that the School benefits from as a Charity, which adds considerably to the School's overheads.

**Future Developments**

25. **Objectives.** The immediate key objectives within the current Strategic Development Plan are:

- Continue to facilitate the drive for excellence in all aspects of the Schools' operations
- Enhancement of the RGS Worcester infrastructure and facilities
- Further development of the Digital Learning Programme
- Continued integration of RGS Dodderhill into The RGS Family of Schools
- Increase other income streams.

26. **Worcestershire International Hockey Club Limited.** RGS Worcester and Worcester Hockey Club have established a joint venture, Worcester International Hockey Ltd, which was incorporated in December 2019. The project cost is to be financed by way of equal contributions from each of RGS Worcester and Worcester Hockey Club in addition to a long term loan to be provided by Worcester County Council loan of £2.1m.

27. **Key Management Personnel.** The Officers of RGS Worcester are the four Heads and the Director of Finance and Operations, collectively referred to as the Strategy Group. Their remuneration is reviewed annually by Governors at their Summer Board meeting. The process of review is led by the Chair of Governors, and is initially conducted in discussion with the three Chairs of the Governors' sub committees. The key inputs to this review are updated benchmarking data from third party sources and annual performance appraisals of each of the Officers.

28. **Section 172(1) Statement – Stakeholder Engagement.** The Governors have acted in accordance with their duties codifed in law, which include their duty to act in the way in which they consider, in good faith, would be most likely to promote the success of the School for the benefit of its members as a whole, having regard to the stakeholders and matters set out in section 172(1) of the Companies Act 2006.

**Pupils.** Pupils benefit from the School's excellent pastoral provision with staff placing as much importance on pupils' all-round personal development as they do on academic progress.

**Employees.** The School recognises that the qualities, skills and commitment of its employees play a major role in the School's success. Regular briefings keep staff informed of School-wide developments, and wide-ranging employee benefits enhance their quality of life. Staff wellbeing has been a key focus this year and will be a continued area of attention, along with equality, diversity and inclusion.

**Parents.** The School recognises the many benefits of engaging with parents and has reimagined its communications with parents over the past 12 months. An historic reliance on written communication has given way to digital innovations such as streaming live and recorded audio-visual events and podcasts.

**Community:** The School is proud of its place in the local community and conscious that it has a significantly beneficial impact on the local economy and on local cultural life.

## 29. Streamlined Energy and Carbon Reporting summary

| **Summary Data for 1 September to 31 August** | **2023** | 2022 |
|---|---|---|
| Total Energy Use | **3,694,606 kwh** | 4,433,466 kwh |
| Total Greenhouse Gas Emission | **695 tC02** | 834.3 tC02 |
| Total pupils | **1,625** | 1,585 |
| Intensity ratio per pupil | **0.43 tC02 per pupil** | 0.53 tC02 per pupil |

UK Energy use covers The Royal Grammar School Worcester's activities across four schools. RGS Worcester continues to follow the recommendations of the ESOS report of 2019. Following on from the upgraded thermally efficient windows, further insulation has continued and the Schools have a rolling programme to replace all existing lights with LEDs. We have also upgraded nearly all electric distribution boards.

Associated Greenhouse gases have been calculated using the UK Government GHG conversion factors for Company reporting for 2022.

Approved by the Board on 6 December 2023, and signed on its behalf by:-



Mr J Q S Poole
Chair of Governors

## THE ROYAL GRAMMAR SCHOOL WORCESTER
## INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS

### Opinion

We have audited the financial statements of The Royal Grammar School Worcester ('the charitable company') for the year ended 31 August 2022 which comprise the Statement of Financial Activities, Balance Sheet, Cash Flow Statement and notes to the financial statements, including significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 August 2022 and of its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

### Basis for opinion

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

### Conclusions relating to going concern

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

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

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

### Other information

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

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

We have nothing to report in this regard.

**Opinions on other matters prescribed by the Companies Act 2006**
In our opinion based on the work undertaken in the course of our audit

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

**Matters on which we are required to report by exception**
In light of the knowledge and understanding of the charitable company and their environment obtained in the course of the audit, we have not identified material misstatements in the strategic report or the directors' report included within the trustees' report.

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

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

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

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

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

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

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

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

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

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

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

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

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

**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.

Kerry Brown
Partner
For and on behalf of
Crowe U.K. LLP
Statutory Auditor
Black Country House
Rounds Green Road
Oldbury
B69 2DG
[Date] 4 March 2024

**THE ROYAL GRAMMAR SCHOOL WORCESTER**
**STATEMENT OF FINANCIAL ACTIVITIES FOR YEAR ENDED 31 AUGUST**
(including the Income & Expenditure account)

| | Note | Unrestricted Funds £000 | Restricted Funds £000 | Endowed Funds £000 | 2023 Total £000 | 2022 Total £000 |
|---|---|---|---|---|---|---|
| **INCOMING RESOURCES** | | | | | | |
| Income from Charitable Activities: | | | | | | |
| School fees | 1. | **20,584** | - | - | **20,584** | 18,641 |
| Other educational activities | 2. | **21** | - | - | **21** | 19 |
| Other ancillary activities | 2. | **1,092** | - | - | **1,092** | 904 |
| Other Income: | | | | | | |
| Other incoming resources | 2. | **338** | - | - | **338** | 184 |
| Investment income: | 2. | **91** | **1** | - | **92** | 10 |
| Voluntary income: | 2. | **11** | **209** | - | **220** | 100 |
| Total Incoming Resources | | **22,137** | **210** | - | **22,347** | 19,858 |
| **EXPENDITURE ON:** | | | | | | |
| Raising Funds: | | | | | | |
| Fundraising Costs | 3. | **214** | - | - | **214** | 108 |
| Charitable Activities: | | | | | | |
| School | | **21,412** | **198** | - | **21,610** | 19,172 |
| Total Expenditure | 3. | **21,626** | **198** | - | **21,824** | 19,280 |
| **NET INCOMING FUNDS FROM OPERATIONS BEFORE TRANSFERS** | | **511** | **12** | - | **523** | 578 |
| Investment gains/(losses) | 9. | - | - | **(5)** | **(5)** | (13) |
| **NET MOVEMENT IN FUNDS** | | **511** | **12** | **(5)** | **518** | 565 |
| Fund balances at 1 September | | **24,638** | **41** | **277** | **24,956** | 24,391 |
| Fund balances at 31 August | | **25,149** | **53** | **272** | **25,474** | 24,956 |

All operations are continuing.

**THE ROYAL GRAMMAR SCHOOL WORCESTER**

**STATEMENT OF FINANCIAL ACTIVITIES FOR YEAR ENDED 31 AUGUST (PRIOR YEAR)**

(including the Income & Expenditure account)

| | Note | Unrestricted Funds £000 | Restricted Funds £000 | Endowed Funds £000 | 2022 Total £000 |
|---|---|---|---|---|---|
| **INCOMING RESOURCES** | | | | | |
| Income from Charitable Activities: | | | | | |
| School fees | 1. | **18,641** | **-** | **-** | **18,641** |
| Other educational activities | 2. | **19** | **-** | **-** | **19** |
| Other ancillary activities | 2. | **904** | **-** | **-** | **904** |
| Other Income: | | | | | |
| Other incoming resources | 2. | **184** | **-** | **-** | **184** |
| Investment income: | 2. | **9** | **1** | **-** | **10** |
| Voluntary income: | 2. | **3** | **97** | **-** | **100** |
| Total Incoming Resources | | **19,760** | **98** | **-** | **19,858** |
| **EXPENDITURE ON:** | | | | | |
| Raising Funds: | | | | | |
| Fundraising Costs | 3. | **108** | **-** | **-** | **108** |
| Charitable Activities: | | | | | |
| School | | **19,064** | **108** | **-** | **19,172** |
| Total Expenditure | 3. | **19,172** | **108** | **-** | **19,280** |
| **NET INCOMING FUNDS FROM OPERATIONS BEFORE TRANSFERS** | | **588** | **(10)** | **-** | **578** |
| Investment gains/(losses) | 9. | **-** | **-** | **(13)** | **(13)** |
| **NET MOVEMENT IN FUNDS** | | **588** | **(10)** | **(13)** | **565** |
| Fund balances at 1 September | | **24,050** | **51** | **290** | **24,391** |
| Fund balances at 31 August | | **24,638** | **41** | **277** | **24,956** |

**THE ROYAL GRAMMAR SCHOOL WORCESTER**
**BALANCE SHEET at 31 August**

| | Note | | 2023 £000 | | 2022 £000 |
|---|---|---|---|---|---|
| **FIXED ASSETS** | | | | | |
| Intangible Assets for Operational Use | 5a. | **9** | | 28 | |
| Tangible Assets for Operational Use | 5b. | **21,644** | | 21,927 | |
| Investments – COIF | 6a&b. | **272** | | 277 | |
| Investments in Subsidiary | 6c. | **1** | | 1 | |
| | | **21,926** | | | 22,233 |
| **CURRENT ASSETS** | | | | | |
| Debtors | 7a. | **3,673** | | 3,720 | |
| Stock | | **28** | | 21 | |
| Cash at bank and in hand | 7b. | **4,886** | | 1,688 | |
| Short term deposits | 7b. | **1,000** | | 2,500 | |
| | | | **9,587** | | 7,929 |
| **CREDITORS: Due within one year** | 8a. | | **(3,692)** | | (3,712) |
| **NET CURRENT ASSETS** | | | **5,895** | | 4,217 |
| **TOTAL ASSETS less NET CURRENT LIABILITIES** | | | **27,821** | | 26,450 |
| **CREDITORS: Due after more than one year** | | | | | |
| Pension deficit funding liability | 12c. | **(168)** | | (238) | |
| Fees received in advance | 8b. | **(2,179)** | | (1,256) | |
| | | | **(2,347)** | | (1,494) |
| **TOTAL NET ASSETS** | | | **25,474** | | 24,956 |
| Endowed Funds | 9. | | **272** | | 277 |
| Restricted Funds | 9. | | **53** | | 41 |
| Unrestricted Funds | 9. | | **25,149** | | 24,638 |
| | | | **25,474** | | 24,956 |

Approved and authorised for issue by the Board of Governors, and signed on its behalf by:-

Mr J Q S Poole
Chair of Governors
6 December 2023

The notes on pages 28 to 44 form part of these financial statements

**THE ROYAL GRAMMAR SCHOOL WORCESTER**
**CASH FLOW STATEMENT FOR YEAR ENDED 31 August**

| | | 2023 | | 2022 |
|---|---|---|---|---|
| | | £000 | | £000 |
| **Cash flows from operating activities** | | | | |
| Net cash provided by operating activities | | **2,627** | | (72) |
| **Cash flows from investing activities** | | | | |
| Dividends and interest from investments | **91** | | 9 | |
| Proceeds from the sale of fixed assets | **-** | | 22 | |
| Purchase of tangible fixed assets | **(1,020)** | | (962) | |
| Net cash used in investing activities | | **(929)** | | (931) |
| Change in cash and cash equivalents in the reporting period | | **1,698** | | (1,003) |
| Total cash and non-cash movements | | **1,698** | | (1,003) |
| Cash and cash equivalents at the start of the year | | **4,188** | | 5,191 |
| Cash and cash equivalents at the end of the reporting period | | **5,886** | | 4,188 |
| **A. Reconciliation of cash flows from the operating activities** | | | | |
| Net income for the year | | **518** | | 565 |
| Depreciation and amortisation charges | | **1,316** | | 1,289 |
| Dividends from investments | | **(91)** | | (9) |
| (Increase)/decrease in stock | | **(7)** | | 2 |
| Decrease/(increase) in debtors | | **47** | | (392) |
| Increase in creditors | | **907** | | 701 |
| CBIL Bank loan | | **-** | | (2,000) |
| Decrease in pension deficit funding | | **(68)** | | (241) |
| Investment losses | | **5** | | 13 |
| | | **2,627** | | (72) |
| **Analysis of cash and cash equivalents** | | | | |
| Cash in hand | | **4,886** | | 1,688 |
| Short term deposits | | **1,000** | | 2,500 |
| | | **5,886** | | 4,188 |

The notes on pages 28 to 44 form part of these financial statements

**THE ROYAL GRAMMAR SCHOOL WORCESTER**
**NOTES ON ACCOUNTING POLICIES FOR THE YEAR ENDED 31 August 2023**

**Legal Status.** The Company is registered at Companies House, Cardiff, as a private company, limited by guarantee, registered number 6251081. The Company is also registered as a charity, number 1120644. The Company is the trustee of Charity 527527 which holds in trust the Permanent Endowments of the School under a Charity Commission Scheme sealed on 2 July 2007 and altered by a further scheme sealed on 15 January 2008. The Scheme contains a Uniting Direction that the Charity and associated funds shall be treated as forming part of the Company for the purposes of Part 6 (accounting) of the Charities Act 2011. On 30 April 2019 RGS Dodderhill School, company number 00576888 and registered charity number 527599, donated all of its assets and liabilities to The Royal Grammar School Worcester. RGS Holdings Limited Company number 12364724 was incorporated in December 2019 to facilitate the establishment and operation of Worcester International Hockey Club Limited, a limited liability company, number 12366802 which was also incorporated in December 2019.

The objects of the School are the provision and conduct, in or near the City of Worcester, of a day or day and boarding school for boys and girls.

**Accounting Policies.** The following accounting policies have been used consistently in dealing with items which are considered material in relation to the School financial statements.

**Basis of Preparation.** The financial statements have been prepared under the historical cost convention with items recognised at cost or transaction value unless otherwise stated in the relevant notes to these accounts. The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2015) - (Charities SORP (FRS 102), and the Companies Act 2006. The Royal Grammar School Worcester constitutes a public benefit entity as defined by FRS 102.

**Going Concern.** The Company has cash resources and short term investments and the Directors have a reasonable expectation that the Company will have adequate resources to continue in operational existence for the foreseeable future. They continue to believe the going concern basis of accounting is appropriate in preparing the annual financial statements.

**Accounting Convention.** The accounts are prepared under the historical cost convention, as modified by the revaluation of investment assets. Fees receivable and charges for services are accounted for in the period in which the service is provided. Fees receivable are stated after deducting allowances, scholarships and other remissions granted by the School.

**Freehold Buildings.** Cost shown in the Balance Sheet represents only expenditure incurred after the School became independent on 1 September 1983. The following, which are vested in the Official Custodian for Charities, as Scheduled in the 2008 Scheme for Charity 527527, are included at nil cost in the accounts: The Freehold of the School site and buildings, Whiteladies, Priory House and gardens, and Flagge Meadow. The School also has an uncosted interest in the River Sports Centre.

**Capitalisation and Depreciation.** Purchases of assets costing more than £1,000 and with a useful life of more than one year are capitalised at cost. Depreciation is provided on all tangible and intangible fixed assets, other than freehold land, on a straight line basis at rates calculated to write off the cost of each asset over its expected useful economic life as follows:

| | |
|---|---|
| Freehold buildings | - 50 years |
| Motor vehicles and computers | - 5 years |
| Fixtures, fittings and equipment | - 8 years |
| Intangible assets | - 5 years |

**THE ROYAL GRAMMAR SCHOOL WORCESTER**
**NOTES ON ACCOUNTING POLICIES FOR YEAR ENDED 31 August 2023**

**Investments.** Investments are included at valuation at the Balance Sheet date. Realised and Unrealised gains and losses on investments are shown on the Statement of Financial Activities.

**Scholarships and Bursaries.** Financial assistance is given to pupils in the form of Scholarships and Bursaries.

**Investment and Other Income.** This is accounted for on a receivable basis.

**Donations and Legacies Receivable.** Donations and Legacies are accounted for as and when entitlement arises, the amount can be reliably quantified and the economic benefit to the School is considered probable.

**Net Tuition Fees Receivable.** Fees receivable are accounted for in the period in which the service is provided. They are stated after deducting bursaries, scholarships and other remissions granted by the School.

**Government Grants.** These are credited to the statement of financial activities as the related expenditure is incurred.

**Resources Expended.** Resources expended are accounted for on an accrual basis. Certain expenditure is apportioned to cost categories based on the estimated amount attributable to that activity in the year. Irrecoverable VAT is included with the item of expense to which it relates. Support costs are those costs incurred in the general running of the School. Governance costs comprise the costs of running the charity including external audit costs.

**Pension Schemes.** The School contributes to the Teachers' Pension Scheme (a defined benefit scheme) at rates set up by the Scheme Actuary and advised to the Governors by the Scheme Administrator. For non-teaching staff, the School contributes to The Pensions Trust FRP defined contribution scheme. The School also makes pension AVC contributions at a rate of 2% to the Pension Trust Growth Plan Scheme for 2 (2022: 2) members of staff who were previously members of the CARE 80 defined benefit scheme.

**Unrestricted General Funds.** These funds can be expended at the Governors' discretion in accordance with the Charitable Objects. They represent funds which have not been "earmarked" or "restricted" in any way.

**Designated Funds.** These funds represent funds which have been ring-fenced by the Governors for a specific purpose.

**Restricted Funds.** These include funds received from alumni and others with specific conditions for their use.

**Endowed Funds.** There are two Endowed Funds, The Mytton and Blasson Prize Fund and The Permanent Endowment, both held by Charity 527527 and invested in Charity Only Investment Funds.

**Taxation.** As a registered charity, the School is not generally liable to corporation tax on surpluses. For this reason, no provision for corporation tax has been included in the accounts.

**Liquid Resources.** Fixed term deposits of less than one year are included in the Cashflow Statement as liquid resources.

**Debtors.** Short term debtors are measured at the transaction price, less any impairment.

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

**Financial instruments.** The charity only enters into basic financial instrument transactions that result in the recognition of financial assets and liabilities like trade and other accounts receivable and payable.

**Intangible assets.** Software costs are initially recognised at cost. After recognition, under the cost model, intangible assets are measured at cost less any accumulated amortisation and any accumulated impairment losses. All intangible assets are considered to have a finite useful life. If a reliable estimate of the useful life cannot be made, the useful life shall not exceed ten years. Amortisation of software and website development costs – 5 years.

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

(i) Pension deficit contribution. The School has entered into a commitment to provide deficit funding to The Pensions' Trust Care Scheme and The Pensions' Trust Growth Plan, of which it is a contributing employer. Under FRS 102, the fair value of the commitment is recognised. The calculation of the fair value of the commitment is subject to an assumption of the discount rate. The discount rate is determined by reference to market yields at the reporting date on high quality corporate bonds.

(ii) Recognition of legacies. The School recognises legacies when the economic benefit to the School is considered probable. Legacies can relate to cash or assets. Both require estimation if the legacy has not yet been received. The estimation of legacy income is based on information received from solicitors and a prudent approach is taken based on the information provided.

**THE ROYAL GRAMMAR SCHOOL WORCESTER**
**NOTES TO THE ACCOUNTS FOR YEAR ENDED 31 August 2023**

| 1. SCHOOL FEES | 2023 £000 | 2022 £000 |
|---|---|---|
| Gross Tuition Fees | **22,201** | 20,072 |
| Pupil Lunches | **375** | 329 |
| Other Fees | **521** | 372 |
| Gross Fee Income | **23,097** | 20,773 |
| Less: Scholarships, Bursaries and other Remissions | **(2,513)** | (2,132) |
| Net Fees | **20,584** | 18,641 |

| 2. OTHER INCOME | 2023 £000 | 2022 £000 |
|---|---|---|
| **Other educational charitable activities** | | |
| Registration Fees | **21** | 19 |
| **Other ancillary activities** | | |
| RGS The Grange Shuttle Bus | **81** | 62 |
| School Trips | **1,005** | 836 |
| Baby and Toddler Groups | **6** | 6 |
| | **1,092** | 904 |
| **Other incoming resources** | | |
| Counselling recovery | **43** | 38 |
| Lettings | **82** | 82 |
| Sale of Fixed Assets – Boat and Minibus | **-** | 22 |
| Solar FIT | **10** | 9 |
| Miscellaneous | **203** | 33 |
| | **338** | 184 |
| **Investment Income** | | |
| Bank interest | **84** | 2 |
| Permanent Endowment Income | **7** | 7 |
| Mytton and Blasson interest | **1** | 1 |
| | **92** | 10 |
| **Voluntary Income** | | |
| Donations | **67** | 3 |
| Grants from the RGSW & AOS Foundation | **142** | 94 |
| Legacies | **11** | 3 |
| | **220** | 100 |

## 3. RESOURCES EXPENDED

| | Staff Costs £000 | Other £000 | Depreciation & Amortisation £000 | 2023 Total £000 | 2022 Total £000 |
|---|---|---|---|---|---|
| Costs of generating voluntary income | **123** | **84** | **7** | **214** | 108 |
| Charitable Activities | | | | | |
| Teaching Costs | **11,428** | **731** | **440** | **12,599** | 11,322 |
| Welfare | **528** | **926** | **19** | **1,473** | 1,221 |
| Premises | **869** | **1,912** | **802** | **3,583** | 3,549 |
| Support Costs of Schooling | **1,308** | **2,039** | **42** | **3,389** | 2,606 |
| Marketing and Advertising | **311** | **249** | **6** | **566** | 474 |
| | **14,444** | **5,857** | **1,309** | **21,610** | 19,172 |
| Total Resources Expended | **14,567** | **5,941** | **1,316** | **21,824** | 19,280 |

| Staff Costs | 2023 £000 | 2022 £000 |
|---|---|---|
| Wages & Salaries | **11,058** | 10,008 |
| Social Security Costs | **1,042** | 978 |
| Pension Contributions | **1,989** | 1,825 |
| Training & Expenses | **32** | 52 |
| Other Costs | **446** | 165 |
| | **14,567** | 13,028 |

| The average numbers of full time equivalent employees in the year were: | 2023 | 2022 |
|---|---|---|
| Teachers | **157** | 145 |
| Others | **141** | 134 |
| | **298** | 279 |

The total headcount was 392 (2022: 343)

| The number of employees whose emoluments exceeded £60,000 were: | 2023 | 2022 |
|---|---|---|
| £60,001 - £70,000 | **4** | 4 |
| £70,001 - £80,000 | **2** | 3 |
| £80,001 - £90,000 | **3** | 2 |
| £90,001 - £100,000 | **-** | - |
| £100,001 - £110,000 | **-** | - |
| £110,001 - £120,000 | **-** | - |
| £120,001 - £130,000 | **-** | - |
| £130,001 - £140,000 | **-** | - |
| £150,001 - £160,000 | **1** | 1 |
| | **10** | 10 |

## 3. RESOURCES EXPENDED (continued)

| | 2023 £000 | 2022 £000 |
|---|---|---|
| Remuneration of key personnel including Employer's National Insurance and Employer's pension contributions (considered to be the Governors and Principal Officers) | **614** | 627 |

During the year there were redundancy or termination payments totalling £13,400 (2022: £6,207).

For the 10 employees (2022: 10) with emoluments greater than £60,000, 9 (2022: 9) were members of the defined benefit schemes with associated employer contributions of £207,679 (2022: £157,967)

Other than those transactions disclosed in Note 14, neither the Governors nor persons connected with them receive any remuneration or other benefits from the School or any connected organisation for their services. Trustee indemnity insurance is included in the School's insurance cover at no additional cost.

The Governance costs for 2023 are £24,069 (2022: £20,908).

## 4. AUDITOR'S REMUNERATION

| | 2023 £000 | 2022 £000 |
|---|---|---|
| Auditor's remuneration for audit services | **21** | 18 |

## 5a. INTANGIBLE ASSETS

| | Software (including website development) £000 |
|---|---|
| **Cost** | |
| At 1 September 2022 | **334** |
| Additions | **-** |
| At 31 August 2023 | **334** |
| **Depreciation** | |
| At 1 September 2022 | **306** |
| Charge for year | **19** |
| At 31 August 2023 | **325** |
| **Net Book Amount** | |
| At 31 August 2023 | **9** |
| At 1 September 2022 | **28** |

| 5b. TANGIBLE FIXED ASSETS | Freehold Land | Freehold Buildings | Fixtures Fittings & Equipment | Grounds Equipment & Motor Vehicles | Total |
|---|---|---|---|---|---|
| **Cost** | £000 | £000 | £000 | £000 | £000 |
| At 1 September 2022 | 496 | 28,582 | 7,245 | 608 | 36,931 |
| Additions | - | 178 | 656 | 186 | 1,020 |
| Disposals | - | - | (51) | (69) | (120) |
| At 31 August 2023 | 496 | 28,760 | 7,850 | 725 | 37,831 |
| **Depreciation** | | | | | |
| At 1 September 2022 | - | 9,139 | 5,370 | 495 | 15,004 |
| Charge for year | - | 575 | 654 | 68 | 1,297 |
| Disposals | - | - | (49) | (65) | (114) |
| At 31 August 2023 | - | 9,714 | 5,975 | 498 | 16,187 |
| **Net Book Amount** | | | | | |
| At 31 August 2023 | 496 | 19,046 | 1,875 | 227 | 21,644 |
| At 1 September 2022 | 496 | 19,443 | 1,875 | 113 | 21,927 |

The freehold buildings had a declared value for insurance purposes of £98m as at 31 August 2023.

## 6. FIXED ASSET INVESTMENTS (UK Listed)

### 6a. THE PERMANENT ENDOWMENT FUND

| | 2023 £000 | 2022 £000 |
|---|---|---|
| Opening market value | **244** | 255 |
| Net (losses)/gains on revaluation | **(5)** | (11) |
| Closing market value at 31 August | **239** | 244 |
| Historic cost at 31 August | **150** | 150 |

The above represents the Permanent Endowment for the School Charity 527527 scheduled in the 2007 Scheme. The investments currently comprise COIF Income Units only.

### 6b. ENDOWED FUNDS

**Prize Fund**

| | 2023 £000 | 2022 £000 |
|---|---|---|
| Opening market value | **33** | 35 |
| Net (losses)/gains on revaluation | **-** | (2) |
| Closing market value at 31 August | **33** | 33 |
| Historic cost at 31 August | **20** | 20 |

The above represents the total of the investments of the legacies to provide for the Mytton and Blasson Prizes. The investments currently comprise COIF Income Units only. These investments are included in the School Charity 527527 scheduled in the 2007 Scheme.

### 6c. FIXED ASSET INVESTMENTS (Unlisted)

| | 2023 £000 | 2022 £000 |
|---|---|---|
| RGSW Holdings Limited (100% dormant) | **1** | 1 |

## 7a. DEBTORS

| | 2023 | 2022 |
|---|---|---|
| | £000 | £000 |
| Tuition fees and extras | **434** | 630 |
| Sundry debtors | **68** | 63 |
| Amounts due from joint venture | **2,608** | 2,528 |
| Prepayments | **563** | 499 |
| | **3,673** | 3,720 |

## 7b. OTHER CURRENT ASSETS

| | 2023 | 2022 |
|---|---|---|
| | £000 | £000 |
| Cash at Bank and in Hand | **4,886** | 1,688 |
| Short Term Deposits | **1,000** | 2,500 |
| | **5,886** | 4,188 |

## 8a. CREDITORS: Due within one year

| | 2023 | 2022 |
|---|---|---|
| | £000 | £000 |
| Fees received in advance | **1,946** | 1,734 |
| Registration Deposits | **159** | 162 |
| Trade Creditors | **793** | 972 |
| Social Security & Other Taxes | **258** | 241 |
| Pension deficit funding liability (note 12c) | **75** | 74 |
| Other Creditors | **389** | 443 |
| Accruals | **72** | 86 |
| | **3,692** | 3,712 |

Included in Other Creditors are amounts owing to the Teachers' Pension Scheme of £182,563 (2022: £170,401) and The Pension Trust of £58,039 (2022: £51,451).

## 8b. CREDITORS: Due after more than one year (excluding pension liability)

| Accrued liabilities in respect of fees received in advance: | **2023** | 2022 |
|---|---|---|
| | **£000** | £000 |
| > 5 years | **223** | 168 |
| Within 2 to 5 years | **1,201** | 651 |
| Within 1 to 2 years | **755** | 437 |
| | **2,179** | 1,256 |
| Within 1 year | **1,946** | 1,734 |
| Balance at 31 August | **4,125** | 2,990 |
| **The movements during the year were:** | | |
| Balance at 1 September | **2,990** | 2,816 |
| Net cash movement | **2,867** | 1,882 |
| | **5,857** | 4,698 |
| Amounts utilised in fee payment | **(1,732)** | (1,708) |
| Balance at 31 August | **4,125** | 2,990 |

**THE ROYAL GRAMMAR SCHOOL WORCESTER**
**NOTES TO THE ACCOUNTS FOR YEAR ENDED 31 August 2023**

## 9. RESERVES

| | Balance at 1 September 2022 | Incoming Resource | Resources Expended | Investment losses | Balance at 31 August 2023 |
|---|---|---|---|---|---|
| **Endowment Funds** | £000s | £000s | £000s | £000s | £000s |
| The Permanent Endowment Fund | 244 | - | - | (5) | 239 |
| Prize Funds | 33 | - | - | - | 33 |
| | 277 | - | - | (5) | 272 |
| **Restricted Funds** | | | | | |
| Alumni Bursary | 18 | - | (10) | - | 8 |
| Debating | 1 | - | (1) | - | - |
| Drawings/Pictures | 1 | - | (1) | - | - |
| Alumni support | 4 | - | - | - | 4 |
| Gardening Club | 1 | - | - | - | 1 |
| Mytton & Blasson Prize Fund | - | 1 | (1) | - | - |
| Claines Physics Prize | 3 | - | - | - | 3 |
| Rugby Auction | 3 | - | (3) | - | - |
| Tennis Sponsorship | 5 | - | - | - | 5 |
| RGSW & AOS Foundation | - | 142 | (142) | - | - |
| Hardship Fund | 2 | - | - | - | 2 |
| RGS PTA Land Rover | 1 | - | - | - | 1 |
| The Wareing Cup | 1 | - | - | - | 1 |
| The James Kimberley Prize | 1 | - | - | - | 1 |
| AO Archives | - | 62 | (38) | - | 24 |
| CCF | - | 4 | (2) | - | 2 |
| RGS PTA Photography | - | 1 | - | - | 1 |
| | 41 | 210 | 198 | - | 53 |
| **Unrestricted Funds** | | | | | |
| General Reserves | 24,638 | 22,137 | 21,626 | - | 25,149 |

## 9. RESERVES (continued)

| Summary of Funds | Balance at 1 September 2022 £000s | Incoming Resources £000s | Resources Expended £000s | Investment losses £000s | Balance at 31 August 2023 £000s |
|---|---|---|---|---|---|
| Endowment Funds | 277 | - | - | (5) | 272 |
| Restricted Funds | 41 | 210 | 198 | - | 53 |
| Unrestricted Funds | 24,638 | 22,137 | 21,626 | - | 25,149 |
| | 24,956 | 22,347 | 21,824 | (5) | 25,474 |

**Endowment Funds:**
The Endowment Funds represent the invested endowments of the School. The Permanent Endowment is listed in the Scheme for Charity 527527 of which the Company is the Trustee, plus the Mytton & Blasson Prize Fund. The Restricted Funds include monies from alumni for specific projects, including funds received for Bursary support.

**Restricted Funds:**
Alumni Bursary - Alumni bursary support
SME Debating Club Sponsorship
Drawings/Pictures Deposits donated for the commissioning of pictures of the RGS buildings
Alumni support - Alumni support for Foundation
Gardening Club- Donation and prize money for the Gardening club
Mytton and Blasson - Annual pupil prizes
Claines Physics Prize - Annual Physics award
Rugby - Auction proceeds Rugby equipment
Tennis Sponsorship - LTA sponsorship
RGSW & AOS Foundation – Bursaries
Hardship Fund
RGS PTA Land Rover – support for DT project
The Wareing Cup
The James Kimberley Prize
AO Archives
CCF
RGS PTA Photography

**THE ROYAL GRAMMAR SCHOOL WORCESTER**
**NOTES TO THE ACCOUNTS FOR YEAR ENDED 31 August 2023**

## 9. RESERVES (PRIOR YEAR)

| Endowment Funds | Balance at 1 September 2021 £000s | Incoming Resource £000s | Resources Expended £000s | Investment losses £000s | Balance at 31 August 2022 £000s |
|---|---|---|---|---|---|
| The Permanent Endowment Fund | 255 | - | - | (11) | 244 |
| Prize Funds | 35 | - | - | (2) | 33 |
| | 290 | - | - | (13) | 277 |
| **Restricted Funds** | | | | | |
| Alumni Bursary | 27 | - | (9) | - | 18 |
| Debating | 1 | - | - | - | 1 |
| Dodderhill | 2 | - | (2) | - | - |
| Drawings/Pictures | 1 | - | - | - | 1 |
| Alumni support | 4 | - | - | - | 4 |
| Gardening Club | 1 | 1 | (1) | - | 1 |
| Mytton & Blasson Prize Fund | - | 1 | (1) | - | - |
| Claines Physics Prize | 3 | - | - | - | 3 |
| Rugby Auction | 3 | - | - | - | 3 |
| Tennis Sponsorship | 5 | - | - | - | 5 |
| RGSW & AOS Foundation Bursaries | - | 94 | (94) | - | - |
| RGSW & AOS Foundation – Hardship Fund | 3 | - | (1) | - | 2 |
| RGS PTA Land Rover | 1 | - | - | - | 1 |
| RGS PTA Hockey Boards | - | - | - | - | 1 |
| The Wareing Cup | - | 1 | - | - | 1 |
| The James Kimberley Prize | - | 1 | - | - | 1 |
| | 51 | 98 | (108) | - | 41 |
| **Unrestricted Funds** | | | | | |
| General Reserves | 24,050 | 19,760 | (19,172) | - | 24,638 |

## 9. RESERVES (PRIOR YEAR) (continued)

| | Balance at 1 September 2021 £000s | Incoming Resources £000s | Resources Expended £000s | Investment losses £000s | Balance at 31 August 2022 £000s |
|---|---|---|---|---|---|
| **Summary of Funds** | | | | | |
| Endowment Funds | 290 | - | - | (13) | 277 |
| Restricted Funds | 51 | 98 | (108) | - | 41 |
| Unrestricted Funds | 24,050 | 19,760 | (19,172) | - | 24,638 |
| | 24,391 | 19,858 | (19,280) | (13) | 24,956 |

**Endowment Funds:**
The Endowment Funds represent the invested endowments of the School. The Permanent Endowment is listed in the Scheme for Charity 527527 of which the Company is the Trustee, plus the Mytton & Blasson Prize Fund. The Restricted Funds include monies from alumni for specific projects, including funds received for Bursary support.

**Restricted Funds:**
Alumni Bursary - Alumni bursary support
SME Debating Club Sponsorship
Dodderhill transferred with the merger
Drawings/Pictures Deposits donated for the commissioning of pictures of the RGS buildings
Alumni support - Alumni support for Foundation
Gardening Club - Donation and prize money for the Gardening club
Mytton and Blasson - Annual pupil prizes
Claines Physics Prize - Annual Physics award
Rugby - Auction proceeds Rugby equipment
Tennis Sponsorship - LTA sponsorship
RGSW & AOS Foundation – Bursaries
RGSW & AOS Foundation - Hardship Fund
RGS PTA Land Rover – support for DT project
RGS PTA Hockey Boards – support for Honours Board
The Wareing Cup
The James Kimberley Prize

## 10. ANALYSIS OF NET ASSETS BETWEEN FUNDS

| | Tangible Fixed Assets £000 | Intangible Fixed Assets £000 | Investments £000 | Net current Assets £000 | Long term Liabilities £000 | 2023 Total £000 | 2022 Total £000 |
|---|---|---|---|---|---|---|---|
| **The Net Assets are Funded as follows:** | | | | | | | |
| Unrestricted Funds | **21,644** | **9** | **1** | **5,842** | **(2,347)** | **25,149** | **24,638** |
| Restricted Funds | **-** | **-** | **-** | **53** | **-** | **53** | **41** |
| Endowment Funds | **-** | **-** | **272** | **-** | **-** | **272** | **277** |
| | **21,644** | **9** | **273** | **5,895** | **(2,347)** | **25,474** | **24,956** |

## 10. ANALYSIS OF NET ASSETS BETWEEN FUNDS (PRIOR YEAR)

| **The Net Assets are Funded as follows:** | **Tangible Fixed Assets £000** | **Intangible Fixed Assets £000** | **Investments £000** | **Net current Assets £000** | **Long term Liabilities £000** | **2022 Total £000** | 2021 Total £000 |
|---|---|---|---|---|---|---|---|
| Unrestricted Funds | **21,927** | **28** | **1** | **4,142** | **(1,460)** | **24,638** | 24,050 |
| Restricted Funds | **-** | **-** | **-** | **41** | **-** | **41** | 51 |
| Endowment Funds | **-** | **-** | **277** | **-** | **-** | **277** | 290 |
| | **21,927** | **28** | **278** | **4,183** | **(1,460)** | **24,956** | 24,391 |

## 11. CAPITAL COMMITMENTS

Capital expenditure of £NIL (2022: £nil) has been authorised and contracted for as at 31 August 2023.

## 12. PENSIONS

### 12a. Teaching Staff

### PENSION SCHEME

The School participates in the Teachers' Pension Scheme ("the TPS") for its teaching staff. The pension charge for the year includes contributions payable by the School to the TPS of £1,608,866 (2022: £1,479,868) and at the year-end £182,563 (2022: £170,401) was accrued in respect of contributions to this scheme.

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

The employer contribution rate is set by the Secretary of State following scheme valuations undertaken by the Government Actuary's Department. The most recent actuarial valuation of the TPS was prepared as at 31 March 2020 and the Valuation Report was published in October 2023.

Following the McCloud judgement, the remedy proposed that when benefits become payable, eligible members can select to receive them from either the reformed or legacy schemes for the period 1 April 2015 to 31 March 2022. The actuaries have assumed that members are likely to choose the option that provides them with the greater benefits, and in preparing the 2020 valuation have valued the 'greater value' benefits for groups of relevant members.

The valuation confirmed that the employer contribution rate for the TPS would increase from 23.6% to 28.6% from 1 April 2024. Employers are also required to pay a scheme administration levy of 0.08% giving a total employer contribution rate of 28.68%.

## 12b. Support Staff

The School has previously participated in both the CARE and Growth Plan defined benefit schemes independently administered by The Pensions Trust. Both these schemes have been closed to existing and new members. Members were initially moved to the CARE defined contribution scheme, but this was closed in March 2016 and all members were moved to the FRP defined contribution scheme also administered by The Pensions Trust. The FRP DC scheme has tiered employer contributions ranging from 10% to 13% (the same as the CARE DC scheme) and, at 31 August 2023, had 166 (2022: 147) members.

The pension cost charge amounting to £381,968 (2022: £345,728) represents the full contribution payable for the period by the School to The Pensions Trust for all pensions provided. At the year-end £58,038 (2022: £51,451) was accrued in respect of contributions to these schemes. There are 2 members of staff (2022: 2) for whom a 2% employer AVC is paid into the Growth Plan. This obligation arises from an agreement made when a previous DB scheme was closed.

Both the CARE 80 and the CARE 100 Defined Benefit Schemes and the Growth Plan are multi-employer schemes and the schemes' actuary has advised that the assets and liabilities are not segregated for each contributing employer. Hence it is not possible to separately identify the assets and liabilities relating to The Royal Grammar School Worcester for the purposes of FRS102.

### CARE Defined Benefit Scheme

RGS was notified by The Pensions Trust, of the estimated employer debt on withdrawal from The CARE Scheme, based on the financial position of the Scheme as at 30 September 2022. At this date, the estimated employer debt for RGS was £881,655 (2021: £1,728,204).

It was agreed that from 1 April 2012, additional annual contributions towards the Scheme's deficit, would be payable by The Royal Grammar School Worcester. This plan was superseded by a revised deficit repayment plan commencing 1 July 2015 covering the period to 30 April 2027. There have since been multiple iterations of this repayment plan and for the year April 2023 to March 2024, the RGS Worcester liability is £57,717 plus expenses of £5,926, a total of £63,643. The total of deficit payments paid in the year 2022/23 was £61,790 (2022: £60,333).

### Growth Plan

RGS have been notified by The Pensions Trust of the estimated employer debt on withdrawal from the Plan based on the financial position of the Plan as at 30 September 2022. At this date, the estimated employer debt for RGS was £193,404 (2021: £374,855).

Deficit contributions have been required since April 2016 and will be payable by The Royal Grammar School Worcester for a period of ten years. For the year April 2023 to March 2024, the RGS Worcester liability is £17,620 plus expenses of £20,285. The total of deficit payments paid in the year 2022/23 was £37,357 (2022: £49,429).

### 12c. FRS (102) Section 28 Pension Deficit Provisions

| | **2023** | 2022 |
|---|---|---|
| | **£000** | £000 |
| CARE Scheme | **220** | 272 |
| Growth Plan | **24** | 40 |
| Of the total deficit of £243,530 an amount of £75,337 is due within one year | **244** | 312 |

### 13. FINANCIAL INSTRUMENTS

| | **2023** | 2022 |
|---|---|---|
| | **£000** | £000 |
| Financial assets measured at fair value through the Income and Expenditure account | **272** | 277 |
| Financial liabilities measured at fair value through the Income and Expenditure account | **224** | 312 |

Financial liabilities measured at fair value through the Income and Expenditure account comprise the defined benefit pension scheme deficit funding liability.

### 14. RELATED PARTIES

The RGSW and AOS Foundation made grants to the School in the year totalling £141,613 (2022: £94,375).

Miss M Poole daughter of the Chairman, Mr JQS Poole is employed as Nursery Manager at RGS Dodderhill and receives a salary of £23,089 per annum.

Mr P Cross, husband of Board member Mrs MJ Cross, was contracted as a Teacher at RGS Dodderhill and received a salary of £36,252; he has been employed from 1 September 2020.

RGS Worcester and Worcester Hockey Club have established a joint venture, Worcester International Hockey Limited, which was incorporated in December 2019. RGS Worcester and Worcester Hockey Club each own 50% of the voting share capital. Worcester International Hockey Limited's indebtedness to RGS Worcester at 31 August 2023 was £2,607,969 (2022: £2,528,042).

**ROYAL GRAMMAR SCHOOL WORCESTER**

England & Wales - Charity number 1120644

# Accounts




# ANNUAL REPORT
# FOR THE YEAR ENDING AUGUST 2022

The Royal Grammar School Worcester
A private company, limited by guarantee
Registered No. 6251081
Charity No. 1120644

# THE ROYAL GRAMMAR SCHOOL
# WORCESTER

**A private company, limited by guarantee**

**Registered No. 6251081**

**Charity No. 1120644**

## ANNUAL REPORT

## FOR THE YEAR ENDED

## 31 AUGUST 2022

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**THE ROYAL GRAMMAR SCHOOL WORCESTER**
**GOVERNORS' REPORT YEAR ENDED 31 August 2022**

1. The **Name of the Company** is The Royal Grammar School Worcester ("the School").

2. The **Address** of the Company is The Royal Grammar School Worcester, Upper Tything, Worcester, WR1 1HP.

3. The School was incorporated on 17 May 2007, but continued to operate as an unincorporated charity until 31 August 2007. It began active operations as a limited company on merging with The Alice Ottley School on 1 September 2007. There were no trading activities prior to this date.

4. The School operates on four sites; RGS Worcester offering co-education for pupils aged 11–18, located in The Tything, Worcester; RGS Springfield offering co-education for pupils aged 2–11, located in Britannia Square, Worcester; RGS The Grange offering co-education for pupils aged 2–11, located in Claines, Worcester; and RGS Dodderhill, offering co-education for pupils aged 2–11 and girls only education for pupils from 11-16 located in Droitwich.

5. **Status.** The Company is registered at Companies House, Cardiff, as a private company, limited by guarantee, registered number 6251081. The Company is also registered as a charity, number 1120644. The Company is the trustee of Charity 527527 which holds in trust the Permanent Endowments of the School under a Charity Commission Scheme sealed on 2 July 2007 and altered by a further scheme sealed on 15 January 2008. The Scheme contains a Uniting Direction that the Charity and associated funds shall be treated as forming part of the Company for the purposes of Part 6 (accounting) of the Charities Act 2011. On 30 April 2019 Dodderhill School, company number 00576888 and registered charity number 527599, donated all of its assets and liabilities to The Royal Grammar School Worcester. RGSW Holdings Limited Company number 12364724 was incorporated in December 2019 to facilitate the establishment and operation of Worcester International Hockey Club Limited, a limited liability company, number 12366802 which was also incorporated in December 2019.

6. **Directors of the Company.** The Directors of the Company are also the Governors of the School and the Trustees of the Charity. Those who have served during the year as Directors are listed below:-

| | |
|---|---|
| Mr J Q S Poole | Chair of Governors |
| Mrs R F Ham | Vice Chair of Governors, Chair of NC, EC |
| Dr N Canchi-Murali | F&GP |
| Mrs L Cook | EC, NC, Staff Liaison at RGS Worcester and Governor with special interest for Learning Development |
| Mrs M J Cross | F&GP, RGS Dodderhill Sub-Committee |
| Mr N Fairlie | F&GP, RGS Dodderhill Sub-Committee |
| Mr S Flutter | EC |
| Mr A Greenway | Chair of the EC and Governor with special interest for GDPR |
| Mr H Kimberley | Chair of F&GP |
| Ms K Meredith | EC, NC |
| Mrs S Mills | EC and Governor with special interest for Safeguarding |
| Mr J G Peters | EC, NC, CCF |
| Mr B W Radford | F&GP and Governor with special interest for Health and Safety |
| Dr E Robinson | EC |
| Mrs K M Wormington | Chair of RGS Dodderhill Sub Committee and Staff Liaison at RGS Dodderhill |
| Mrs R Wyatt | Governor with special interest for the Foundation Stage and RGS The Grange and RGS Springfield Staff Liaison |

Finance and General Purposes Committee (F&GP), Education Committee (EC), Nominations Committee (NC)

7. The **Principal Officers** of the Charity during the year were:-

| | |
|---|---|
| Mr J D Pitt | Headmaster, RGS Worcester and Executive Head of The RGS Worcester Family of Schools |
| Mr G W Hughes | Headmaster, RGS The Grange |
| Mrs L Brown | Headmistress, RGS Springfield |
| Mrs S E Atkinson | Headmistress, RGS Dodderhill |
| Mrs J L Monro | Director of Finance and Operations, Clerk to the Governors and Company Secretary (appointed 13 July 2021 – left 30 September 2022) |

8. **Advisers to the School:-**

| | |
|---|---|
| Bankers & Investment Managers | Lloyds Bank plc<br>4, The Cross, Worcester, WR1 3PY |
| Auditors | Crowe U.K. LLP<br>Black Country House, Rounds Green Road, Oldbury, B69 2DG |
| Solicitors | Stallard March and Edwards (SME Solicitors)<br>8, Sansome Walk, Worcester, WR1 1LW |
| Insurance Brokers | Hettle Andrews & Associates Limited<br>Eleven Brindley Place<br>2 Brunswick Square<br>Birmingham<br>B1 2LP |

9. **Governing Document**. Memorandum and Articles of Association adopted on incorporation on 17 May 2007 as amended by Special Resolution dated 27 June 2013.

10. **Governing Body**. The Governors are listed on page 1 of this Report.

11. **Recruitment and Training of Governors**. New Governors are normally appointed at termly meetings on the basis of nominations from a committee of Governors. All nominations are made on the basis of eligibility, personal competence, specialist skills and availability. New Governors undertake a formal induction process under the guidance of a fellow Governor which covers the workings of the Charity, including Policies, Procedures, Finances, the Clerk to the Governors and Governance.

12. **Liability Insurance.** Governor and Individual Liability insurance is provided with a cover of £5m.

13. **Organisational Management**. The School Charity is organised and managed in accordance with Articles of Governance, produced by the Governors, to control the general educational character of the School. The Governing Body meets at least once per term. The Board's policies are generally implemented by two main committees; the Finance and General Purposes Committee (F&GP) and the Education Committee (EC), both of which meet termly. Individual Governors are nominated to take a special interest in Safeguarding, Health and Safety, the Foundation Stage at each of the Prep Schools, CCF, Learning Development, GDPR and for staff liaison in each school. The Governors directly appoint the Heads and the Director of Finance and Operations. The Heads are each responsible to the Governors for the overall management of their school and the direction of teaching within the general policy and the delegated financial limits approved from time to time by the Governors. The Director of Finance and Operations is responsible directly to the Governors for the management of the grounds, buildings, plant, computing and IT, administration and finances of the School, and to support the Heads in the day to day running of their schools.

14. **Employee Involvement and Equal Opportunities.** Employees have been consulted on issues of concern to them by means of regular consultative committee and staff meetings and have been kept informed on specific matters directly by management. The School carries out exit interviews for all staff leaving the organisation and has adopted a procedure of upward feedback for senior management and the Trustees. The Trust has implemented a number of detailed policies in relation to all aspects of personnel matters including:
    a. Equal Opportunities Policy
    b. Health & Safety Policy

    In accordance with the School's Equal Opportunities Policy, the School has long established fair employment practices in the recruitment, selection, retention and training of disabled staff. Full details of these policies are available from the School's offices.

15. **Availability of Assets to Fulfil Obligations** It is the opinion of the Governors that the School is well placed to meet in full its current obligations.

**Statement of Governors' Responsibilities**

16. The Companies Act 2006 requires the Governors, as Trustees of the Charity, to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the Charity and of the surplus or deficit of income over expenditure for that period.

17. In preparing these financial statements, the Governors should follow best practice and are required to:

    a. select suitable accounting policies and apply them consistently;

    b. observe the methods and principles in the Charities SORP;

    c. make judgements and estimates that are reasonable and prudent;

    d. state whether applicable UK accounting standards have been followed subject to any material departures disclosed and explained in the financial statements; and

    e. prepare the financial statements on the going concern basis unless it is inappropriate to presume that the Charity will continue in operation.

18. The Governors are responsible for keeping accounting records which are such as to disclose, with reasonable accuracy, the financial position of the Charity at any time, and to enable them as Trustees, to ensure that the accounts comply with charity law. The Governors are also responsible for safeguarding the Charity's assets and ensuring their proper application and hence for taking reasonable steps for the prevention and detection of error, fraud and other irregularities.

19. The Trustees delegated authority to the Nominations Committee (NC) to assess the Board's adherence to the charity governance code issued in July 2017. Following a review of the seven principles underpinning the code the NC concluded that the RGSW Board is adhering to all of the principles. The Board unanimously endorsed this assessment at their December 2020 Board meeting.

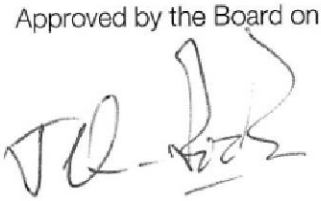
20. The Charity had no fundraising activities requiring disclosure under S162A of the Charities Act 2011.

21. **Statement as to Disclosure of Information to Auditors.** The Governors who were in office on the date of approval of these financial statements have confirmed, as far as they are aware, that there is no relevant audit information of which the auditors are unaware. Each of the Directors have confirmed that they have taken all the steps that they ought to have taken as Directors in order to make themselves aware of any relevant audit information and to establish that it has been communicated to the auditor.

**Auditors**

22. Crowe U.K. LLP has indicated its willingness to be reappointed as statutory auditor.

Approved by the Board on 7 December 2022, and signed on its behalf by:-



J Q S Poole
Chair of Governors

## STRATEGIC REPORT
### Objectives and Activities

1. **Charitable Objects.** The objects of the School are the provision and conduct, in or near the City of Worcester, of a day or day and boarding school for boys and girls.

2. **Aim and Intended Impact.** It is the General Policy of the Governors to provide for the pupils of the School a challenging and stimulating intellectual atmosphere while making full provision for physical, cultural and moral development.

3. **Objectives for the Year.** The primary objectives of the year have been:

   - To provide continuity of learning and opportunity coming out of the Covid-19 Pandemic
   - To ensure that support for pupil and staff welfare is at the highest levels in response to the impact of the Covid-19 Pandemic
   - To re-establish co-curricular activities and opportunities when safe to do so, and return them to pre-Pandemic levels and, where possible, beyond
   - To develop our academic offering, in particular with our Digital Learning, learning from the experience of the Covid-19 Pandemic and looking to the future
   - To ensure financial stability through pupil numbers, fee levels and management of all budgets
   - To continue to establish The RGS Family of Schools as a leading group of independent schools in the area

4. **Strategies to achieve the Objectives.** Through returning to previous approaches to teaching and learning, including lesson observations and providing training on INSET days, teaching was able to return to pre-Pandemic approaches. The four Schools continued to utilise our Digital Learning Programme to enhance learning and have developed the Programme further, receiving Apple Distinguished School status again, this time for an extended period 2022-25. Pastoral Care provision has been increased still further to support pupils and staff, including the establishment of Staff Welfare representatives, extension of Counselling services and the appointment of a Deputy Head Pastoral. Expectations of staff to provide Co-curricular activities for pupils have been re-established and support provided. Financial stability has been established by careful setting of fees and management of budgets, supported by increased pupil numbers. RGS continues to enhance its reputation with growing interest in Admissions, driven by continued setting of high expectations for pupils and staff and supported by pro-active Marketing campaigns.

5. **Principal Activities of the Year.** The Charity principally provides education in or near the City of Worcester and Droitwich at its four sites to boys and girls aged 2-18. There were, on average,1,585 (2021: 1,472), pupils attending the School during the year, which provides Governors with confidence that the School is continuing to fulfil its objective of providing value for money in the provision of a first-class independent education.

6. **RGS Dodderhill.** A key objective continues to be pupil recruitment, especially in the lower year groups. We now have a thriving Nursery, and improved numbers throughout the School. We recruited well during the Global Pandemic, largely because of our excellent Remote Learning Provision that has been available to all of our pupils. Our reputation is growing and as part of The RGSW Family of Schools we are recognised as an Apple Distinguished School. We have increased the breadth of our curriculum, re-introducing Food Technology and Religious Studies. Our Senior Leadership Team has been restructured to reflect the needs of a growing school. We now have two Deputy Heads, one Academic and one Pastoral, as well as Key Stage Leads throughout the school. We have focused on Pupil wellbeing and offered comprehensive Mental Health First Aid Training to 15 members of staff throughout school. In October 2021 we were nominated by current pupils and families for the Worcester News Independent School of the Year, we were amongst three finalists in this category.

## Grant Making Policy

7. **Bursary Policy.** The Governors wish to ensure that the opportunity for children to benefit from the education offered by the School is not unreasonably restricted by parents' ability to pay fees. Means-tested bursaries are made available in the form of a remission of up to 100% of the tuition fees payable, depending on the financial, compassionate or other pertinent circumstances of applicants. To ensure that people in genuine poverty are not excluded, as well as covering tuition fees, bursaries may be extended to cover or contribute towards the costs of such additional items as school lunches, uniform, travel costs, examination fees, equipment required for educational, sports or co-curricular activities and foreign exchange and other educationally important trips.

8. **Priorities**. A number of factors will be considered when making the judgement as to the justification for support, and the extent of such support. In the main, a child's suitability for the School is the first consideration in granting a bursary. In assessing a child's suitability, attention will be given to their academic assessment, but potential will also be considered as well as actual achievement. Each applicant must meet the School's normal academic requirements and any pupil to whom support is offered must, in the opinion of the Head, be likely to make sound academic progress following admission and possess the potential to develop the quality of his or her work. A considerable degree of commitment and effort will be required and a good record of effort and behaviour in previous schools will be essential. Since the RGS Worcester family of Schools are of high academic standards it will normally follow that those achieving the highest results in the entrance examination will be deemed most suitable. Consideration will also be given to how a pupil might benefit from participation in the wider, co-curricular activities on offer at the School.

9. **Assessment**. Although the priority in making an award will be suitability, the amount will be based on financial need. Each case will be assessed on its own merits and awards are made accordingly, subject to available funding and the level of demand. It is recognised that judgements about what sacrifices a family should make to pay school fees will be personal and the scale of awards is therefore not rigid. However, the School has a duty to ensure that all bursary grants are well-focussed and so, as well as current earnings, other assets and lifestyle factors will be considered in determining the appropriate level of grant.

10. **Grants**. The Governors' grant-making policy is tempered by there being no significant endowment funds available to provide additional financial support; bursaries therefore must be provided out of fee income. The grant-making policy has been subject to ongoing review in recent years with a view to increasing the number and value of means-tested awards. The Governors feel a certain dilemma in this respect since they have attempted over the years to keep fees as low as possible, whilst at the same time ensuring the School has the means to provide an excellent education. This is manifest in the School's fees continuing to be lower than similar independent schools in or around Worcester, and below the national average for comparable schools. The Governors consider increases in fees to fund further bursaries to be unreasonable in that they would place further hardship on the many parents who already make significant sacrifices to pay for the advantages of an independent school education for their children. With this in mind, the Governors established a Foundation with the long-term aim of raising School funds to support the allocation of more bursaries and for capital projects.

11. **Awards**. Scholarships, bursaries and other concessions totalling £2,132,580 (2021: £1,989,243) have been awarded during the year to a total of 565 (2021: 475) pupils. These awards included means-tested bursary awards to the value of £687,523 (2021: £648,802) distributed among 90 (2021: 85) pupils, 2 (2021: 2) of whom received 100%+ remission.

12. **Prizes.** The School has a Prize Fund, invested in the COIF Charities Investment Fund with a value at 31 August 2022 of £33,270 (2021: £34,872) which provides prizes under the Mytton and Blasson Legacies. All other prizes are funded from the School's unrestricted funds.

13. **Public Benefit.** In setting objectives and planning activities the Governors have given careful consideration to the Charity Commission's general guidance on Public Benefit. The Governors achieve this through providing use of the School's facilities for a wide range of community events and activities and through outreach provision for pupils from local state schools.

We continue to grow the number of local organisations who have used the facilities for activities and these include those listed below:

AOOE Annual Dinner
Coppertops FC Football
Droitwich Fencing
Droitwich Table Tennis
Peopleton Cricket Club
Perdiswell Colts
Phil Chew Football
Pauline Quirk Academy
Super Vets Football
Royal Mail
James Allen Cricket
Worcester Competitive Arts
Under 10 Girls Football
Walking Football
Warndon Super Vets Football
Worcester City Football Club
Worcester Hockey
Worcester Netball Club
Worcester University Student Hockey
Wyre Forest Ladies Hockey
Worcester Magistrates
Little Kickers
Worcester Cricket Club

The School hosts lectures, dinners and awards events for the community and for our own alumni; as well as providing facilities for a number of local sports teams and activities involving members of the public and children from across Worcestershire.

14. **Outreach and Partnerships** activities include assistance to local schools by sending RGS staff and pupils to support specific subjects and inviting pupils into the four Schools for academic and co-curricular events and activities.

    a. **RGS Worcester** Emerging from the Covid-19 Pandemic in the academic year from September 2021 to July 2022 we hosted over 36 events at the RGS Senior School. We also visited a number of schools for assemblies and fairs and helped to support their curriculum and learning. We have welcomed and visited 32 schools and secondary education establishments with over 1,400 pupils benefiting from our outreach programme, ranging from MFL, Science and Arts specific events, to hosting Worcester Primary Schools in a 'Let's sing' event and a Year Ten pupil playing the Last Post for a local Primary School at their Remembrance Service. In addition to our normal in-year activities, the School raised in excess of £15,000 for a range of charities, including some £10,000 raised to support families escaping the conflict in Ukraine. Three Support Staff, with the assistance of a local business drove to the Ukraine/Romania border to provide direct aid and support with the funds raised by the school. In addition, the School has provided 10 fully-funded places for Ukrainian pupils and ran bi-weekly coffee mornings in order to allow Ukranian refugees and their host families to meet in a safe and welcoming environment, to share stories and to build a local community. Every year we aim to increase the number of outreach events we organise and support more schools with their curriculum.

    b. **RGS The Grange** Outreach and Partnerships included two main events last academic year. In March, Hindlip School brought their Year Three and Four groups to enjoy a morning of coding. In late April, several local primary schools enjoyed an afternoon of netball and football. This year, we have used our minibus drivers to shuttle schools where there is a requirement which has aided the overall organisation of the day. As an Apple Regional Training Centre, running The Digital Leadership Academy attracted leaders from all over the UK. Focusing on a range of topics from "Hybrid Learning, How are you handling it" to Artificial Intelligence in Education, there was a great deal of interest with over 300 signing up during the year.

c. **Holiday Club** External pupils gradually returned over the academic year, and despite lower numbers than usual at our earlier Holiday Club sessions, by the summer holidays we were full virtually every day in every section.

d. **RGS Springfield** While Covid-19 restrictions remained in place at the start of the academic year, we were able to continue cluster meetings on relevant issues using remote digital meetings in our Early Years and throughout the School. A Mother and Toddler group was held from September onwards. Staff and children continued to prepare food for the local street kitchens to help local homeless people, served each Tuesday evening by staff or delivered straight to the homeless centres. Links with University of Worcester have provided opportunities for local students to carry out teaching observations and gain face to face school experience all year or conduct research or on placements. There was also a programme supported by staff to deliver training to BEd students from the University of Worcester. The local 'Britannia Square Residents Association' community group held their Jubilee celebration picnic in our grounds in June.

e. **RGS Dodderhill** In the Lent Term we worked collaboratively with St Peters School on a Coding Activity Morning. In June, we hosted a creative arts Partnership Activity Day with two local schools. In July we also hosted the Hanbury School Sports Day as they do not have the facilities for this. We were able to re-open our Toddler Group which ran to full capacity for the Summer Term. We also hosted a second year Undergraduate for the Michaelmas and Summer term, who worked in Year Six to gain some essential 'hands on' experience in the classroom.

## 15. Review of Achievements and Performance for the Year

a. **Performance.** RGS Worcester, RGS Springfield and RGS The Grange were inspected by the Independent Schools Inspectorate (ISI) in March 2022 with a full Educational Quality and Focused Compliance Inspection, and the 'achievement' and 'personal development' of pupils at all three schools were judged to be 'Excellent' (this is the highest grade). RGS Dodderhill was inspected by Ofsted in October 2021, and the overall effectiveness of education was classed as 'Good', with two categories within this judged as 'Outstanding'. Previously, in March 2018, RGS Worcester, RGS Springfield and RGS The Grange were subject to an ISI Regulatory Compliance Inspection and the schools passed this without further recommendation. RGS Dodderhill was inspected in March 2017 by ISI for both Compliance and Educational Quality, and met all criteria for compliance and was judged as 'Excellent' in all areas of Educational Quality.

b. **RGS Worcester Academic Achievements.** In what was hopefully a return to some form of normality, RGS pupils excelled as Public Examinations returned for the first time since 2019. At A Level, students achieved 54.1% A*-A and 82.9% A*-B. Equally impressive were the results gained in both the BTEC and CTEC subjects. At BTEC, all 14 awards were at Merit to Distinction* level, with 12 of these being awarded Distinction or Distinction* level. At CTEC, as with the BTEC, all awards were at Merit to Distinction* Level, with 8 out of 12 being at the highest level (Distinction*). All 5 Oxbridge offers were met and 85% of students were able to gain places at their first choice Universities, as well as a growing number going on to start Apprenticeships and take up paid employment. Excellent performance was also mirrored at GCSE Level with 42.5% of all grades awarded at the highest Grades (8-9) and 61.7% pupils achieved grades of 7-9.

c. **RGS Dodderhill, Academic Achievements.** 28 pupils sat GCSE examinations in Summer 2022. 15 pupils achieved 10+ GCSEs, 2 pupils secured 11 GCSEs, most others achieved 8 or 9 good passes. Overall, pupils secured a 97% pass rate with 44% of grades at 7-9. One pupil achieved ten passes at grade 9. Most pupils achieved their first choice Sixth Form place. 9 pupils transferred to RGS Worcester for Sixth Form, one with an Academic Scholarship and one with a Music Scholarship. 3 pupils were offered Academic/Music scholarships to King's Worcester Sixth Form and 1 pupil took up a place at Bromsgrove Sixth Form. 12 pupils moved to Sixth Form Colleges to study a range of subjects, including Fine Art, Graphic Design, Criminology and Health and Social Care.

## 16. Cultural Activities

a. **RGS Worcester.** It was a very welcome return to 'business as usual' with the Music department enjoying a very busy concert schedule combining live opera, concerti, jazz, choral and pop music, and much more. Solo performances were enjoyed in each year group's informal concert, with further solo opportunities given to our senior singers, at February's inaugural Vocal Recital evening, and pianists at the Piano Concert in October. The second half of the piano concert was given by visiting professional pianist Edward Leung, whose virtuosic playing dazzled both the evening audience and Year Seven in a lunchtime performance.

Major ensembles were performed in the Autumn Concert in Perrins Hall, as well as in two short ensembles concerts in Main Hall during the Creative Arts Faculty Evening in June. The choirs took centre stage in a beautiful Christmas Carol Service in Worcester Cathedral, where reworked versions of well-known carols were enjoyed alongside old favourites. The Cathedral was also the location of the Chamber Choir's annual performance at St Richard Hospice's moving and uplifting 'Lights of Love' Service, where choral works by Laloux and Eric Whitacre were performed exquisitely. The Chamber Choir sang two Evensongs this year, in Worcester Cathedral in October and St Paul's Cathedral, London, in April, when the choir performed to a sizeable congregation. Following its first RGS performance in June 2021, a special reprise performance in February of Purcell's opera Dido and Aeneas saw members of the Chamber Choir being joined in Perrins Hall by recent alumni and members of the local amateur opera company Opera Worcester.

Outreach and performances at many local events have offered great opportunity to our young performers this year. The Flute Ensemble and two soloists performed at Pershore Abbey in November, whilst our chamber musicians played at the Holocaust Commemoration Event and the Mayor's Charity Dinner in The Worcester Guildhall. Our Wind Band gave a performance to Year 2 students from Cranham Primary School, whilst a new project in February called 'Lets Sing: Worcester' brought together students from five local primary schools for a morning's choral workshop in Perrins Hall.

The Take Flight concert in the Cathedral in Lent was made up of bird-inspired music. An Upper Sixth violinist opened the concert with an incredibly-mature performance of Vaughan William's The Lark Ascending accompanied by the RGS orchestra; a sequence of choral works followed, and then Vivaldi's Goldfinch Concerto, with another Upper Sixth soloist on the flute, before a mass choir of 250 singers from all four RGS schools ended the concert with Mendelsohn's impressive Hear My Prayer. The Cabaret evening a few weeks later put jazz centre-stage, with senior vocal soloists backed by the Big Band in a superb array of jazz hits.

An Upper Sixth violinist was both selected for the National Youth Orchestra and accepted onto the Royal Academy of Music Gap Year programme. Furthermore, a pianist in Year Nine won the Bach, Handel and Scarlatti category at the Birmingham Festival and then achieved the ATCL Diploma in Piano with Distinction.

The Drama department's long awaited 'Billy Elliot' finally became a reality following a workshop with visiting practitioner, Jonny Barr, who developed the cast's characterisation in both acting and singing. In November, the superb cast performed a 6-show run to sold-out audiences and received standing ovations each time. The DIY Drama Company, with a record number of scholars, came together to produce 'Private Peaceful' in March. This proved to be an especially poignant piece of theatre especially with the situation in Ukraine, and one audience member commented 'You made us reflect on the absurdity of war and the fragility of peace. You have given many people hope that the young people today are able to work together to create wonderful things' - a true testament to what the company stands for.

The year ended with a production of Kneehigh's 'The Bacchae', which demonstrated the skills of our younger performers under the direction of Mr Morgan and the Lower Sixth Drama students. In true Kneehigh style it entertained through its creative style of telling a story and enjoyed a three-night run.

The Department also ran several trips to Birmingham and Cheltenham to see professional productions 'Everyone's talking about Jamie'. 'Heathers, The Musical', 'Wuthering Heights' and the fully puppeteered production of 'Animal Farm'. The A level Drama students again enjoyed a Cornwall residential in September to visit the Minack Theatre and then joined Lower Sixth English Students on a trip to Haworth in Yorkshire to explore Brontë country for their study of Polly Teale's 'Brontë' and Gothic Literature. The year ended with the department running our third international residential to Boston and New York, which was a fitting farewell to Mr Morgan's eight years in the Drama department.

By the time the Film Makers' Club was able to premiere 58 movies at its 2022 Film Makers' Festival, a considerable number of films had already amassed since 2020, with the pandemic having prevented any gatherings taking place. The Sixth Form Enrichment Classes had created Marketing Films and short Original Movies, and the House Competition had resulted in several films about NHS Heroes. The Film Makers' Club also contributed entries in categories such as Music Videos, Environmental Awareness Campaigns, Original Shorts and Animation.

The School's Debating Society said goodbye to an Upper Sixth generation who had enjoyed remarkable competition success since Year Eleven and also willingly shared their skills and ideas amongst peers and in their training of younger debaters. The outgoing President and Vice President demonstrated these qualities having been quarter-finalists at Oxford in 2021 and also key coaches for the Middle Society. The School's debaters were quarter-finalists and novice finalists at Durham and two pairs qualified for both the Oxford and Cambridge Finals Days. In one-day competitions, RGS debaters were Open Finalists and Silver Champions at Nottingham; Silver, Bronze and Novice Finalists at Warwick; as well as regional finalists in the ESU Mace and Public Speaking. Further down the School, the Year Tens competed in the International Competition for Young Debaters and one pair managed to qualify for the Finals Day at Oxford, with one member dialling in remotely from Mexico!

In May, nearly 60 debaters, past and present, gathered in Perrins Hall for the 2022 Debating Society Dinner to celebrate the achievements of the Debating Society over the last nine years and to say goodbye to our coach, Amber Warner-Warr, and Ms Waller, the School's Head of Debating for almost a decade.

In Art, Year Seven and Eight pupils took part in 'The Leaves of the Trees' project in response to Peter Walker's installation in the city, with each pupil decorating a leaf and composing their own message of hope in response to a challenging year. Year Eight explored Mexican art, working in a variety of media from print making to designing and constructing masks. Year Nine built on their skills from gestural seascape studies to three-dimensional figurative work based on Giacometti and worked from digital drawings to create landscapes inspired by David Hockney. The Lower Sixth artists visited Worcester early in the Michaelmas term to source visual material for their forthcoming exhibition and the Sixth Form students had the privilege of showing their work in the Cloisters of the Cathedral, with the exhibition being well received by many visitors during their

Spring Festival. In January, the Art Scholars were invited to attend a workshop at the Museum of Royal Worcester with professional artists who had been commissioned to create a public work of art to celebrate the museum collection. The drawings produced in the workshop from RGSW pupils alongside students from other schools in Worcester will be used to inspire the formation of the commissioned Art work which will then stand proudly in The Courtyard.

Greenpower has continued to enthuse and inspire the next generation of budding engineers. Although events were significantly hampered by the Pandemic, the team finished 8th out of 64 at the Final event of the 2021 season in October, and then the Year Sevens finished 6th out of 87 teams at Goodwood in May 2022; both excellent achievements demonstrating skill and teamwork. Older students have been involved with the design of a completely new car. They have designed and made various parts already along with a trip to Mazak to see the more complex parts being made. These parts they had designed using Computer Aided Design (CAD) in school, before programming the machinery to shape their creations. Two RGSW pupils were amongst the 700 awarded Arkwright scholarships from applications across the whole of the United Kingdom, and a number of other Year Elevens were called for interview for this prestigious award.

The Gardening Club was also able to start up again and preparations began early in the year for the Club's entry to the RHS Malvern Show in May. The given theme was the Queen's Jubilee, and a proactive group of Year Seven to Ten pupils interpreted this into 'Her Majesty's Adventure in Wonderland'. They produced an exquisite garden incorporating Alice Ottley's link to Lewis Carroll and Alice in Wonderland and were awarded a Highly Commended by the RHS judges. As well as being interviewed on BBC Hereford and Worcester radio, but the undoubted highlight was talking at length with Princess Anne who commended them all on their efforts.

Textiles pupils in Year Nine enjoyed a varied project using the theme 'Kaleidoscope' to inspire a wide range of fabric techniques that they applied to their sweatshirt designs, which were then exhibited as part of the Fashion Show at the Creative Arts Evening. Several also took part in the national Young Fashion Designer UK competition, researching and designing ideas inspired by aspects of sustainability in fashion design. Year Ten pupils took inspiration from their visit to The Hive to present photographs and sketches that they developed into a range of fabric prints and design ideas for the 'Architecture' project. The department's residential trip to London provided an array of research opportunities for our Lower Sixth Form students. Investigating the couture work of Alexander McQueen at the Untold Stories exhibition, as well as the impact of sustainability in fashion design at Christopher Raeburn, proved particularly inspiring.

It was fantastic to have RGS students' work in sustainability receive national recognition in the Fashion Icon competition. A Lower Sixth student received a Highly Commended award for her design using a recycled suit to create an updated fashion piece. A Year Nine pupil and another Lower Sixth student were both invited to exhibit their pieces on the catwalk at the Fashion, Embroidery and Stitch show at The NEC and were awarded First and Second place respectively; each received an individual prize and the winner was also presented with a Janome sewing machine for the School. In the Young Fashion Designer UK competition, Lower School pupils took first and third places in the Years Seven and Eight category, and five other pupils were awarded 'Highly Commended'.

b. **RGS The Grange.** 2021-2022 saw the return of many much loved live performances and events at RGS The Grange. Informal Concerts complete with audiences, were eagerly welcomed and pupils were honing their performance skills once more. Christmas events included 'Babushka', 'Our Very Own Nativity' and 'Starseach' in the marquee and we were able to enjoy a Christmas Carol Service in the majestic Worcester Cathedral for the first time since 2019. A continued association with the 'Barnardo's' charity, saw us supporting 'Kidsmas Live' at Birmingham Town Hall with our Year Five and Six Chamber Choir, an occasion which was also streamed live on youtube. Collaborations with the other RGS schools culminated in an evening of outstanding musicality for the 'Take Flight' Concert in March 2022 and we were

proud to see former students in lead solo roles. Our Summer production of 'Olivia' proved a real highlight, returning to the Main Hall and fusing all the elements of performance and creative arts seamlessly together. ABRSM exams continued to thrive with three very busy sessions and LAMDA provided further opportunities for children to develop their skills alongside a plethora of performance based clubs.

c. **RGS Springfield.** As many children as possible have participated in plays or performances Examples Included: outdoor nativities and Carol Services celebrations, concerts and performances throughout the year with all children participating at least once. A highlight was the production of 'Matilda The Musical" in March for those in our Year Three to Six.

d. **RGS Dodderhill.** As we came out of the pandemic it was lovely to reintroduce some rich activities that enhanced the pupil's learning experiences. All pupils in Prep enjoyed a day trip to complement their curriculum each term, these ranged from a local zoo to the Birmingham Botanical Gardens and RAF Colford. Senior Pupils continued to enjoy subject based trips that included Geography River Studies, Blist Hill Experiences, A trip to the BETT Show in London, The Science Fair at the NEC and seasonal theatre trips. In addition, Key Stage Two and Key Stage Three pupils enjoyed their first residential trips for three years, to Mill on the Brue in Somerset and PGL in Devon respectively. Music concerts and sporting fixtures were all back on the agenda and pupils had a wealth of experiences from these activities.

## 17. Trips and Expeditions

a. **RGS Worcester.** The Michaelmas term expedition season started with the Gold Award participants heading to the Menai Straits in North Wales, whilst those doing Silver travelled to the Long Mynd in Shropshire. The Silver Expedition saw fifty Year Ten students and thirty Year Eleven students embark on training and practice expeditions in very favourable weather conditions. All groups had the opportunity to develop and apply a range of skills in beautiful conditions on the hills.

In contrast, March saw stormy conditions with gale force winds and heavy rain batter our Gold and Silver groups as they aimed to complete their practice and assessed expeditions. All groups were sorely tested and showed remarkable character and resilience. Due to gale force winds in coastal areas, the Gold groups ventured more inland to Llanberis reservoir and a local river, and also completed their weekend with a daunting but fascinating trip deep into one of the local slate mines. The Silver groups skirted the Black Mountains near Hay Bluff, south-west of Hay-on-Wye.

The expedition season was completed with some fantastic assessed trips for Gold to the River Spey, between Fort William and Inverness in Scotland, and for Year Ten Silver to the Black Mountains in Wales. The new Year Nine Silver cohort was also able to enjoy some outdoor skills and team building in more local environs.

In CCF, the Army section went to the Isle of Man for leadership training in March, with activities ranging from abseiling down a 160ft sea cliff, gorge walking, canoeing and kayaking, to air rifle shooting, archery and axe throwing. It was such a success that the Navy Section followed suit in July, whilst members of the RAF Section spent a week at RAF Valley in Anglesey.

The Lower Sixth Geography students were able to return to FSC Slapton Sands for their 5-day fieldwork trip in March and the Biologists ventured to FSC Nettlecombe near Taunton in Devon for their 2 night residential. As well as the residential trips mentioned above in Drama, English and Textiles, the Classics Department also ran a popular week-long trip to Greece for 48 pupils in Years Nine and Ten.

The School also ran three sports tours, starting with a successful pre-season Football tour to Manchester in January, when 55 players trained at the Manchester City Academy and played 3 matches against local opposition. This was followed by two major Sports Tours in early July when 48 boys and 5 staff went to Canada to play Rugby, and 53 girls and 7 staff went to Barbados to play Hockey and Netball.

b. **RGS The Grange** took advantage of the reopening of many museums and education providers during 21/22. Children across all age ranges took part in a variety of trips, workshops and residential trips including; Blists Hill, Think Tank, Bristol Science Museum, The National Space Centre, Bishops Wood (Viking Workshop / Stone Age Workshop), Lego, Pottery Workshops, Sealife Centre, The Living Rainforest, Twycross Zoo, Kenilworth Castle, Little Owl Farm Park, The Nut Cracker (REP), Pottery Workshops, Fire of London Workshop and many more. In Trinity Term, children once again took part in residential activities at Malvern Outdoors Centre, Mill on the Brue, Bushcraft and Edale. We look forward to taking our Year Six group back to France in 2023.

c. **RGS Springfield** provided as many opportunities as possible for pupils with a start of year team building overnight residential for Year Six and then residentials for all of those in Year Three to Six in the Summer term which were widely welcomed by pupils and parents. Local trips continued to support the widest possible educational offering such as Lower Smite Farm, Hartlebury Castle and Botanical Gardens as well as the Think Tank in Birmingham.

d. **RGS Dodderhill** was able to increase our involvement in trips and activities away from the School site. By the end of the Trinity Term 2022 we were able to offer an excellent range of cultural activities. We held a Language Festival with pupils from across the Prep Schools within the family to celebrate our knowledge of French Phonics. Pupils performed songs in French together and completed related tasks. The English Department took a group of pupils to London to watch A Midsummer Night's Dream at the Globe Theatre which was a real treat for all involved.

Prep pupils travelled to Stratford-Upon-Avon to watch The Magician's Elephant at the RSC theatre, a Pre-Christmas treat. KS1 and 3 went to a traditional Panto in Worcester and Wolverhampton respectively.

Mental Health was a key focus for staff and pupils as we all adjusted to a life fully open once again. We wore Yellow to celebrate MIND as a charity and we had regular assembly input to ensure all ages were supported. We had a visit from Sarah Furness who is an Armed Services veteran who held a motivational session for our older pupils focussed on well-being and inner strength.

Residential trips were back on the calendar for all areas of the school with Year 4/5 going to Mill on the Brue, KS3 went to a PGL in Devon and KS3 and 4 pupils back competing at Condover Netball Weekend which has been missing for 2 years due to the Pandemic. Year 6 pupils finished the Year with a Camp-out in the grounds of RGS Dodderhill to help get them ready for the transition into the Senior Section of the School.

**18. Sports**

a. **RGS Worcester** entered both boys' and girls' teams into the National Schools Tennis Championships. The boys were knocked out by Bromsgrove in the first round, and the girls, having defeated Rugby School, were then also beaten by Bromsgrove in the second round. The Year Seven and Eight boys team did manage to beat Bromsgrove in their Division 1 match and won the group.

Boys' Hockey enjoyed a positive first year with many pupils experiencing Hockey for the first time, with the focus was on core skills and developing a base level of technical ability . Both the Under 12A and Under 13A squads qualified in their very first season for the Regional Finals at Wolverhampton's Aldersley Stadium, which saw the boys compete against some tough opposition. A competitive Saturday fixture list against some strong boys' Hockey schools saw mixed results, but invaluable learning to take forward into next year.

The Cross-Country season began with the Under 13 teams racing in the Abberley Hall races. Then came the first round of the ESAA Cross-Country cup at Bromsgrove School, where the team secured top-two places for the Junior Boys', Intermediate Girls' and Intermediate Boys' teams, qualifying them for the regional finals. These were held a few weeks later at the same venue, but on a slightly different course, and against tough competition from across the West Midlands. The standout performance was the Junior Boys' team who finished in 7th place. As attention switched to the individual Cross-Country competitions, 33 runners took part in the District Championships held at RGS, The Grange. This saw RGS pupils secure victories in three of the races (Boys Under 15, Boys Under 14, Girls Under 12) and the Intermediate Girls' team dominated their race, securing 5 of the top 7 places. 13 pupils ran well enough to qualify for the County Championships, with three boys then going on to be selected to represent Herefordshire and Worcestershire in the National School's Cross-Country Championships in March.

The Athletics team had plenty of success with PE lessons for Years Seven to Nine being used to focus on technique and performance. At Year Nine and Ten, Athletics was a Games option for those athletes wanting to take their performances to the next level. In the first competitions of the year, the Year Ten and Eleven athletes headed to Nunnery Wood for their Under 16 District Championship, and were followed by the Year Nines in their Under 14 District Championships. Some great individual performances resulted in 18 pupils qualifying to represent the Worcester District at the Hereford & Worcestershire County Championships. The Year Eights and Nines competed against King's, Worcester and Years Seven to Nine competed in the first round of the English Schools' Track & Field Cup.

A Year Eleven pupil won the Under 17 800m County Championships, having previously won the Under 16 Boys race at the Worcester City Young Athletes Run, and a Lower Sixth student was selected for the UK Athletics Talent Development Pathway Programme. The School was delighted to welcome back former pupil Jenny Nesbitt as Guest of Honour at the Sports Awards Evening ahead of her competing for Wales in the 5000m at the Commonwealth Games.

In Fencing, two Middle School pupils qualified for the English Youth Championships, a Lower Sixth student competed at the British Senior Championships and two former RGS fencers won the Women's Team Epée at the 2022 British Championships.

Another Lower Sixth student was selected for the England National Cadet Judo squad after winning Silver at the National Championships.

The Triathlon Club enjoyed its second season with students attending two sessions at the pool and two cycle sessions at the cycling track in Stourport. During the second session, the group completed a Duathlon; a five hundred metres run followed by a six kilometres cycle and then a two kilometres run to complete the set.

The Golf Team progressed to the Area Cup Plate Final of the annual ISGA competition, but were narrowly beaten by St Edward's, Oxford. In the Trinity term, the Senior team entered the HG Trophy held at The Warwickshire.

Several pupils achieved representative honours in Rugby with 4 in the Worcester Warriors DDP, 2 in the Worcester Warriors Junior Academy, 5 in the Worcestershire and North Midlands Under 17s, and 2 in the Worcester Warriors Under 17s & Under 18s. One Lower Sixth student was also selected for the England Under 18 tour of South Africa, scoring two tries in the first Test.

3 Hockey players were selected for National Honours: an Upper Sixth student was Captain of Under 18 Wales Under 18, a Lower Sixth student played for England Under 18 and a Year Eleven pupil for Wales Under 16.

5 pupils were selected to represent the West Midlands ISFA in Football and two of them, both in Year Eight, went on to be selected for the National Core and Development ISFA squads.

9 netballers were selected for Under 17 franchise hubs for either Severn Stars or Wasps, as well as reaching the County Academy.

b. **RGS The Grange.** Year Three to Six took part in Rugby and Hockey fixtures during the Michaelmas Term. As our numbers have continued to grow and many of our competitors have continued to shrink, the challenge last year and onwards has been and will be to continue scaling up in providing the same experience for our children despite the obvious logistical challenges a year group of 80 playing against a year group of 20 brings. Both Heads of Boys' and Girls' Games have worked hard to ensure children are getting just as many opportunities to play in fixtures which ultimately has meant taking on three and sometimes four schools in an afternoon all whilst maintaining an organised and well managed afternoon.

Fixtures have continued to give children the opportunities to develop relationships, social skills, team work and leadership. It was therefore a real positive seeing our boys and girls working together during the Cricket term with over 13 mixed fixtures being played on a single afternoon. This was repeated over and over during the term.

Other highlights of the year included the National Preparatory Cross Country at Malvern College, the Boys Under 11 Cricket team reaching the regional finals and narrowly missing out on the National Finals. The Girls Under 11 Cricket team taking part in their first National Cricket Festival at Millfield. Three children proudly representing RGS The Grange at the National Preparatory Athletics event, having won or come second in the regional meet in June. The finals, held at Pingles Stadium in Nuneaton were a fitting location and provided one child with a wonderful memory of finishing second Nationally in the U12's Discus.

c. **RGS Springfield.** We enjoyed a return to normality with competitive matches and tournaments for boys and girls against a range of local schools as well as being able to participate in local coaching events for sports such as Netball. Swimming resumed so that all children swam for a term at Perdiswell Pool, having the opportunity to develop their Swimming and play games such as Water Polo. Our PE curriculum encompasses all the sports as well as Gymnastics, dance, Badminton, Tennis, Athletics as well as strength and fitness. Other sports such as Stand Up Paddle Boarding, Riding, Fencing and Climbing have been offered as part of our activity programme and the take up has been excellent.

d. **RGS Dodderhill.** We have experienced a really fabulous year in sport with competitive matches back and training sessions well attended. All pupils have been given the opportunity to participate in Trampolining and Fencing and Key Stage 3 and 4 have enjoyed a co-curricular Sailing Club at Upton Warren. Swimming lessons in curriculum time have been reinstated for Reception to Year Six and recreationally both Badminton and Dance Clubs have also been a success. We have County representation from several girls in Years Eight to Ten in both Cricket and Netball. For such a small school the success at the top end is a credit.

Both Netball and Cricket thrive and the development of theses sports continues throughout the key stages. Hockey continues to be developing and the amount of competitive inter school matches has increased considerably with impressive results.

## 19. Charity Fundraising

a. **RGS Worcester.** With fundraising able to return to some kind of 'normal' following successive Covid lockdowns, the School had a successful year raising money for various charities. The Charity Committee, so ably led by the two Charity Prefects, were the most enthusiastic and hard-working for many years. Their commitment and reliability was greatly appreciated. The Sixth Form chose 'New Hope' as their chosen charity for the year and the Lower School supported Maggs Day Centre with their Harvest Festival donations. RGS supported the Worcester Foodbank with two van loads of food and toiletries donations and supermarket vouchers to the value of £290.

RGS pupils and staff took part in a 24-hour tennis marathon for 'Bright Ideas for Tennis' and raised £2,431. At £696, the money collected for the Royal British Legion's Poppy Appeal was the largest amount raised for several years. We also supported Acorns Children's Hospice, Worcester Snoezelen, Macmillan Cancer Support, Wooden Spoon and Help for Heroes. Two Non-Uniform Days were held, the first for BBC Children in Need in November 2021 which raised £2,110 and the second in March 2022 for Comic Relief, for which a total of £2,500 was split between Comic Relief and the Ukraine Appeal.

Much of the School's fundraising efforts were directed at raising money for the RGS Schools' Ukraine Appeal. A team of Year Seven girls, in particular, raised hundreds of pounds towards the Senior School's total of just under £4,000. Several other initiatives also contributed to the fundraising effort including: the Art Department created a large map of Ukraine to be covered multiple times with coins, a member of staff ran 100km, programmes were sold at the Drama production of 'Private Peaceful', a raffle was held in 'Joe's', the Charity Committee organised a 'Bleep Test' for staff and senior pupils, and there was even a cup-stacking competition. Pupils, staff and parents across all four RGS Schools also combined their fundraising efforts to enable 3 volunteers from the Schools' Support Staff, who had made the 1,750 mile journey out to the Ukraine border, to purchase and deliver essential items to refugees being looked after by a local charity hostel. In addition, we were also able to make a substantial donation to the DEC Ukraine Humanitarian Appeal.

b. **RGS The Grange.** Fundraising has been busy and productive at RGS The Grange this year with the children rising to the challenge of helping those less fortunate than themselves. This year we have focused our fundraising on The Worcester Community Trust, a local charity running projects and community hubs, working with adults and children in Worcester who need support to improve their health and wellbeing. In order to support them, we organised various charity events throughout the year ranging from a whole school walk, cake sales, orchard planting and balloon races. Indeed, all our charity events continue to be generously supported by both children and parents and we have also sent donations to Children in Need, Sport Relief, Red Nose Day and Water Aid. Our final charity support was focused on raising money for those who are suffering as a result of the conflict in the Ukraine. The total amount raised throughout the year was £5,202 and RGS The Grange children and parents should be very proud of this wonderful fundraising support.

c. **RGS Springfield.** Charity events resumed this year with cake sales, mufti days and fun runs a plenty. The School raised £1,321 in total but also donated large amounts of food items to Worcester Kitchen directly.

d. **RGS Dodderhill** continued to raise money for charities, implementing innovative ways to achieve this. The pupils raised over £700 for Macmillan Cancer Support in September from our annual Coffee Morning. House Days encouraged pupils to run events such as Mufti Days, cake sales etc. to raise money. Food Collections for Harvest and a reverse Advent Calendar collection were very well supported. Each House supported one charity throughout the year, these included Children with Cancer UK, WWF and Oscar's Paediatric Brain Tumour Charity. In addition, we supported Red Nose Day and Jeans for Genes Day as well as Hello Yellow day for Mental Health. Pupil initiatives included the sale of sunglasses and cookies for Guide Dogs for the Blind.

20. **Financial Position.** The Governors consider the School is in a very sound financial position with net assets of £25.0m (2021: £24.4m)

21. **Administration Costs.** The costs for the administration of the Charity at £140,428 (2021: £136,941), remain at less than 1% of the total net income for the Charity of £19,858,000 (2021: £16,969,000).

22. **Reserves Policy.** The Free Reserve position remains healthy and shows an increase of £714,000. The Governors' policy is to manage the finances of the School in such a way as to generate sufficient Free Reserve to meet the current development plans whilst maintaining prudence given the prevailing economic climate. The Governors consider that free reserves in the order of £2m, or approximately 2 months' operating costs would be desirable, subject to the prior demands of further capital expenditure needed to achieve the School's strategic plan.

| **Free Reserves, excluding pension deficit** | **2022** | 2021 |
|---|---|---|
| | **£000** | £000 |
| Unrestricted Funds | **24,638** | 24,050 |
| Less Fixed Assets | **(21,955)** | (22,283) |
| Pension deficit (due in more than one year) | **238** | 440 |
| | **2,921** | 2,207 |
| Restricted Funds total | **41** | 51 |

23. **Investment Policies.** The Governors employ a low risk investment strategy.

a. **The Permanent Endowment.** The Permanent Endowment remains registered as RGS Charity 527527, and the Company remains as the Trustee, with funds of £243,833 (2021: £255,573) held in COIF Charities Income Funds. Similarly invested are the endowments of the Prize Fund valued at £33,270 (2021: £34,872 ).

b. **Deposited funds.** Prudent financial management has helped sustain a solid funding and liquidity base for the School. Deposits are held in the short term money market on various terms prior to their use for long term reinvestment in the School. Such deposits at 31 August 2022 were £2,500,000 (2021: £3,750,000)

**Principal Risks and Uncertainties**

24. **Teachers' Pensions:** During 2019/20 RGS Worcester conducted a Consultation with the teaching body about remaining in the Teachers' Pension Scheme. This was brought about by the 40% increase in employer contributions to 23.68% applied in September 2019 and affordability thereof. The result of the Consultation was that the Board agreed that the RGS Schools would remain in TPS for the foreseeable future, with a second consultation likely if further employer contribution increases were applied.

## Future Developments

**25. Objectives.** The immediate key objectives within the current Strategic Development Plan are:

- Continue to facilitate the drive for excellence in all aspects of the Schools' operations
- Enhancement of the RGS Worcester infrastructure and facilities
- Further development of the Digital Learning Programme
- Continued integration of RGS Dodderhill into The RGS Family of Schools
- Increase other income streams

**26. Risk management.** The Governors continue the examination of the principal areas of the School's operations, in conjunction with the Strategy Group, reviewing the major risks faced in each of these areas on at least a termly basis. A formal review of the Charity's risk management processes is undertaken annually. Where appropriate, the Governors allocate resources and establish review systems to allow these risks to be monitored and mitigated to an acceptable level in day-to-day operations of the School.

The main controls include;

- formal agendas and minutes for all board and committee activities
- formal terms of reference for each committee
- strategic planning, detailed budgeting, management accounting and variance analysis
- formalised organisational structures
- written policies and procedures
- clear authorisation and approval levels
- segregation of duties in key control areas
- discouragement of payment of fees in cash
- vetting procedures for the protection of children
- close liaison with Senior Management and Staff
- training programmes
- whistleblowing procedures

The current most significant risks continue to be associated with maintaining sustainability of fee income against a challenging economic backdrop, managing a rising cost base, and the complexity associated with remaining compliant with all relevant requirements.

The Governors consider a significant source of financial risk to be that of the funding requirements of the various pension schemes for teachers and non-teaching staff which are impacted by factors outside the School's control. In order to mitigate this risk, the current and foreseeable service cost is monitored and periodic actuarial valuations are reviewed to assess the impact of external factors on the scheme liabilities. Strategies are then considered accordingly.

**27. Worcestershire International Hockey Club Limited.** RGS Worcester and Worcester Hockey Club have established a joint venture, Worcester International Hockey Ltd, which was incorporated in December 2019. The project cost is to be financed by way of equal contributions from each of RGS Worcester and Worcester Hockey Club in addition to a long term loan to be provided by Worcester County Council loan of £2.1m.

**28. Key Management Personnel.** The Officers of RGS Worcester are the four Heads and the Director of Finance and Operations, collectively referred to as the Strategy Group. Their remuneration is reviewed annually by Governors at their Summer Board meeting. The process of review is led by the Chair of Governors, and is initially conducted in discussion with the three Chairs of the Governors' sub committees. The key inputs to this review are updated benchmarking data from third party sources and annual performance appraisals of each of the Officers. Recommendations are then made to the full Board of Governors.

**29. Section 172(1) Statement – Stakeholder Engagement.** The Governors have acted in accordance with their duties codifed in law, which include their duty to act in the way in which they consider, in good faith, would be most likely to promote the success of the School for the benefit of its members as a whole, having regard to the stakeholders and matters set out in section 172(1) of the Companies Act 2006.

**Pupils:** Pupils benefit from the School's excellent pastoral provision with staff placing as much importance on pupils' all-round personal development as they do on academic progress.

**Employees:** The School recognises that the qualities, skills and commitment of its employees play a major role in the School's success. Regular briefings keep staff informed of School-wide developments, and wide-ranging employee benefits enhance their quality of life. Staff wellbeing has been a key focus this year and will be a continued area of attention, along with equality, diversity and inclusion. Furloughed staff were successfully re-integrated as they returned from extended period of absence from the site.

**Parents:** The School recognises the many benefits of engaging with parents and has reimagined its communications with parents over the past 12 months. An historic reliance on written communication has given way to digital innovations such as streaming live and recorded audio-visual events and podcasts.

**Community:** The School is proud of its place in the local community and conscious that it has a significantly beneficial impact on the local economy and on local cultural life.

**30. Streamlined Energy and Carbon Reporting summary**

| Summary Data for 1 September to 31 August | |
|---|---|
| Total Energy Use | 4,433,466 kwh |
| Total Greenhouse Gas Emission | 834.3 tCO2 |
| Total pupils | 1,585 |
| Intensity ratio per pupil | 0.53 tCO2 per pupil |

UK Energy use covers The Royal Grammar School Worcester's activities across four schools. RGS Worcester continues to follow the recommendations of the ESOS report of 2019. Following on from the upgraded thermally efficient windows, further insulation has continued and the Schools have a rolling programme to replace all existing lights with LEDs. We have also upgraded nearly all electric distribution boards.

Associated Greenhouse gases have been calculated using the UK Government GHG conversion factors for Company reporting for 2022.

Approved by the Board on 7 December 2022, and signed on its behalf by:-



J Q S Poole
Chair of Governors

## THE ROYAL GRAMMAR SCHOOL WORCESTER
## INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS

### Opinion

We have audited the financial statements of The Royal Grammar School Worcester ('the charitable company') for the year ended 31 August 2022 which comprise the Statement of Financial Activities, Balance Sheet, Cash Flow Statement and notes to the financial statements, including significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 August 2022 and of its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

### Basis for opinion

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

### Conclusions relating to going concern

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

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

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

### Other information

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

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

We have nothing to report in this regard.

**Opinions on other matters prescribed by the Companies Act 2006**
In our opinion based on the work undertaken in the course of our audit

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

**Matters on which we are required to report by exception**
In light of the knowledge and understanding of the charitable company and their environment obtained in the course of the audit, we have not identified material misstatements in the strategic report or the directors' report included within the trustees' report.

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

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

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

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

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

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

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

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

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

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

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

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

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

**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.

Kerry Brown

Kerry Brown
Partner
For and on behalf of
Crowe U.K. LLP
Statutory Auditor
Black Country House
Rounds Green Road
Oldbury
B69 2DG
[Date] 15 May 2023

**THE ROYAL GRAMMAR SCHOOL WORCESTER**
**STATEMENT OF FINANCIAL ACTIVITIES FOR YEAR ENDED 31 AUGUST**
(including the Income & Expenditure account)

| | Note | Unrestricted Funds £000 | Restricted Funds £000 | Endowed Funds £000 | 2022 Total £000 | 2021 Total £000 |
|---|---|---|---|---|---|---|
| **INCOMING RESOURCES** | | | | | | |
| Income from Charitable Activities: | | | | | | |
| School fees | 1. | **18,641** | **-** | **-** | **18,641** | 16,370 |
| Other educational activities | 2. | **19** | **-** | **-** | **19** | 18 |
| Other ancillary activities | 2. | **904** | **-** | **-** | **904** | 194 |
| Other Income: | | | | | | |
| Other incoming resources | 2. | **184** | **-** | **-** | **184** | 227 |
| Investment income: | 2. | **9** | **1** | **-** | **10** | 13 |
| Voluntary income: | 2. | **3** | **97** | **-** | **100** | 147 |
| Total Incoming Resources | | **19760** | **98** | **-** | **19,858** | 16,969 |
| **EXPENDITURE ON:** | | | | | | |
| Raising Funds: | | | | | | |
| Fundraising Costs | 3. | **108** | **-** | **-** | **108** | 81 |
| Charitable Activities: | | | | | | |
| School | | **19,064** | **108** | **-** | **19,172** | 16,364 |
| Total Expenditure | 3. | **19,172** | **108** | **-** | **19,280** | 16,445 |
| **NET INCOMING FUNDS FROM OPERATIONS BEFORE TRANSFERS** | | **588** | **(10)** | **-** | **578** | 524 |
| Investment gains | 9. | **-** | **-** | **(13)** | **(13)** | 43 |
| **NET MOVEMENT IN FUNDS** | | **588** | **(10)** | **(13)** | **565** | 567 |
| Fund balances at 1 September | | **24,050** | **51** | **290** | **24,391** | 23,824 |
| Fund balances at 31 August | | **24,638** | **41** | **277** | **24,956** | 24,391 |

All operations are continuing.

**THE ROYAL GRAMMAR SCHOOL WORCESTER**
**STATEMENT OF FINANCIAL ACTIVITIES FOR YEAR ENDED 31 AUGUST (PRIOR YEAR)**
(including the Income & Expenditure account)

| | Note | Unrestricted Funds £000 | Restricted Funds £000 | Endowed Funds £000 | 2021 Total £000 |
|---|---|---|---|---|---|
| **INCOMING RESOURCES** | | | | | |
| Income from Charitable Activities: | | | | | |
| School fees | 1. | 16,370 | - | - | 16,370 |
| Other educational activities | 2. | 18 | - | - | 18 |
| Other ancillary activities | 2. | 194 | - | - | 194 |
| Other Income: | | | | | |
| Other incoming resources | 2. | 227 | - | - | 227 |
| Investment income: | 2. | 10 | 3 | - | 13 |
| Voluntary income: | 2. | - | 147 | - | 147 |
| Total Incoming Resources | | 16,819 | 150 | - | 16,969 |
| **EXPENDITURE ON:** | | | | | |
| Raising Funds: | | | | | |
| Fundraising Costs | 3. | 81 | - | - | 81 |
| Charitable Activities: | | | | | |
| School | | 16,222 | 142 | - | 16,364 |
| Total Expenditure | 3. | 16,303 | 142 | - | 16,445 |
| **NET INCOMING FUNDS FROM OPERATIONS BEFORE TRANSFERS** | | 516 | 8 | - | 524 |
| Investment gains | 9. | - | - | 43 | 43 |
| **NET MOVEMENT IN FUNDS** | | 516 | 8 | 43 | 567 |
| Fund balances at 1 September | | 23,534 | 43 | 247 | 23,824 |
| Fund balances at 31 August | | 24,050 | 51 | 290 | 24,391 |

All operations are continuing.

**THE ROYAL GRAMMAR SCHOOL WORCESTER**
**BALANCE SHEET at 31 August**

| | Note | | 2022 £000 | | 2021 £000 |
|---|---|---|---|---|---|
| **FIXED ASSETS** | | | | | |
| Intangible Assets for Operational Use | 5a. | **28** | | 48 | |
| Tangible Assets for Operational Use | 5b. | **21,927** | | 22,235 | |
| Investments – COIF | 6a&b. | **277** | | 290 | |
| Investments in Subsidiary | 6c. | **1** | | 1 | |
| | | | **22,233** | | 22,574 |
| **CURRENT ASSETS** | | | | | |
| Debtors | 7a. | **3,720** | | 3,328 | |
| Stock | | **21** | | 23 | |
| Cash at bank and in hand | 7b. | **1,688** | | 1,441 | |
| Short term deposits | 7b. | **2,500** | | 3,750 | |
| | | | **7,929** | | 8,542 |
| **CREDITORS: Due within one year** | 8a. | | **(3,712)** | | (4,931) |
| **NET CURRENT ASSETS** | | | **4,217** | | 3,611 |
| **TOTAL ASSETS less NET CURRENT LIABILITIES** | | | **26,450** | | 26,185 |
| **CREDITORS: Due after more than one year** | | | | | |
| Pension deficit funding liability | 12c. | **(238)** | | (440) | |
| Fees received in advance | 8b. | **(1,256)** | | (1,354) | |
| | | | **(1,494)** | | (1,794) |
| **TOTAL NET ASSETS** | | | **24,956** | | 24,391 |
| Endowed Funds | 9. | **277** | | | 290 |
| Restricted Funds | 9. | **41** | | | 51 |
| Unrestricted Funds | 9. | **24,638** | | | 24,050 |
| | | **24,956** | | | 24,391 |

Approved and authorised for issue by the Board of Governors, and signed on its behalf by:-

J Q S Poole
Chair of Governors
7 December 2022

The notes on pages 27 to 44 form part of these financial statements

**THE ROYAL GRAMMAR SCHOOL WORCESTER**
**CASH FLOW STATEMENT FOR YEAR ENDED 31 August**

| | | 2022 | | 2021 |
|---|---|---|---|---|
| | | £000 | | £000 |
| **Cash flows from operating activities** | | | | |
| Net cash provided by operating activities | | **(72)** | | 1,988 |
| **Cash flows from investing activities** | | | | |
| Dividends and interest from investments | **9** | | 10 | |
| Proceeds from the sale of fixed assets | **22** | | - | |
| Purchase of intangible fixed assets | **-** | | - | |
| Purchase of tangible fixed assets | **(962)** | | (653) | |
| Net cash used in investing activities | | **(931)** | | (643) |
| Change in cash and cash entitlements in the reporting period | | **(1,003)** | | 1,345 |
| Total cash and non-cash movements | | **(1,003)** | | 1,345 |
| Cash and cash equivalents at the start of the year | | **5,191** | | 3,846 |
| Cash and cash equivalents at the end of the reporting period | | **4,188** | | 5,191 |
| **A. Reconciliation of cash flows from the operating activities** | | | | |
| Net income for the year | | **565** | | 567 |
| Depreciation and amortisation charges | | **1,289** | | 1,276 |
| Dividends from investments | | **(9)** | | (10) |
| Decrease in stock | | **2** | | 12 |
| Increase in debtors | | **(392)** | | (2,168) |
| Decrease in creditors | | **701** | | 569 |
| CBIL Bank loan | | **(2,000)** | | 2,000 |
| Decrease in pension deficit funding | | **(241)** | | (216) |
| Investment losses/(profits) | | **13** | | (43) |
| Loss on sale of fixed assets | | **-** | | 1 |
| | | **(72)** | | 1,988 |
| **Analysis of cash and cash equivalents** | | | | |
| Cash in hand | | **1,688** | | 1,441 |
| Short term deposits | | **2,500** | | 3,750 |
| | | **4,188** | | 5,191 |

The notes on pages 27 to 44 form part of these financial statements

**THE ROYAL GRAMMAR SCHOOL WORCESTER**
**NOTES ON ACCOUNTING POLICIES FOR THE YEAR ENDED 31 August 2022**

**Legal Status.** The Company is registered at Companies House, Cardiff, as a private company, limited by guarantee, registered number 6251081. The Company is also registered as a charity, number 1120644. The Company is the trustee of Charity 527527 which holds in trust the Permanent Endowments of the School under a Charity Commission Scheme sealed on 2 July 2007 and altered by a further scheme sealed on 15 January 2008. The Scheme contains a Uniting Direction that the Charity and associated funds shall be treated as forming part of the Company for the purposes of Part 6 (accounting) of the Charities Act 2011. On 30 April 2019 RGS Dodderhill School, company number 00576888 and registered charity number 527599, donated all of its assets and liabilities to The Royal Grammar School Worcester. RGS Holdings Limited Company number 12364724 was incorporated in December 2019 to facilitate the establishment and operation of Worcester International Hockey Club Limited, a limited liability company, number 12366802 which was also incorporated in December 2019.

The objects of the School are the provision and conduct, in or near the City of Worcester, of a day or day and boarding school for boys and girls.

**Accounting Policies.** The following accounting policies have been used consistently in dealing with items which are considered material in relation to the School financial statements.

**Basis of Preparation.** The financial statements have been prepared under the historical cost convention with items recognised at cost or transaction value unless otherwise stated in the relevant notes to these accounts. The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2015) - (Charities SORP (FRS 102), and the Companies Act 2006. The Royal Grammar School Worcester constitutes a public benefit entity as defined by FRS 102.

**Going Concern.** The Company has cash resources and short term investments and the Directors have a reasonable expectation that the Company will have adequate resources to continue in operational existence for the foreseeable future. They continue to believe the going concern basis of accounting is appropriate in preparing the annual financial statements.

The continuing Covid-19 pandemic has impacted the year and, like many other businesses, the RGS Worcester family of schools were asked to close from 4 January 2021 although did remain open for essential worker children, including Nursery (unlike the first closure). The Digital Learning platform enabled a full timetable to be offered throughout the closure for Year groups Reception to Upper Sixth. Pupil numbers have remained buoyant throughout and there has been very encouraging recruitment into all Year groups and Schools. The Governors have concluded that the School continues to generate sufficient surpluses to provide a first class education for its pupils, notwithstanding the effects of Covid-19.

**Accounting Convention.** The accounts are prepared under the historical cost convention, as modified by the revaluation of investment assets. Fees receivable and charges for services are accounted for in the period in which the service is provided. Fees receivable are stated after deducting allowances, scholarships and other remissions granted by the School.

**Freehold Buildings.** Cost shown in the Balance Sheet represents only expenditure incurred after the School became independent on 1 September 1983. The following, which are vested in the Official Custodian for Charities, as Scheduled in the 2008 Scheme for Charity 527527, are included at nil cost in the accounts: The Freehold of the School site and buildings, Whiteladies, Priory House and gardens, and Flagge Meadow. The School also has an uncosted interest in the River Sports Centre.

**Capitalisation and Depreciation.** Purchases of assets costing more than £1,000 and with a useful life of more than one year are capitalised at cost. Depreciation is provided on all tangible fixed assets, other than freehold land, on a straight line basis at rates calculated to write off the cost of each asset over its expected useful life as follows:

| | |
|---|---|
| Freehold buildings | - 50 years |
| Motor vehicles and computers | - 5 years |
| Fixtures, fittings and equipment | - 8 years |

**Investments.** Investments are included at valuation at the Balance Sheet date. Realised and Unrealised gains and losses on investments are shown on the Statement of Financial Activities.

**Scholarships and Bursaries.** Financial assistance is given to pupils in the form of Scholarships and Bursaries.

**Investment and Other Income**. This is accounted for on a receivable basis.

**Donations and Legacies Receivable.** Donations and Legacies are accounted for as and when entitlement arises, the amount can be reliably quantified and the economic benefit to the School is considered probable.

**Net Tuition Fees Receivable.** Fees receivable are accounted for in the period in which the service is provided. They are stated after deducting bursaries, scholarships and other remissions granted by the School.

**Government Grants.** Are credited to the statement of financial activities as the related expenditure is incurred.

**Resources Expended.** Resources expended are accounted for on an accrual basis. Certain expenditure is apportioned to cost categories based on the estimated amount attributable to that activity in the year. Irrecoverable VAT is included with the item of expense to which it relates. Support costs are those costs incurred in the general running of the School. Governance costs comprise the costs of running the charity including external audit costs.

**Pension Schemes.** The School contributes to the Teachers' Pension Scheme (a defined benefit scheme) at rates set up by the Scheme Actuary and advised to the Governors by the Scheme Administrator. For non-teaching staff, the School contributes to The Pensions Trust FRP defined contribution scheme. The School also makes pension AVC contributions at a rate of 2% to the Pension Trust Growth Plan Scheme for 2 (2021: 2) members of staff who were previously members of the CARE 80 defined benefit scheme.

**Unrestricted General Funds.** These funds can be expended at the Governors' discretion in accordance with the Charitable Objects. They represent funds which have not been "earmarked" or "restricted" in any way.

**Designated Funds.** These funds represent funds which have been ring-fenced by the Governors for a specific purpose.

**Restricted Funds.** These include funds received from alumni and others with specific conditions for their use.

**Endowed Funds.** The Prize fund represents the Mytton and Blasson Prize Funds and can only be expended in accordance with the wishes of the donors, with funds invested in income units of the Charities Official Investment Fund until required. The Alice Ottley Bursary Fund has been renamed The Permanent Endowment with funds invested in income units of the Charities Official Investment Fund.

**Taxation.** As a registered charity, the School is not generally liable to corporation tax on surpluses. For this reason, no provision for corporation tax has been included in the accounts.

**Liquid Resources.** Fixed term deposits of less than one year are included in the Cashflow Statement as liquid resources.

**Debtors.** Short term debtors are measured at the transaction price, less any impairment.

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

**Financial instruments.** The charity only enters into basic financial instrument transactions that result in the recognition of financial assets and liabilities like trade and other accounts receivable and payable.

**Intangible assets.** Software costs are initially recognised at cost. After recognition, under the cost model, intangible assets are measured at cost less any accumulated amortisation and any accumulated impairment losses. All intangible assets are considered to have a finite useful life. If a reliable estimate of the useful life cannot be made, the useful life shall not exceed ten years. Amortisation of software and website development costs – 5 years.

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

(i) Pension deficit contribution. The School has entered into a commitment to provide deficit funding to The Pensions' Trust Care Scheme and The Pensions' Trust Growth Plan, of which it is a contributing employer. Under FRS 102, the fair value of the commitment is recognised. The calculation of the fair value of the commitment is subject to an assumption of the discount rate. The discount rate is determined by reference to market yields at the reporting date on high quality corporate bonds.

(ii) Recognition of legacies. The School recognises legacies when the economic benefit to the School is considered probable. Legacies can relate to cash or assets. Both require estimation if the legacy has not yet been received. The estimation of legacy income is based on information received from solicitors and a prudent approach is taken based on the information provided.

## 1. SCHOOL FEES

| | 2022 £000 | 2021 £000 |
|---|---|---|
| Gross Tuition Fees | 20,072 | 17,861 |
| Pupil Lunches | 329 | 230 |
| Other Fees | 372 | 315 |
| Gross Fee Income | 20,773 | 18,406 |
| Less: Scholarships, Bursaries and other Remissions | (2,132) | (2,036) |
| Net Fees | 18,641 | 16,370 |

## 2. OTHER INCOME

| | 2022 £000 | 2021 £000 |
|---|---|---|
| **Other educational charitable activities** | | |
| Registration Fees | 19 | 18 |
| **Other ancillary activities** | | |
| RGS The Grange Shuttle Bus | 62 | 27 |
| School Trips | 836 | 167 |
| Baby and Toddler Groups | 6 | - |
| | 904 | 194 |
| **Other incoming resources** | | |
| Counselling recovery | 38 | 29 |
| Lettings | 82 | 47 |
| Sale of Fixed Assets – Boat and Minibus | 22 | - |
| Solar FIT | 9 | 11 |
| HMRC CJRS Grants | - | 70 |
| Miscellaneous | 33 | 70 |
| | 184 | 227 |
| **Investment Income** | | |
| Bank interest | 2 | 4 |
| Permanent Endowment Income | 7 | 6 |
| Mytton and Blasson interest | 1 | 3 |
| | 10 | 13 |
| **Voluntary Income** | | |
| Donations | 3 | 31 |
| Grants from the RGSW & AOS Foundation | 94 | 116 |
| Legacies | 3 | - |
| | 100 | 147 |

## 3. RESOURCES EXPENDED

| | Staff Costs £000 | Other £000 | Depreciation & Amortisation £000 | 2022 Total £000 | 2021 Total £000 |
|---|---|---|---|---|---|
| Costs of generating voluntary income | 74 | 27 | 7 | 108 | 81 |
| Charitable Activities | | | | | |
| Teaching Costs | 10,298 | 601 | 423 | 11,322 | 10,471 |
| Welfare | 403 | 804 | 14 | 1,221 | 764 |
| Premises | 662 | 2,092 | 795 | 3,549 | 2,988 |
| Support Costs of Schooling | 1,347 | 1,217 | 42 | 2,606 | 1,822 |
| Marketing and Advertising | 244 | 223 | 7 | 474 | 319 |
| | 12,954 | 4,937 | 1,281 | 19,172 | 16,364 |
| Total Resources Expended | 13,028 | 4,964 | 1,288 | 19,280 | 16,445 |

| Staff Costs | 2022 £000 | 2021 £000 |
|---|---|---|
| Wages & Salaries | 10,008 | 8,750 |
| Social Security Costs | 978 | 821 |
| Pension Contributions | 1,825 | 1,643 |
| Training & Expenses | 52 | 39 |
| Other Costs | 165 | 226 |
| | 13,028 | 11,479 |

| The average numbers of full time equivalent employees in the year were: | 2022 | 2021 |
|---|---|---|
| Teachers | 179 | 145 |
| Others | 134 | 104 |
| | 313 | 249 |

The total headcount was 343 (2020: 336)

| The number of employees whose emoluments exceeded £60,000 were: | 2022 | 2021 |
|---|---|---|
| £60,001 - £70,000 | 4 | 3 |
| £70,001 - £80,000 | 3 | 4 |
| £80,001 - £90,000 | 2 | - |
| £90,001 - £100,000 | - | - |
| £100,001 - £110,000 | - | - |
| £110,001 - £120,000 | - | 1 |
| £120,001 - £130,000 | - | - |
| £130,001 - £140,000 | - | 1 |
| £150,001 - £160,000 | 1 | - |
| | 10 | 9 |

## 3. RESOURCES EXPENDED (continued)

| | 2022 £000 | 2021 £000 |
|---|---|---|
| Remuneration of key personnel including Employers' National Insurance and Employer's Pension contributions (considered to be the Governors and Principal Officers) | **627** | 529 |

During the year there were redundancy or termination payments totalling £6,207 (2021: £3,254).

For the 10 employees (2021: 9) with emoluments greater than £60,000, 9 (2021: 8) were members of the defined benefit schemes with associated employer contributions of £157,967 (2021: £145,324)

Other than those transactions disclosed in Note 14, neither the Governors nor persons connected with them receive any remuneration or other benefits from the School or any connected organisation for their services. Trustee indemnity insurance is included in the School's insurance cover at no additional cost.

The Governance costs for 2022 are £20,908 (2021: £13,778)

## 4. AUDITOR'S REMUNERATION

| | 2022 £000 | 2021 £000 |
|---|---|---|
| Auditor's remuneration for audit services | **18** | 16 |

## 5a. INTANGIBLE ASSETS

| | Software (including website development) £000 |
|---|---|
| **Cost** | |
| At 1 September 2021 | **334** |
| Additions | **-** |
| As 31 August 2022 | **334** |
| **Depreciation** | |
| At 1 September 2021 | **286** |
| Charge for year | **20** |
| As 31 August 2022 | **306** |
| **Net Book Amount** | |
| At 31 August 2022 | **28** |
| At 1 September 2021 | 48 |

| 5b. TANGIBLE FIXED ASSETS | Freehold Land | Freehold Buildings | Fixtures Fittings & Equipment | Grounds Equipment & Motor Vehicles | Total |
|---|---|---|---|---|---|
| | £000 | £000 | £000 | £000 | £000 |
| **Cost** | | | | | |
| At 1 September 2021 | **496** | **28,470** | **6,468** | **548** | **35,982** |
| Additions | **-** | **112** | **790** | **60** | **962** |
| Disposals | **-** | **-** | **(13)** | **-** | **(13)** |
| At 31 August 2022 | **496** | **28,582** | **7,245** | **608** | **36,931** |
| **Depreciation** | | | | | |
| At 1 September 2021 | **-** | **8,568** | **4,720** | **459** | **13,747** |
| Charge for year | **-** | **571** | **662** | **36** | **1269** |
| Disposals | **-** | **-** | **(12)** | **-** | **(12)** |
| At 31 August 2022 | **-** | **9,139** | **5,370** | **495** | **15,004** |
| **Net Book Amount** | | | | | |
| At 31 August 2022 | **496** | **19,443** | **1,875** | **113** | **21,927** |
| At 1 September 2021 | 496 | 19,902 | 1,748 | 89 | 22,235 |

The freehold buildings had a declared value for insurance purposes of £91.7m as at 31 August 2022.

## 6. FIXED ASSET INVESTMENTS (UK Listed)

### 6a. THE PERMANENT ENDOWMENT FUND

| | 2022 £000 | 2021 £000 |
|---|---|---|
| Opening market value | 255 | 217 |
| Net (losses)/gains on revaluation | (11) | 38 |
| Closing market value at 31 August | 244 | 255 |
| Historic cost at 31 August | 150 | 150 |

The above represents the Permanent Endowment for the School Charity 527527 scheduled in the 2007 Scheme. The investments currently comprise COIF Income Units only.

### 6b. ENDOWED FUNDS

**Prize Fund**

| | 2022 £000 | 2021 £000 |
|---|---|---|
| Opening market value | 35 | 30 |
| Net (losses)/gains on revaluation | (2) | 5 |
| Closing market value at 31 August | 33 | 35 |
| Historic cost at 31 August | 20 | 20 |

The above represents the total of the investments of the legacies to provide for the Mytton and Blasson Prizes. The investments currently comprise COIF Income Units only. These investments are included in the School Charity 527527 scheduled in the 2007 Scheme.

### 6c. FIXED ASSET INVESTMENTS (Unlisted)

| | 2022 £000 | 2021 £000 |
|---|---|---|
| RGSW Holdings Limited (100% dormant) | 1 | 1 |

## 7a. DEBTORS

| | 2022 £000 | 2021 £000 |
|---|---|---|
| Tuition fees and extras | **630** | 473 |
| Sundry debtors | **63** | 42 |
| Amounts due from associated undertaking | **2,528** | 2,406 |
| Prepayments | **499** | 407 |
| | **3,720** | 3,328 |

## 7b. OTHER CURRENT ASSETS

| | 2022 £000 | 2021 £000 |
|---|---|---|
| Cash at Bank and in Hand | **1,688** | 1,441 |
| Short Term Deposits | **2,500** | 3,750 |
| | **4,188** | 5,191 |

## 8a. CREDITORS: Due within one year

| | 2022 £000 | 2021 £000 |
|---|---|---|
| Bank Loan (Note 14) | **-** | 2,000 |
| Fees received in advance | **1,734** | 1,463 |
| Registration Deposits | **162** | 156 |
| Trade Creditors | **972** | 633 |
| Social Security & Other Taxes | **241** | 214 |
| Pension deficit funding liability (note 12c) | **74** | 113 |
| Other Creditors | **443** | 242 |
| Accruals | **86** | 110 |
| | **3,712** | 4,931 |

Included in Other Creditors are amounts owing to the Teachers' Pension Scheme of £170,401 (2021: £167,079) and The Pension Trust of £51,451(2021: £41,006).

## 8b. CREDITORS: Due after more than one year (excluding pension liability)

| Accrued liabilities in respect of fees received in advance: | **2022** **£000** | 2021 £000 |
|---|---|---|
| > 5 years | **168** | 133 |
| Within 2 to 5 years | **651** | 470 |
| Within 1 to 2 years | **437** | 751 |
| | **1,256** | 1,354 |
| Within 1 year | **1,734** | 1,462 |
| Balance at 31 August | **2,990** | 2,816 |
| **The movements during the year were:** | | |
| Balance at 1 September | **2,816** | 2,414 |
| Net cash movement | **1,882** | 1,715 |
| | **4,698** | 4,129 |
| Amounts utilised in fee payment | **(1,708)** | (1,313) |
| Balance at 31 August | **2,990** | 2,816 |

## 9. RESERVES

| Endowment Funds | Balance at 1 September 2021 £000s | Incoming Resource £000s | Resources Expended £000s | Investment losses £000s | Balance at 31 August 2022 £000s |
|---|---|---|---|---|---|
| The Permanent Endowment Fund | 255 | - | - | (11) | 244 |
| Prize Funds | 35 | - | - | (2) | 33 |
| | 290 | - | - | (13) | 277 |
| **Restricted Funds** | | | | | |
| Alumni Bursary | 27 | - | (9) | - | 18 |
| Debating | 1 | - | - | - | 1 |
| Dodderhill | 2 | - | (2) | - | - |
| Drawings/Pictures | 1 | - | - | - | 1 |
| Alumni support | 4 | - | - | - | 4 |
| Gardening Club | 1 | 1 | (1) | - | 1 |
| Mytton & Blasson Prize Fund | - | 1 | (1) | - | - |
| Claines Physics Prize | 3 | - | - | - | 3 |
| Rugby Auction | 3 | - | - | - | 3 |
| Tennis Sponsorship | 5 | - | - | - | 5 |
| RGSW & AOS Foundation Bursaries | - | 94 | (94) | - | - |
| RGSW & AOS Foundation – Hardship Fund | 3 | - | (1) | - | 2 |
| RGS PTA Land Rover | 1 | - | - | - | 1 |
| RGS PTA Hockey Boards | - | - | - | - | 1 |
| The Wareing Cup | - | 1 | - | - | 1 |
| James Kimberley Prize | - | 1 | - | - | 1 |
| | 51 | 98 | (108) | - | 41 |
| **Unrestricted Funds** | | | | | |
| General Reserves | 24,050 | 19,760 | (19,172) | - | 24,638 |

## 9. RESERVES (continued)

| Summary of Funds | Balance at 1 September 2021 £000s | Incoming Resources £000s | Resources Expended £000s | Investment losses £000s | Balance at 31 August 2022 £000s |
|---|---|---|---|---|---|
| Endowment Funds | 290 | - | - | (13) | 277 |
| Restricted Funds | 51 | 98 | (108) | - | 41 |
| Unrestricted Funds | 24,050 | 19,760 | (19,172) | - | 24,638 |
| | 24,391 | 19,858 | (19,280) | (13) | 24,956 |

**Endowment Funds:**
The Endowment Funds represent the invested endowments of the School. The Permanent Endowment is listed in the Scheme for Charity 527527 of which the Company is the Trustee, plus the Mytton & Blasson Prize Fund. The Restricted Funds include monies from alumni for specific projects, including funds received for Bursary support.

**Restricted Funds:**
Alumni Bursary - Alumni bursary support
Debating SME Debating Club Sponsorship
Dodderhill transferred with the merger
Drawings/Pictures Deposits donated for the commissioning of pictures of the RGS buildings
Alumni support:- Alumni support for Foundation
Gardening Club:- Donation and prize money for the Gardening club
Mytton and Blasson:- Annual pupil prizes
Claines Physics Prize:- Annual Physics award
Rugby - Auction proceeds Rugby equipment
Tennis Sponsorship - LTA sponsorship
RGSW & AOS Foundation – Bursaries
RGSW & AOS Foundation - Hardship Fund
RGS PTA Land Rover – support for DT project
RGS PTA Hockey Boards – support for Honours Board
The Wareing Cup
James Kimberley Prize

## 9. RESERVES (PRIOR YEAR)

| Endowment Funds | Balance at 1 September 2220 £000s | Incoming Resource £000s | Resources Expended £000s | Investment gains £000s | Balance at 31 August 2021 £000s |
|---|---|---|---|---|---|
| The Permanent Endowment Fund | 217 | - | - | 38 | 255 |
| Prize Funds | 30 | - | - | 5 | 35 |
| | 247 | - | - | 43 | 290 |
| **Restricted Funds** | | | | | |
| Alumni Bursary | 15 | 27 | (15) | - | 27 |
| Debating | 1 | - | - | - | 1 |
| Dodderhill | 5 | - | (3) | - | 2 |
| Drawings/Pictures | 1 | - | - | - | 1 |
| Alumni support | 4 | - | - | - | 4 |
| Gardening Club | 1 | - | - | - | 1 |
| Mytton & Blasson Prize Fund | 1 | 1 | (2) | - | 0 |
| Claines Physics Prize | 3 | - | - | - | 3 |
| Rugby Auction | 3 | - | - | - | 3 |
| Tennis Sponsorship | 5 | - | - | - | 5 |
| RGSW & AOS Foundation Bursaries | - | 75 | (75) | - | 0 |
| RGSW & AOS Foundation - Hardship Fund | - | 44 | (41) | - | 3 |
| Debating Boards | 3 | - | (3) | - | 0 |
| RGS PTA Land Rover | 1 | - | - | - | 1 |
| RGS PTA Hockey Boards | - | 3 | (3) | - | 0 |
| | 43 | 150 | (142) | - | 51 |
| **Unrestricted Funds** | | | | | |
| General Reserves | 23,534 | 16,819 | (16,303) | - | 24,050 |

## 9. RESERVES (PRIOR YEAR) (continued)

| Summary of Funds | Balance at 1 September 2020 £000s | Incoming Resources £000s | Resources Expended £000s | Investment gains £000s | Balance at 31 August 2021 £000s |
|---|---|---|---|---|---|
| Endowment Funds | 247 | - | - | 43 | 290 |
| Restricted Funds | 43 | 150 | (142) | - | 51 |
| Unrestricted Funds | 23,534 | 16,819 | (16,303) | - | 24,050 |
| | 23,824 | 16,969 | (16,445) | 43 | 24,391 |

**Endowment Funds:**
The Endowment Funds represent the invested endowments of the School. The Permanent Endowment is listed in the Scheme for Charity 527527 of which the Company is the Trustee, plus the Mytton & Blasson Prize Fund. The Restricted Funds include monies from alumni for specific projects, including funds received for Bursary support.

**Restricted Funds:**
Alumni Bursary - Alumni bursary support
Debating SME Debating Club Sponsorship
Dodderhill transferred with the merger
Drawings/Pictures Deposits donated for the commissioning of pictures of the RGS buildings
Alumni support:- Alumni support for Foundation
Gardening Club:- Donation and prize money for the Gardening club
Mytton and Blasson:- Annual pupil prizes
Claines Physics Prize:- Annual Physics award
Rugby - Auction proceeds Rugby equipment
Tennis Sponsorship - LTA sponsorship
RGSW & AOS Foundation – Bursaries
RGSW & AOS Foundation - Hardship Fund
Debating Boards – support for Honours Board
RGS PTA Land Rover – support for DT project
RGS PTA Hockey Boards – support for Honours Board

## 10. ANALYSIS OF NET ASSETS BETWEEN FUNDS

| The Net Assets are Funded as follows: | Tangible Fixed Assets £000 | Intangible Fixed Assets £000 | Investments £000 | Net current Assets £000 | Long term Liabilities £000 | 2022 Total £000 | 2021 Total £000 |
|---|---|---|---|---|---|---|---|
| Unrestricted Funds | 21,927 | 28 | 1 | 4,142 | (1,460) | 24,638 | 24,050 |
| Restricted Funds | - | - | - | 41 | - | 41 | 51 |
| Endowment Funds | - | - | 277 | - | - | 277 | 290 |
| | 21,927 | 28 | 278 | 4,183 | (1,460) | 24,956 | 24,391 |

## 10. ANALYSIS OF NET ASSETS BETWEEN FUNDS (PRIOR YEAR)

| The Net Assets are Funded as follows: | Tangible Fixed Assets £000 | Intangible Fixed Assets £000 | Investments £000 | Net current Assets £000 | Long term Liabilities £000 | 2022 Total £000 | 2021 Total £000 |
|---|---|---|---|---|---|---|---|
| Unrestricted Funds | 22,235 | 48 | 1 | 3,556 | (1,790) | 24,050 | 23,534 |
| Restricted Funds | - | - | - | 51 | - | 51 | 43 |
| Endowment Funds | - | - | 290 | - | - | 290 | 247 |
| | 22,235 | 48 | 291 | 3,607 | (1,790) | 24,391 | 23,824 |

## 11. CAPITAL COMMITMENTS

Capital expenditure of £nil (2021: £nil) has been authorised and contracted for as at 31 August 2022.

## 12. PENSIONS

### 12a. Teaching Staff

### PENSION SCHEME

The School participates in the Teachers' Pension Scheme ("the TPS") for its teaching staff. The pension charge for the year includes contributions payable by the School to the TPS of £1,479,868 (2021: £1,398,944) and at the year-end £170,401 (2021: £167,079) was accrued in respect of contributions to this scheme.

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

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

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

On 27 June 2019 the Supreme Court denied the government permission to appeal the Court of Appeal's judgment that transitional provisions introduced to the reformed pension schemes in 2015 gave rise to unlawful age discrimination. The government is respecting the Court's decision and has said it will engage fully with the Employment Tribunal as well as employer and member representatives to agree how the discriminations will be remedied. The government announced on 4 February 2021 that it intends to proceed with a deferred choice underpin under which members will be able to choose either legacy or reformed scheme benefits in respect of their service during the period between 1 April 2015 and 31 March 2022 at the point they become payable.

The TPS is subject to a cost cap mechanism which was put in place to protect taxpayers against unforeseen changes in scheme costs. The Chief Secretary to the Treasury, having in 2018 announced that there would be a review of this cost cap mechanism, in January 2019 announced a pause to the cost cap mechanism following the Court of Appeal's ruling in the McCloud/Sargeant case and until there is certainty about the value of pensions to employees from April 2015 onwards. The pause was lifted in July 2020, and a consultation was launched on 24 June on proposed changes to the cost control mechanism following a review by the Government Actuary. Following the public consultation, the Government have accepted three key proposals recommended by the Government Actuary, and are aiming to implement these changes in time for the 2020 valuations.

In view of the above rulings and decisions the assumptions used in the 31 March 2016 Actuarial Valuation may become inappropriate. In this scenario, a valuation prepared in accordance with revised benefits and suitably revised assumptions would yield different results than those contained in the Actuarial Valuation.

Until the cost cap mechanism review is completed it is not possible to conclude on any financial impact or future changes to the contribution rates of the TPS. Accordingly, no provision for any additional past benefit pension costs is included in these financial statements.

## 12b. Support Staff

The School has previously participated in both the CARE and Growth Plan defined benefit schemes independently administered by The Pensions Trust. Both these schemes have been closed to existing and new members. Members were initially moved to the CARE defined contribution scheme, but this was closed in March 2016 and all members were moved to the FRP defined contribution scheme also administered by The Pensions Trust. The FRP DC scheme has tiered employer contributions ranging from 10% to 13% (the same as the CARE DC scheme) and, at 31 August 2022, had 147 (2021: 114) members.

The pension cost charge amounting to £345,728 (2021: £241,262) represents the full contribution payable for the period by the School to The Pensions Trust for all pensions provided. At the year-end £51,451 (2021: £41,006) was accrued in respect of contributions to these schemes.

There are 2 members of staff (2021: 3) for whom a 2% employer AVC is paid into the Growth Plan. This obligation arises from an agreement made when a previous DB scheme was closed.

Both the CARE 80 and the CARE 100 Defined Benefit Schemes and the Growth Plan are multi-employer schemes and the schemes' actuary has advised that the assets and liabilities are not segregated for each contributing employer. Hence it is not possible to separately identify the assets and liabilities relating to The Royal Grammar School Worcester for the purposes of FRS102.

**CARE Defined Benefit Scheme**

RGS was notified by The Pensions Trust, of the estimated employer debt on withdrawal from The CARE Scheme, based on the financial position of the Scheme as at 30 September 2021. At this date the estimated employer debt for RGS was £1,728,204 (2019: £1,862,429).

It was agreed that from 1 April 2012, additional annual contributions towards the Scheme's deficit of £8,900, increasing by 3% per annum for the next 10 years, would be payable by The Royal Grammar School Worcester. This plan was superseded by a revised deficit repayment plan commencing 1 July 2015 covering the period to 30 April 2027. A total of £1,152,000 per annum, increasing on 1 July each year by 3% is required. RGS Worcester's share of these deficit contributions from July 2016 is £46,206 per annum, payable in monthly instalments of £3,850. In addition, a total amount of £176,586 per annum, increasing on 1 July each year by 3% is required for Scheme expenses. RGS Worcester's share of these Scheme expenses from July 2016 is £7,080 per annum, payable in monthly instalments of £590. This last plan has now also been superseded and with effect from April 2018, the annual contributions to the deficit payable by The Royal Grammar School Worcester are £53,057 per annum, increasing at 3% annually plus £6,215 for Scheme expenses. The total of deficit payments paid in the year was £60,333 (2020: £61,843) (2021: £61,493).

**Growth Plan**

RGS have been notified by The Pensions Trust of the estimated employer debt on withdrawal from the Plan based on the financial position of the Plan as at 30 September 2021. At this date the estimated employer debt for RGS was £374,855 (2021: £598,386).

The deficit contributions were reduced from 1 April 2016, and the additional contributions towards the scheme's deficit from April 2016 are now £49,839 per annum (increasing by 3% each 1 April) and will be payable by The Royal Grammar School Worcester for a period of ten years. The total paid in the year was £49,429 (2020: £56,925).

## 12c. FRS (102) Section 28 Pension Deficit Provisions

| | 2022 £000 | 2021 £000 |
|---|---|---|
| CARE Scheme | 272 | 347 |
| Growth Plan | 40 | 206 |
| | 312 | 553 |

Of the totalled combined deficit of £311,891 an amount of £73,656 is due within one year

## 13. FINANCIAL INSTRUMENTS

| | 2022 £000 | 2021 £000 |
|---|---|---|
| Financial assets measured at fair value through the Income and Expenditure account | 277 | 290 |
| Financial liabilities measured at fair value through the Income and Expenditure account | 312 | 553 |

Financial liabilities measured at fair value through the Income and Expenditure account comprise the defined benefit pension scheme deficit funding liability.

## 14. RELATED PARTIES

The RGSW and AOS Foundation made grants to the School in the year totalling £94,375 (2021: £115,625).

Millie Poole daughter of the Chairman, Quentin Poole, was employed as a Teaching Assistant at RGS Springfield and received a salary of £20,963 per annum and for 2022-23 is employed as Nursery Manager at RGS Dodderhill and receives a salary of £23,089 per annum.

Paul Cross, husband of Board member Mrs M J Cross, was contracted as a Teacher at RGS Dodderhill and received a salary of £33,490; he has been employed from 1 September 2020.

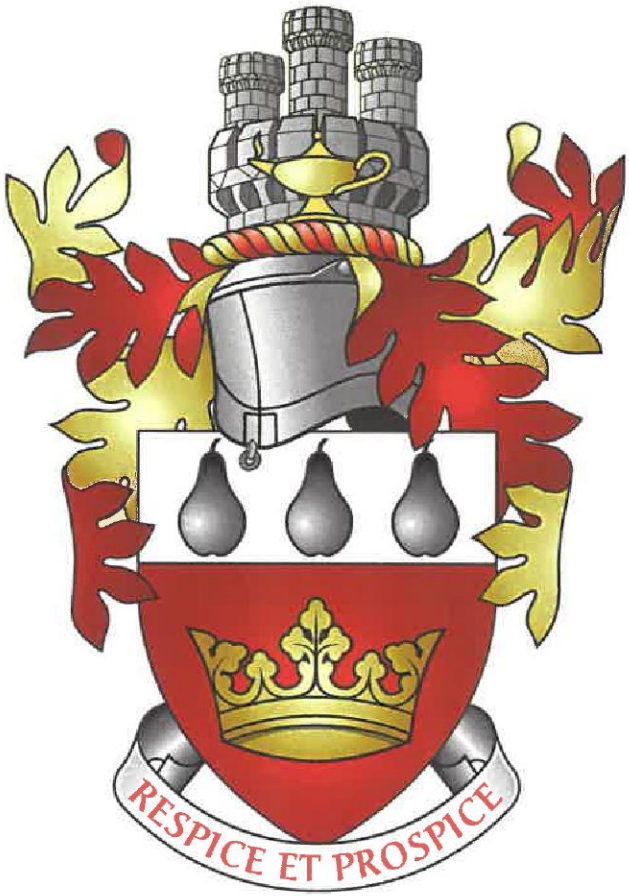
RGS Worcester and Worcester Hockey Club have established a joint venture, Worcester International Hockey Limited, which was incorporated in December 2019. RGS Worcester and Worcester Hockey Club each own 50% of the voting share capital. Worcester International Hockey Limited's indebtedness to RGS Worcester at 31 August 2022 was £2,528,042 (2021: £2,406,168). This will be repaid by Worcester International Hockey Limited upon completion of the development.

The investment in Worcester International Hockey Limited is via a wholly-owned subsidiary RGSW Holdings Limited.

**ROYAL GRAMMAR SCHOOL WORCESTER**

England & Wales - Charity number 1120644

# Accounts




# ANNUAL REPORT
# FOR THE YEAR ENDING AUGUST 2021

The Royal Grammar School Worcester
A private company, limited by guarantee
Registered No. 6251081
Charity No. 1120644

**THE ROYAL GRAMMAR SCHOOL**
**WORCESTER**

**A private company, limited by guarantee**

**Registered No. 6251081**

**Charity No. 1120644**

# ANNUAL REPORT

# FOR THE YEAR ENDED

# 31 AUGUST 2021

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**THE ROYAL GRAMMAR SCHOOL WORCESTER**
**GOVERNORS' REPORT YEAR ENDED 31 August 2021**

1. The **Name of the Company** is The Royal Grammar School Worcester ("the School").

2. The **Address** of the Company is The Royal Grammar School Worcester, Upper Tything, Worcester, WR1 1HP.

3. The School was incorporated on 17 May 2007, but continued to operate as an unincorporated charity until 31 August 2007. It began active operations as a limited company on merging with The Alice Ottley School on 1 September 2007. There were no trading activities prior to this date.

4. The School operates on four sites; RGS Worcester offering co-education for pupils aged 11 – 18, located in The Tything, Worcester; RGS Springfield offering co-education for pupils aged 2 – 11, located in Britannia Square, Worcester; RGS The Grange offering co-education for pupils aged 2 – 11, located in Claines, Worcester; and RGS Dodderhill, located in Droitwich, offering girls only education for pupils aged 4 – 16, with a co-educational Nursery from aged 2.

5. **Status.** The Company is registered at Companies House, Cardiff, as a private company, limited by guarantee, registered number 6251081. The Company is also registered as a charity, number 1120644. The Company is the trustee of Charity 527527 which holds in trust the Permanent Endowments of the School under a Charity Commission Scheme sealed on 2 July 2007 and altered by a further scheme sealed on 15 January 2008. The Scheme contains a Uniting Direction that the Charity and associated funds shall be treated as forming part of the Company for the purposes of Part 6 (accounting) of the Charities Act 2011. On 30 April 2019 Dodderhill School, company number 00576888 and registered charity number 527599, donated all of its assets and liabilities to The Royal Grammar School Worcester. RGS Holdings Limited Company number 12364724 was incorporated in December 2019 to facilitate the establishment and operation of Worcester International Hockey Club Limited, a limited liability company, number 12366802 which was also incorporated in December 2019.

6. **Directors of the Company.** The Directors of the Company are also the Governors of the School and the Trustees of the Charity. Those who have served during the year as Directors are listed below:-

| | |
|---|---|
| Mr J Q S Poole | Chair of Governors |
| Mrs R F Ham | Vice Chair of Governors |
| Mrs L Cook | EC, Staff Liaison at RGS Worcester and Governor with special interest for Learning Development |
| Mrs M J Cross | F&GP |
| Mr N Fairlie | F&GP |
| Sir R Fry | NC (Retired 25 March 2021) |
| Mr A Greenway | EC and Governor with special interest for GDPR |
| Mr H Kimberley | Chair of F&GP |
| Ms K Meredith | Chair of EC and member of the NC |
| Mrs S Mills | EC and Governor with special interest for Safeguarding |
| Mr J G Peters | EC, NC, CCF and Staff Liaison at RGS The Grange |
| Mr B W Radford | F&GP and Governor with special interest for Health and Safety |
| Dr E Robinson | EC |
| Mrs K M Wormington | Staff Liaison at RGS Dodderhill |
| Mrs R Wyatt | Governor with special interest for the Foundation Stage |

Finance and General Purposes Committee (F&GP), Education Committee (EC), Nominations Committee (NC)

7. The **Principal Officers** of the Charity during the year were:-

| | |
|---|---|
| Mr J D Pitt | Headmaster, RGS Worcester |
| Mr G W Hughes | Headmaster, RGS The Grange |
| Mrs L Brown | Headmistress, RGS Springfield |
| Mrs S E Atkinson | Headmistress, RGS Dodderhill |
| Mrs J L Monro | Director of Finance and Operations, Clerk to the Governors and Company Secretary (appointed 13 July 2021) |
| Mr I T Roberts | Director of Finance and Operations, Clerk to the Governors and Company Secretary (retired 7 July 2021) |

8. **Advisers to the School:-**

| | |
|---|---|
| Bankers & Investment Managers | Lloyds Bank plc<br>4, The Cross, Worcester, WR1 3PY |
| Auditors | Crowe U.K. LLP<br>Black Country House, Rounds Green Road, Oldbury, B69 2DG |
| Solicitors | Stallard March and Edwards (SME Solicitors)<br>8, Sansome Walk, Worcester, WR1 1LW |
| Insurance Brokers | Hettle Andrews & Associates Limited<br>Eleven Brindley Place<br>2 Brunswick Square<br>Birmingham<br>B1 2LP |

9. **Governing Document.** Memorandum and Articles of Association adopted on incorporation on 17 May 2007 as amended by Special Resolution dated 27 June 2013.

10. **Governing Body.** The Governors are listed on page 1 of this Report.

11. **Recruitment and Training of Governors.** New Governors are normally appointed at termly meetings on the basis of nominations from a committee of Governors. All nominations are made on the basis of eligibility, personal competence, specialist skills and availability. New Governors undertake a formal induction process under the guidance of a fellow Governor which covers the workings of the Charity, including Policies, Procedures, Finances, the Clerk to the Governors and Governance.

12. **Liability Insurance.** Governor and Individual Liability insurance is provided with a cover of £5m.

13. **Organisational Management.** The School Charity is organised and managed in accordance with Articles of Governance, produced by the Governors, to control the general educational character of the School. The Governing Body meets at least once per term. The Board's policies are generally implemented by two main committees; the Finance and General Purposes Committee (F&GP) and the Education Committee (EC), both of which meet termly. Individual Governors are nominated to take a special interest in Safeguarding, Health and Safety, the Foundation Stage at each of the Prep Schools, CCF, Learning Development, GDPR and for staff liaison in each school. The Governors directly appoint the Heads and the Director of Finance and Operations. The Heads are each responsible to the Governors for the overall management of their school and the direction of teaching within the general policy and the delegated financial limits approved from time to time by the Governors. The Director of Finance and Operations is responsible directly to the Governors for the management of the grounds, buildings, plant, computing and IT, administration and finances of the School, and to support the Heads in the day to day running of their schools.

14. **Employee Involvement and Equal Opportunities.** Employees have been consulted on issues of concern to them by means of regular consultative committee and staff meetings and have been kept informed on specific matters directly by management. The School carries out exit interviews for all staff leaving the organisation and has adopted a procedure of upward feedback for senior management and the Trustees. The Trust has implemented a number of detailed policies in relation to all aspects of personnel matters including:
    a. Equal Opportunities Policy
    b. Health & Safety Policy

    In accordance with the School's Equal Opportunities Policy, the School has long established fair employment practices in the recruitment, selection, retention and training of disabled staff. Full details of these policies are available from the School's offices.

15. **Availability of Assets to Fulfil Obligations** It is the opinion of the Governors that the School is well placed to meet in full its current obligations.

**Statement of Governors' Responsibilities**

16. The Companies Act 2006 requires the Governors, as Trustees of the Charity, to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the Charity and of the surplus or deficit of income over expenditure for that period.

17. In preparing these financial statements, the Governors should follow best practice and are required to:

    a. select suitable accounting policies and apply them consistently;

    b. observe the methods and principles in the Charities SORP;

    c. make judgements and estimates that are reasonable and prudent;

    d. state whether applicable UK accounting standards have been followed subject to any material departures disclosed and explained in the financial statements; and

    e. prepare the financial statements on the going concern basis unless it is inappropriate to presume that the Charity will continue in operation.

18. The Governors are responsible for keeping accounting records which are such as to disclose, with reasonable accuracy, the financial position of the Charity at any time, and to enable them as Trustees, to ensure that the accounts comply with charity law. The Governors are also responsible for safeguarding the Charity's assets and ensuring their proper application and hence for taking reasonable steps for the prevention and detection of error, fraud and other irregularities.

19. The Trustees delegated authority to the Nominations Committee (NC) to assess the Board's adherence to the charity governance code issued in July 2017. Following a review of the seven principles underpinning the code the NC concluded that the RGSW Board is adhering to all of the principles. The Board unanimously endorsed this assessment at their December 2020 Board meeting.

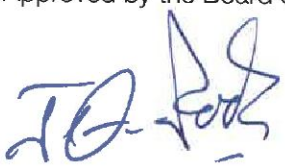
20. The Charity had no fundraising activities requiring disclosure under S162A of the Charities Act 2011.

21. **Statement as to Disclosure of Information to Auditors.** The Governors who were in office on the date of approval of these financial statements have confirmed, as far as they are aware, that there is no relevant audit information of which the auditors are unaware. Each of the Directors have confirmed that they have taken all the steps that they ought to have taken as Directors in order to make themselves aware of any relevant audit information and to establish that it has been communicated to the auditor.

**Auditors**

22. Crowe U.K. LLP has indicated its willingness to be reappointed as statutory auditor

Approved by the Board on 9 December 2021, and signed on its behalf by:-



J Q S Poole
Chair of Governors

## STRATEGIC REPORT
### Objectives and Activities

1. **Charitable Objects.** The objects of the School are the provision and conduct, in or near the City of Worcester, of a day or day and boarding school for boys and girls.

2. **Aim and Intended Impact.** It is the General Policy of the Governors to provide for the pupils of the School a challenging intellectual atmosphere while making full provision for physical, cultural and moral development.

3. **Objectives for the Year.** The primary objectives of the year have been:

   - To provide continuity of learning for all pupils during the Global Pandemic, including during the period of 'lockdown'; supporting pupils throughout this challenging period by providing pastoral care, continuity of learning and co-curricular provision
   - To provide a safe and secure environment at each of the RGSW Schools during the Global Pandemic
   - To provide Teacher Assessed Grades for pupils in place of Public Exams which were cancelled
   - To support pupil welfare and staff welfare during the Global Pandemic

4. **Strategies to achieve the Objectives.** Continuity of learning has been provided through the School's award-winning Digital Learning Programme which has given pupils a full programme even during the period of 'lockdown'. The Schools have taken on extensive measures to ensure safety for pupils, staff and visitors during this period. Teacher Assessed Grades proved highly successful following rigorous procedures adopted by the Academic teams. Pupil welfare has been supported through increased pastoral provision and staff welfare has been a focus at all four Schools

5. **Principal Activities of the Year.** The Charity principally provides education in or near the City of Worcester and Droitwich at its four sites to boys and girls aged 2-18. There were, on average,1,472 (2020: 1,408), pupils attending the School during the year, which provides Governors with confidence that the School is continuing to fulfil its objective of providing value for money in the provision of a first-class independent education.

6. **RGS Dodderhill.** The main objective for the past two years has been to improve recruitment, especially in the lower year groups. We now have a thriving Nursery, and improved numbers throughout the school. We have recruited well during the Global Pandemic, largely because of our excellent Remote Learning Provision that has been available to all our pupils. Our reputation is growing and as part of the RGSW family of schools we are recognised as an Apple Distinguished School.

### Grant Making Policy

7. **Bursary Policy.** The Governors wish to ensure that the opportunity for children to benefit from the education offered by the School is not unreasonably restricted by parents' ability to pay fees. Means-tested bursaries are made available in the form of a remission of up to 100% of the tuition fees payable, depending on the financial, compassionate or other pertinent circumstances of applicants. To ensure that people in genuine poverty are not excluded, as well as covering tuition fees, bursaries may be extended to cover or contribute towards the costs of such additional items as school lunches, uniform, travel costs, examination fees, equipment required for educational, sports or co-curricular activities and foreign exchange and other educationally important trips.

8. **Priorities.** A number of factors will be considered when making the judgement as to the justification for support, and the extent of such support. In the main, a child's suitability for the School is the first consideration in granting a bursary. In assessing a child's suitability, attention will be given to their academic assessment, but potential will also be considered as well as actual achievement. Each applicant must meet the School's normal academic requirements and any pupil to whom support is offered must, in the opinion of the Head, be likely to make sound academic progress following admission and possess the potential to develop the quality of his or her work. A considerable degree of commitment and effort will be required and a good record of effort and behaviour in previous schools will be essential. Since the RGS Worcester family of Schools are of high academic standards it will normally follow that those achieving the highest results in the entrance examination will be deemed most suitable. Consideration will also be given to how a pupil might benefit from participation in the wider, co-curricular activities on offer at the School.

9. **Assessment.** Although the priority in making an award will be suitability, the amount will be based on financial need. Each case will be assessed on its own merits and awards are made accordingly, subject to available funding and the level of demand. It is recognised that judgements about what sacrifices a family should make to pay school fees will be personal and the scale of awards is therefore not rigid. However, the School has a duty to ensure that all bursary grants are well-focussed and so, as well as current earnings, other assets and lifestyle factors will be considered in determining the appropriate level of grant.

10. **Grants.** The Governors' grant-making policy is tempered by there being no significant endowment funds available to provide additional financial support; bursaries therefore must be provided out of fee income. The grant-making policy has been subject to ongoing review in recent years with a view to increasing the number and value of means-tested awards. The Governors feel a certain dilemma in this respect since they have attempted over the years to keep fees as low as possible, whilst at the same time ensuring the School has the means to provide an excellent education. This is manifest in the School's fees continuing to be lower than similar independent schools in or around Worcester, and below the national average for comparable schools. The Governors consider increases in fees to fund further bursaries to be unreasonable in that they would place further hardship on the many parents who already make significant sacrifices to pay for the advantages of an independent school education for their children. With this in mind, the Governors established a Foundation with the long-term aim of raising School funds to support the allocation of more bursaries and for capital projects.

11. **Awards.** Scholarships, bursaries and other concessions totalling £1,989,243 (2020: £1,785,409) have been awarded during the year to a total of 475 (2020: 489) pupils. These awards included means-tested bursary awards to the value of £648,802 (2020: £524,644) distributed among 85 (2020: 72) pupils, 2 (2020: 2) of whom received 100% remission. The Governors authorised a further Covid-19 discount of £137,227 (2020: £670,517) and hardship support of £40,802 (2020: £38,842) was awarded to 20 (2020: 19 families) significantly affected by the Covid-19 lockdown; this was supported entirely from the RGSW and AOS Foundation's hardship fund.

12. **Prizes.** The School has a Prize Fund, invested in the COIF Charities Investment Fund with a value at 31 August 2021 of £34,872 (2020: £29,625) which provides prizes under the Mytton and Blasson Legacies. All other prizes are funded from the School's unrestricted funds.

13. **Public Benefit.** In setting objectives and planning activities the Governors have given careful consideration to the Charity Commission's general guidance on Public Benefit. The Governors achieve this through providing use of the School's facilities for a wide range of community events and activities and through outreach provision for pupils from local state schools.

We continue to grow the number of local organisations who have used the facilities for activities as diverse as yoga, dance and archery. These include those listed below:

AOOE Annual Dinner
Coppertops FC Football
Droitwich Fencing
Droitwich Table Tennis
Peopleton Cricket Club
Perdiswell Colts
Phil Chew Football
Pauline Quirk Academy
Super Vets Football
Under 10 Girls Football
Walking Football
Warndon Super Vets Football
Worcester City Football Club
Worcester Hockey
Worcester Netball Club
Worcester University Student Hockey
Wyre Forest Ladies Hockey

The School hosts lectures, dinners and awards events for the community and for our own alumni; as well as providing facilities for a number of local sports teams and activities involving members of the public and children from across Worcestershire. The School has continued to provide its facilities when Covid-19 restrictions permitted it to do so.

The School normally provides a number of Careers events for the locality including the annual Careers Expo held in the Trinity Term which had to be cancelled due to Covid-19.

14. **Outreach and Partnerships** activities include assistance to local schools by sending RGS staff and pupils to support specific subjects and inviting pupils into RGS Worcester and its Prep Schools for academic and co-curricular events and activities.

    a. **RGS Worcester** Outreach and Partnerships activities include assistance to local schools by sending RGS staff and pupils to support specific subjects and inviting pupils into RGS Worcester and its Prep Schools for academic and co-curricular events and activities. 2020-21 was a challenging year for the School's Outreach programme since we were unable to get pupils into school or to go out and visit schools due to the Covid-19 restrictions. We conducted a number of talks/interviews online using our Digital Learning Programme. As the 'lockdown' restrictions lifted, we were able to attend an outreach event at Hallfield School in Birmingham and staff gave a lunchtime presentation to Year Eleven pupils at Nunnery Wood High School. Two teachers were also able to visit Grimley and Holt CE Primary School to deliver a Science activity, setting up a practical experiment to show the effects of land ice versus sea ice melting on sea levels, and using Nearpod on the pupils' school iPads. We look forward to inviting more pupils onto site in the coming year.

    b. **RGS The Grange** had an understandably quiet first two terms, however it was wonderful to restart our Outreach programme by inviting Claines Primary School Year 3 to take part in a morning of coding with our IT Department which went down extremely well with our neighbouring school.

    c. **Holiday Club** had a challenging year as a result of the continuing uncertainties surrounding the general Covid-19 situation within the country. However we did manage to operate a Holiday Club in each school holiday period, albeit predominantly to only RGS pupils and with a much reduced provision. The easing of 'lockdown' in early summer allowed us to reopen to external pupils for the summer Holiday Club and uptake was very good. Many past attendees came back and we had many new faces join us for the first time. All sections were full on most days throughout the summer which allowed us to recoup much of the losses sustained during the earlier part of the year with the percentage of external pupils being much higher than usual. The planned relaunch which was due to begin for Summer 2021 has now been deferred to Summer 2022 with an exciting and vibrant new programme across all RGS sites and schools.

d. **RGS Springfield** The Outreach Programme was limited by Covid-19 restrictions but we managed to provide a venue for local nursery staff forest school training and supported other nurseries to attend inset and cluster meetings on relevant issues using remote digital meetings. A Mother and Toddler group was held from April 2021 onwards once restrictions on such gatherings were lifted. Staff and children have continued to prepare food for the local street kitchens to help local homeless people, served each Tuesday evening by staff or delivered straight to the homeless centres. Links with University of Worcester have provided opportunities for local students to carry out teaching observations and gain face to face school experience from March onwards, conduct research or on placements from April onwards. The local 'Britannia Square Residents Association' community group held their annual social picnic in our grounds in August.

e. **RGS Dodderhill** Covid-19 has reduced the opportunities to work in person with local schools. In the Autumn term 2020, we worked collaboratively with Hanbury School on a joint choral activity to raise funds for a Hanbury pupil who was seriously ill. In July 2021 we also hosted the Hanbury School Sports Day as they do not have the facilities for this. In April 2021 we were able to re-open our Toddler Group which ran on full capacity for the Summer Term. We also hosted a second year Undergraduate for the Summer term, who worked in Year Six to gain some essential 'hands on' experience in the classroom.

## 15. Review of Achievements and Performance for the Year

a. **Performance.** RGS Worcester, RGS Springfield and RGS The Grange were inspected by the Independent Schools Inspectorate (ISI) in March 2015 and each school was classified as 'Excellent' in all areas of performance (this is the highest grade). The Early Years Foundation Stages in each of the Prep schools (which are judged by Ofsted criteria) also received the top grade of 'Outstanding'. In March 2018, all three schools were subject to an ISI Compliance Inspection and each school passed this without further recommendation. RGS Dodderhill was inspected in March 2017 by ISI for both compliance and educational quality and met all criteria for compliance and was judged outstanding in all areas of educational quality.

b. **RGS Worcester Academic Achievements**. In what was another turbulent year for Public Examinations, RGS pupils achieved excellent grades in both GCSE, A Level, BTEC and CTEC qualifications. With grades being determined by way of Teacher Assessed Grades (TAGS), RGS undertook a detailed and comprehensive assessment programme to determine final pupil and student grades. It is worth noting that when the RGS process and outcomes were reviewed by the relevant Examination Boards, no changes were made to the grades submitted to the Examination Boards. At A Level, students achieved 69.3% A*-A and 91.7% A*-B grades. Given these exceptionally strong outcomes, the majority of students (85%) were able to achieve their first-choice university places including Oxbridge. The BTEC students produced outstanding results this year with 3 pupils achieving Double Distinction Star and all students receiving at least a double Merit pass. At CTEC Level, the first student to sit the one year course did so with success, passing the course with a Distinction Star. As last year, these BTEC and now CTEC grades allowed all students to move on successfully to the next stages on their learning and employment pathways. At GCSE level 46.3% of all examinations achieved the highest grades 9-8, with 70.7% attaining grades 9-7. 100% of all pupils achieved grades in the range 9-4 meaning that all pupils passed all subjects with a recognised strong GCSE grade.

c. **RGS Dodderhill, Academic Achievements**. After another disrupted year, pupils achieved excellent GCSE grades. A cohort of 23 pupils were entered for GCSE examinations. Following Remote Mock Examinations, carried out with cameras on, we ran a series of assessments in school during the Summer term. Robust evidence was collected to support the Teacher Assessed Grades that were submitted. Pupils achieved a 100% pass rate with grades 9-4 in all subjects. 48% of grades were in the 7-9 range. 61% of pupils obtained at least one grade 8 or 9. All pupils achieved their first choice Sixth Form place. Twelve pupils transferred to RGS Worcester for Sixth Form

## 16. Cultural Activities

a. **RGS Worcester** Despite the limitations caused by Covid-19 restrictions, the cultural life of the School still managed to thrive through a combination of flexibility and creativity. The Bugsy Malone cast who had rehearsed throughout the Summer term over Zoom created a film version by recording scenes within their year group bubbles and then having it streamed over 3 consecutive nights. Since the traditional Autumn term musical could not be put on stage, the Drama department arranged three nights each week of Musical club and worked to bubbled performances by Years Ten, Eleven and Sixth Form, with each group performing different songs from the musical 'Wicked'. In place of the usual Summer production, Year Eight and Nine production clubs were run separately with students working on devised pieces based on the 80's, 90's or 2000's.

The School's regular assortment of musical ensembles and choirs had to be wholly reimagined to comply with Covid-19 restrictions, with at least one choir and ensemble formed for each Year group. Many of the groups recorded performances throughout the year, with films released online as part of a November and, later, 'Christmas Crackers', Concert Series. The Carol Service was pre-recorded and then broadcast to the whole school on the last day of term. The Spring term saw each Year group in the Lower and Middle School give an online concert on Google Meet, with more than eighty pupils performing across five evenings. The 'Perrins Sessions' were established as a series of regular soloist and small ensembles films released each Friday on RGS social media channels with performers either recording in school or at home and some presenting their own original compositions.

A number of the School's musicians entered and won classes in the 2021 Worcester Competitive Arts Festival and a film made by members of the Chamber Choir also featured in St Richard's Hospice's 'Lights of Love' service. A Year Eight pupil and a Lower Sixth student were both finalists in the 2020 Bromsgrove Young Musicians Platform, with the latter sharing first prize in the Senior Category.

The School's Debating Society was able to operate fully thanks to the fact that all competitions were able to take place online. In every competition – at Birmingham, Warwick, Nottingham and Manchester - at least one RGS team featured in the Open Final. A Lower Sixth pair won at Nottingham, two more reached two Open Finals each, as well as qualifying for both the Oxford and Cambridge Finals Days, and Lower Sixth debaters also reached the regional finals of the English Speaking Union Mace. At Oxford Finals Day, with 130 of the best schools' Debating teams from the UK and across the world taking part, the RGS pair qualified for the quarter-finals in 14th place.

Between them the Upper Sixth debaters, in spite of some trepidation around debating via Zoom, won the Bronze Final at Birmingham, the Silver Final at Manchester and qualified for the Oxford Finals. It was a record year of achievement.

The Lower Sixth artists started the Autumn term optimistically, as they were the first group to be invited to Worcester Cathedral after restrictions had been eased. Photographs and sketches formed the basis of print-making and large-scale drawings, which were intended as the foundation for a public exhibition in February, which sadly did not happen. With the onset of the second phase of Remote Learning, all pupils in Years Seven to Nine were presented with a 'Creative Pack' that included equipment for Art and Design and Technology, and meant that every pupil benefited from having a full set of professional materials to work with at home. Two Year Eleven pupils extended their training by being accepted from hundreds of candidates for The Royal Academy of Arts AttRAct programme, and several students entered for the RA Young Artists' Summer Show. Pupils in Years Seven and Eight helped to decorate the School's baby elephant which was part of 'Worcester's Big Parade' in aid of St. Richard's Hospice. The Art Department also took part in commemorating Stephen Lawrence Day by painting a Van Gogh style tree as part of a whole school tribute to Black Lives Matter. An Upper Sixth student's double portrait of her sister and herself, which reflected the dependence on each other in Covid-19 times, formed part of Worcester's NHS Art Trail.

The Design and Technology department's Greenpower team was finally able to race at both the Goodwood and Croft racing circuits, securing third places at both events and qualifying for the National Finals in October.

In Textiles, rather than the traditional show at Fashion Show, many students from Year Nine to Upper Sixth took part in a Fashion Show Film, which gave them the opportunity to showcase the excellent work produced. A number of students also entered the Young Fashion Designer UK Competition, with two being awarded Highly Commended, another two came 2nd and 3rd in the Year Seven - Eight category and, in the Year Nine – Eleven category, a Year Ten pupil was placed First overall for her sustainability inspired designs.

b. **RGS The Grange** made every effort to ensure that children were still able to take part in a wide range of creative arts activities. The obvious refinements to performing arts activities meant that certain clubs remained virtual, however a great deal of those clubs made a good come back from the Autumn term onwards. Music lessons began face to face once again with the use of protective screens to mitigate risks. Choirs were able to start again, however numbers had to be reduced, including non-mixing of 'bubbles'. Concerts remained online for most of the year. It was however, wonderful to hear singing at RGS The Grange, albeit slightly quieter. The annual Christmas Talent show, 'Starsearch' was again a highlight for many with the audience watching virtually in their classrooms. LAMDA continued and again was wonderful to see children taking part. After a year of no school production, we were thankful to be able to put on a Year Six Production of 'The Tempest'. In line with restrictions it was run on the natural amphitheatre of Home pastures with just Year Six parents and staff in attendance.

c. **RGS Springfield** As many children as possible have participated in plays or performances whether virtually or in school to limited groups of parents when permitted. Examples are: Filmed nativities and Carol/Christmas celebrations, concerts and performances, virtual singalongs and, as the academic year ended, performances for some year groups with suitable audience restrictions.

d. **RGS Dodderhill** Throughout the year, even during a second period of school 'lockdown' at the start of 2021, we were able to offer an excellent range of cultural activities. We celebrated International Languages Day and encouraged pupils to record themselves speaking in other languages. Our new Enrichment activities offered to Year Nine to Eleven pupils every week introduced Politics and films focused around Black History. Virtual Music Concerts, with music from around the world, replaced face to face events. We celebrated Black History Month and continued to promote positive mental health. Our Year Seven pupils finished the academic year with an outstanding outdoor performance of 'A Midsummer Night's Dream'.

## 17. Trips and Expeditions

a. **RGS Worcester** The number of trips that the School was able to run was significantly limited by the travel restrictions imposed for the Covid-19 pandemic. Nevertheless the Duke of Edinburgh programme, with nearly 150 pupils enrolled across the three Awards, managed to run practice expeditions in September. 27 Lower Sixth students spent a weekend paddling on the River Severn and enjoyed an introduction to sea kayaks and open boat canoes with training provided by Arete Outdoor Centre in preparation for their Gold expedition. The Silver group of Year Eleven students spent two days walking between Worcester and Droitwich, with each student covering about 13 km each day and enjoying the sights of the River Salwarpe and the Droitwich Canal, and passing the trigpoint at 70 metres to the west of Hadley. Despite being unable to camp overnight due to restrictions, the students made the most of the two days to consolidate their navigation skills. 60 Year Ten pupils training for Bronze ventured out into the Worcestershire countryside with groups split into morning or afternoon sessions to avoid congestion in the local area and to maintain distancing. It proved a great introduction for our new Bronze cohort to navigation and respecting the countryside.

Further government restrictions prevented further expeditions in March but by June the School was able to run some adapted expeditions. The Silver Assessed group of 24 Year Eleven criss-crossed the Malverns and the surrounding area in a mixture of weather conditions but were unable to camp overnight. The standard of navigation and quality of team work demonstrated was excellent. The Gold students were all set to complete a six-day combined Practice and Assessed Gold Kayak expedition in the rugged terrain of North Wales and southern Anglesey but issues relating to Covid-19 resulted in the cancellation of the trip. However, the Bronze group were able to complete their Bronze assessed expedition, with ten groups walking in and around Worcester, Lower Broadheath, Tibberton and Crowle.

The Lower Sixth Geography students went to FSC Bishops Wood, near Stourport, for three days to gain important practical experience in fieldwork in preparation for their A Level coursework.

At the end of the Summer term, planned CCF trips had to be cancelled, as did the Army Summer Camp at Nesscliffe when the Training Area was tasked as a quarantine base for operational soldiers. Nevertheless, end-of year trips for Year Groups were able to take place, successfully incorporating visits to Oaker Wood activity centre, Paintballing, and to Drayton Manor and Alton Towers theme parks.

b. **RGS The Grange** were delighted to take Year Three to Mill on the Brue for their annual residential with Year Four to Six then getting to enjoy the 'Bushcraft' experience. Having three Year groups on one site was a great experience that the children thoroughly enjoyed. During what was a challenging academic year for educational providers, we were fortunate to have such wonderful grounds to use which provided a perfect space for children to reconnect with their friends and teachers through in-house workshop-style activities.

c. **RGS Springfield** We provided as many opportunities as possible for pupils during a difficult year. Local trips and residentials were resumed in April when government guidelines allowed and wherever possible outdoor facilities were used to enable children to enjoy such activities and feel that they had at least had some of the normal opportunities.

d. **RGS Dodderhill** We focused on providing outdoor education wherever possible during the pandemic. Forest School activities and an outdoor performance of 'A Midsummer Night's Dream' in June 2021. Our new Sailing Club enabled pupils to learn the skill at Aztec outdoor centre using external instructors. Other trips were postponed until restrictions lifted.

**18. Sports**

a. **RGS Worcester** For girls, the Autumn term started with Cricket to compensate for the fact that no ball had been bowled in the Summer term. This gave an opportunity to introduce the girls to some key technical elements before returning to Cricket later in the year.

After a few weeks of Cricket training, the girls returned to the Hockey pitches in October for games lessons and had some quality time to focus on their core skills. After-school training provided the unique opportunity for all year groups to do Indoor Hockey, an area where the School has recently enjoyed National success. Our Under 18, Under 16 and Under 15 teams were able to play competitive games against Cheltenham Ladies College and Hereford Cathedral school under England Hockey Covid-19 guidelines. All year groups also tested their skills in various Hockey activities during a virtual fixture hosted by King's High School, Warwick, with RGS victorious across the age groups. When the country moved back into 'lockdown', weekly Hockey games lessons continued via 'live' Google Meet sessions with pupils borrowing sticks and developing skills with objects such as brooms and socks! The Hockey 'Cha, Cha Slide' was a favourite and pupils had the opportunity to develop Hockey specific strength and conditioning movements, as well as key technical skills. Our 1st XI Captain competently led live activities for our Lower School pupils.

We concluded 'lockdown' with a live question and answer session for all pupils with GB Olympians Kate and Helen Richardson-Walsh. This provided a very special opportunity to informally chat about all things Hockey and the pupils asked some outstanding questions.

On return to school, we were back to Hockey sessions in Games lessons, concluding the term with House Hockey for the seniors, played within year group bubbles. Using Netball-style conditions, the pupils played with enthusiasm and enjoyment whilst demonstrating excellent problem solving and teamwork skills. Boys and girls also got back to after-school Hockey Clubs and, although the lack of competitive Hockey may have been unusual, it provided time and a need for creative, varied development options.

Three RGS Pupils were selected to represent National teams in Hockey: one Year Eleven in the England Under 18 squad, one Lower Sixth in the Wales Under 18 squad, and another Year Eleven in the Wales Under 16 squad. In addition, pupils have been selected for the Under 17 Performance Centre and also the Under 16 Regional Performance Centre.

Netball sessions went online during the 'lockdown' and the School was fortunate enough to form a partnership with Netu, who provided our Netball and other athletes with 8 weeks of Netball specific programming to complement our school-led games sessions. In addition, we were also able to offer online sessions with Lucy Herdman, our own superleague player and School Netball coach, who led our pupils through a number of skill sessions. We were also able to host in-person sessions with another Superleague player, Lucy Harris, who delivered a masterclass on attacking principles.

The School also hosted its inaugural Severn Stars Nova Academy, which saw 20 young athletes participating in weekly skill and match play sessions run by our Head of Netball as well as running an athlete specific Strength and Conditioning (S&C) programme delivered by the Head of S&C.

The Girls Cricket programme exceeded expectations for its first year, as the School already had girls training regularly with a hard ball and was able to host our first hard ball fixture at Flagge Meadow against Orwell Park, a touring school from Suffolk. The School also hosted a 'Softball Festival' Cricket competition against King's High School Warwick, where seven teams across three Year groups played and involved over 140 girls. In total 15 fixtures were played, involving girls from Year Seven to Year Ten, and the School were victorious in 8 of them. As part of developing the programme further, the School has been able to combine with Worcestershire County Cricket Club to provide an opportunity to the girls in Year Eight to be coached by a Level 4 Senior Cricket Coach. Over time we hope to grow this programme and be able to offer it to more girls.

For the boys, an early decision was made to change the order of sports played to allow for those sports which could more easily accommodate social distancing. Therefore Cricket was played in September, before switching to Football and Rugby in the Spring term. Games lessons provision for Cricket was focused on skill development and a few fixtures were able to be played.

Football training started towards the end of September and the staff rose to the challenge of providing a variety of sessions that offered a mixture of technical sessions and competitive intra Year group matches. The main focus of the sessions was on the key fundamentals and core elements of our Programme of Study as appropriate for each age group and their technical ability. To compensate for the lack of matches the School introduced its own version of the 'Copa America', which allowed teams to grade and reward all players for team play, work ethic, sportmanship and goals scored, and resulted in greater levels of inclusion amongst all the participating teams. Two final highlights were House matches, which were keenly contested, and our only fixture of the term under strict Covid-19 protocols against Bromsgrove School Under 17s, which resulted in a 2-2 draw.

The Rugby season started in January, although provision had to adapt to remote learning with pupils working on the core fundamentals of Catch & Pass, Ball Presentation and Low Tackle techniques. Remote learning also gave the Rugby club the opportunity to deliver a variety of external webinars which included Psychology and Leadership discussions, run by Spark Performance and Amodigo respectively. These were extremely engaging and beneficial for the students and staff. There was also a great opportunity for the Year Seven pupils to hold a question-and-answer session with First XV Captain, who discussed his personal experience and playing career throughout his school life. For for the final four weeks of the Spring term Rugby was finally able to happen.

The second instalment of Cricket saw a resumption of some normality with several fixtures against the School's regular opponents. Highlights included the First XI's nine-wicket victory over King's School, Worcester including one Year Eleven taking 5 for 23 and an opener scoring 100 not out. Another Year Eleven also scored a century in each of the matches against the MCC and the Gentlemen of Worcestershire. The season concluded with the First XI participating in the annual RGS Schools' Festival hosted by RGS Newcastle.

With Rowing competition suspended due to Covid-19 restrictions, the coaching team devised a number of activities to maintain engagement. The first activity on the programme was a whole school 1000m row on the indoor rowing machines, which was well supported by pupils and staff. The Lower School Indoor Rowing Club set the target to row to Lapland before Christmas during Monday lunchtimes and the Year Seven and Eight pupils managed to cover over 40,000 metres. Between September and December the whole school rowed over 520,376m on the indoor rowing machines.

The Christmas Mince Pie races provided a perfect opportunity for some friendly competition against other clubs on the river Severn, with crews including 2 Eights, a Quad, a Double and 2 Single Sculls. Rowing then became virtual at the beginning of 2021 once more, and the online sessions focussed on body weight circuits and core strength exercises. Following a brief period of flooding, the water levels dropped just in time for the return to rowing in the Spring. Rowing sessions focused on rebuilding the rowers' training and stamina in readiness for competition, which was finally able to happen in June at the Worcester Junior Regatta against crews from King's School, Worcester and the Boat Clubs of Worcester, Stourport and Pengwern. Several boats raced up the 400m course from Diglis to the boathouse, first in time trials and then in side by side sprints.

Other Sports and Individual Highlights:
Following guidance from British Fencing and some careful measures put in place to keep everyone safe, we were able to keep going through most of the Autumn term. All fixtures, competitions and the ever-popular RGS Gala had to be put on hold, but during the Summer Term the club was finally able to run taster sessions for pupils in Years Eight and Seven, with around fifty students keen to try out the sport. Team fixtures also restarted with a flurry of results at the end of the Summer term. The Year Eight Team comfortably won their Pairs competition at Warwick School, and the Year Nine team went to King Edward's School and took a well-deserved second place. The Sixth Form team, competing against fencers from Warwick School and King Edward's School, fenced to a very high standard and brought home the new Midlands Team shield. This meant that over the course of the year, the School's fencers won nine out of ten competitions.

Unfortunately, the School's Golf Team was unable to play any competitive fixtures this academic year due to Covid-19 restrictions. However, this did not prevent the Junior Golf Club honing their skills and techniques with one-hour tuition sessions at Worcester Golf & Country Club in the Summer term. The students are very much looking forward to competing again in the Independent Schools' Golf Association (ISGA) events next academic year.

The Tennis team was able to play a few competitive matches against both King's School, Worcester and Bromsgrove School.

The Equestrian team drawn from across the RGSW Family of Schools competed in a number of NSEA events, including Schools Equestrian Games 80cm One Day Event and also the National Dressage Championship.

The School's first ever Girls Under 18 Rugby fixture took place against Hereford Sixth Form College and the ultimate goal is to enter the 2022 Rosslyn Park National Schools Sevens tournament.

Three of the School's athletes competed in the County Championships and one Year Eleven went on to come 7th in the 200m final of the British Under 17 Championships and was selected as part of the UK Athletics Talent Development Pathway Programme.

A Year Seven pupil was offered a two-year contract with West Bromwich Albion FC. as an aspiring goalkeeper.

A Year Ten pupil broke the UK Under 16 Archery record hitting gold with 102 arrows out of a maximum of 108 in a competition at Cleve Archers Club in Bristol.

A former RGS pupil, at the age of only 19, was selected for the England Weight Lifting Training Squad in preparation for the Birmingham 2022 Commonwealth Games.

b. **RGS The Grange** were limited for two terms to playing all their sport in house. However this still provided children and staff with a great outlet for keeping them all as active as possible. The Summer term saw an introduction of fixtures in Cricket and also the reintroduction of supporters. Sports Day became a highlight of the term, despite parents unable to attend, children were wonderful in supporting one another during a sports day that saw all children able to access at least six events each. The Sports Day was broadcast to parents through the Digital Learning Programme.

c. **RGS Springfield** Sporting activity was more limited for competitive sport but all of our children benefited from a continuation of sport and PE even during 'lockdown'. Regular challenges for individuals, families and houses such as collaboratively climbing Everest using stairs were held and much enjoyed. Some matches and other activities resumed in the Summer term. We did manage to hold a Sports Day in late June which was much enjoyed by all the pupils.

d. **RGS Dodderhill** Although there were limited opportunities to play competitive sports against other schools, we used the year to focus on some key skills. We developed Girls' Cricket as this lent itself to social distancing. PE lessons continued online during 'lockdown' and individual athletics challenges were set and monitored. We did not manage to run swimming lessons, but Sports Day was possible in the Summer term.

**19. Charity Fundraising**

a. **RGS Worcester** Despite Covid-19 restrictions and 'lockdown', fundraising continued at RGS Worcester and in excess of £15,000 was raised during the year. Over £2,000 was raised for BBC Children in Need in November 2020 and a further £2,100 for Comic Relief (Red Nose Day) in March 2021. The School community took part in 'Wear Something Pink' in support of Breast Cancer Now, raising just under £1,000, and Acorns Children's Hospice benefitted from our fundraising with a donation of £675. Some male staff grew moustaches for 'Movember' and a further £945 was raised.

The Sixth Form chose The Myriad Centre as its chosen charity for the academic year. The centre supports young adults with profound disabilities, and £1,100 was raised throughout the year culminating in a tug-of-war tournament at the end of term. Mrs Witcomb and her 'Jilly's Joggers' also raised £1,500 for The Myriad Centre, when they decided to 'Run Off 2020'.

One Lower Sixth student set himself the target of running 300 miles in 30 days for Young Minds Trust and raised over £4,000. This was an incredible achievement which caught the attention of local media and a BBC news camera crew when he finished his challenge.

The School also supported the Royal British Legion Poppy Appeal, NHS Charities Together, Worcester Snoezelen, Wooden Spoon and Help for Heroes.

Lower School pupils also donated boxes of food to Maggs Day Centre, and Year Eight sent 73 filled Christmas boxes to New Hope School. Two van loads of food and toiletries were taken to Worcester Food Bank in December, boxes of toiletries and socks were donated to Worcester Street Café and 20 iPads were donated to Franche Community Primary School.

b. **RGS The Grange** Despite the challenges of Lockdown, during the year 2020-2021, RGS The Grange raised almost £4,000 for various local and national charities. In the Autumn term, we not only supported our local FoodBank with emergency supplies and food, but we also raised money for them to support their centre. In November, we enjoyed fundraising activities for Children in Need, raising £1,600 for this special charity. Alongside studying Water as part of our Humanities curriculum, we complemented this study by raising money for the charity Water Aid. Our final charities, which the children love to be involved with and raise money for, were Save the Children and Red Nose Day.

c. **RGS Springfield** Many individual pupils donated food to our Harvest collections and there were regular donations to Worcester Street Kitchen. Some children grew their hair through 'lockdown' and donated hair for wigs to the Little Princess Trust!

d. **RGS Dodderhill** We continued to raise money for charities, implementing innovative ways to achieve this. The pupils raised over £500 for Macmillan Cancer Support in September from a 'drive through' Coffee Morning. House Days encouraged pupils to run events such as penny trails to raise money. Food Collections for Harvest and a reverse Advent Calendar collection were very well supported.

20. **Financial Position.** The Governors consider the School is in a very sound financial position with net assets of £24.4m (2020: £23.8m)

21. **Administration Costs.** The costs for the administration of the Charity at £136,941 (2020: £122,685), remain at less than 1% of the total net income for the Charity of £16,968,048 (2020: £15,767,654).

22. **Reserves Policy.** The Free Reserve position remains healthy and shows an increase of £925,000. The Governors' policy is to manage the finances of the School in such a way as to generate sufficient Free Reserve to meet the current development plans whilst maintaining prudence given the prevailing economic climate. The Governors consider that free reserves in the order of £2m, or approximately 2 months' operating costs would be desirable, subject to the prior demands of further capital expenditure needed to achieve the School's strategic plan.

| **Free Reserves, excluding pension deficit** | **2021** | 2020 |
|---|---|---|
| | **£000** | £000 |
| Unrestricted Funds | **24,050** | 23,534 |
| Less Fixed Assets | **(22,283)** | (22,907) |
| Pension deficit (due in more than one year) | **440** | 655 |
| | **2,207** | 1,282 |
| Restricted Funds total | **51** | 43 |

**23. Investment Policies.** The Governors employ a low risk investment strategy.

a. **The Permanent Endowment.** The Permanent Endowment remains registered as RGS Charity 527527, and the Company remains as the Trustee, with funds of £255,573 (2020: £217,114) held in COIF Charities Income Funds. Similarly invested are the endowments of the Prize Fund valued at £34,872 (2020: £29,625).

b. **Deposited funds.** Prudent financial management has helped sustain a solid funding and liquidity base for the School. Deposits are held in the short term money market on various terms prior to their use for long term reinvestment in the School. Such deposits at 31 August 2021 were £3,750,000 (2020: £3,000,000)

**Principal Risks and Uncertainties**

**24. Teachers' Pensions:** During 2019/20 RGS Worcester conducted a consultation with the teaching body about remaining in the Teachers' Pension Scheme. This was brought about by the 40% increase in employer contributions to 23.68% applied in September 2019 and affordability thereof. The result of the consultation was that the Board agreed that RGSW would remain in TPS for the foreseeable future, with a second consultation likely if further employer contribution increases were applied.

**25. Covid-19:** Following the Government's announcement that schools should close at the start of the Spring term (4 January), RGS Worcester was forced to close to all but essential workers' children. With the School's Digital Learning Programme the move to remote learning was seamless and a full timetable was run throughout. The Board agreed a discount taking account of the loss of income and savings made.

The RGSW and AOS Foundation started a hardship appeal for those parents requiring assistance which was very successful and raised circa £90,000 in 2020 through alumni and existing parents donating their Covid-19 fee rebates. A number of parents, who were particularly badly affected were offered Hardship support from this fund throughout the period March 2020 to August 2021.

There is a continuing cost of Covid-19 to the School, not least for additional daily cleaning, the provision of materials for hygiene and support for mass testing when required. The Board is satisfied that, notwithstanding the costs of all these measures, the School is able to meet the increased costs of operations and maintains a sound financial base to face the inevitable challenges ahead.

**Future Developments**

**26. Objectives.** The immediate key objectives within the current Strategic Development Plan are:

- Continue to facilitate the drive for excellence in all aspects of the School's operations
- Enhancement of the RGS Worcester infrastructure and facilities
- Further development of the Digital Learning Programme
- Continued integration of RGS Dodderhill into the RGS Family of Schools
- Increase and explore other income streams

**27. Risk management.** The Governors continue the examination of the principal areas of the School's operations, in conjunction with the Strategy Group, reviewing the major risks faced in each of these areas on at least a termly basis. A formal review of the Charity's risk management processes is undertaken annually. Where appropriate, the Governors allocate resources and establish review systems to allow these risks to be monitored and mitigated to an acceptable level in day-to-day operations of the School.

The main controls include;

- formal agendas and minutes for all board and committee activities
- formal terms of reference for each committee
- strategic planning, detailed budgeting, management accounting and variance analysis
- formalised organisational structures
- written policies and procedures
- clear authorisation and approval levels
- segregation of duties in key control areas
- discouragement of payment of fees in cash
- vetting procedures for the protection of children
- close liaison with Senior Management and Staff
- training programmes
- whistleblowing procedures

The current most significant risks continue to be associated with maintaining sustainability of fee income against a challenging economic backdrop, managing a rising cost base, and the complexity associated with remaining compliant with all relevant requirements.

The Governors consider a significant source of financial risk to be that of the funding requirements of the various pension schemes for teachers and non-teaching staff which are impacted by factors outside the School's control. In order to mitigate this risk, the current and foreseeable service cost is monitored and periodic actuarial valuations are reviewed to assess the impact of external factors on the scheme liabilities. Strategies are then considered accordingly.

28. **Worcestershire International Hockey Club Limited.** RGS Worcester and Worcester Hockey Club have established a joint venture, Worcester International Hockey Ltd, which was incorporated in December 2019. The project cost is to be financed by way of equal contributions from each of RGS Worcester and Worcester Hockey Club in addition to a long term loan to be provided by Worcester County Council loan of £2.1m.

29. **Key Management Personnel.** The Officers of RGS Worcester are the four Heads and the Director of Finance and Operations, collectively referred to as the Strategy Group. Their remuneration is reviewed annually by Governors at their Summer Board meeting. The process of review is led by the Chair of Governors, and is initially conducted in discussion with the three Chairs of the Governors' sub committees. The key inputs to this review are updated benchmarking data from third party sources and annual performance appraisals of each of the Officers. Recommendations are then made to the full Board of Governors.

30. **Section 172(1) Statement – Stakeholder Engagement.** The Governors have acted in accordance with their duties codifed in law, which include their duty to act in the way in which they consider, in good faith, would be most likely to promote the success of the School for the benefit of its members as a whole, having regard to the stakeholders and matters set out in section 172(1) of the Companies Act 2006.

**Pupils:** Boarding and day pupils alike benefit from the School's excellent pastoral provision with staff placing as much importance on pupils' all-round personal development as they do on academic progress.

**Employees:** The School recognises that the qualities, skills and commitment of its employees play a major role in the School's success. Regular briefings keep staff informed of School-wide developments, and wide-ranging employee benefits enhance their quality of life. Staff wellbeing has been a key focus this year and will be a continued area of attention, along with equality, diversity and inclusion. Furloughed staff were successfully re-integrated as they returned from extended period of absence from the site.

**Parents:** The School recognises the many benefits of engaging with parents and has reimagined its communications with parents over the past 12 months. An historic reliance on written communication has given way to digital innovations such as streaming live and recorded audio-visual events and podcasts.

**Community:** The School is proud of its place in the local community and conscious that it has a significantly beneficial impact on the local economy and on local cultural life.

## 31. Streamlined Energy and Carbon Reporting summary

| Summary Data for 1 September to 31 August | |
|---|---|
| Total Energy Use | 4,043,432 kwh |
| Total Greenhouse Gas Emission | 775.0 tCO2 |
| Total pupils | 1472 |
| Intensity ratio per pupil | 0.52 tCO2 per pupil |

UK Energy use covers The Royal Grammar School Worcester's activities across four Schools. RGS Worcester has acted on the recommendations of the ESOS report of 2019. We have replaced 125 windows with thermally efficient double-glazed units, we have insulated all loft areas and we have a rolling program of replacing existing lights with LEDS.

Associated Greenhouse gases have been calculated using the UK Government GHG conversion factors for Company reporting for 2021.

Approved by the Board on 9 December 2021, and signed on its behalf by:-

J Q S Poole
Chair of Governors

## THE ROYAL GRAMMAR SCHOOL WORCESTER
## INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS

### Opinion

We have audited the financial statements of The Royal Grammar School Worcester ('the charitable company') for the year ended 31 August 2021 which comprise the Statement of Financial Activities, Balance Sheet, Cash Flow Statement and notes to the financial statements, including significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 August 2021 and of its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

### Basis for opinion

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

### Conclusions relating to going concern

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

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

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

### Other information

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

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

We have nothing to report in this regard.

**Opinions on other matters prescribed by the Companies Act 2006**
In our opinion based on the work undertaken in the course of our audit

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

**Matters on which we are required to report by exception**
In light of the knowledge and understanding of the charitable company and their environment obtained in the course of the audit, we have not identified material misstatements in the strategic report or the directors' report included within the trustees' report.

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

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

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

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

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

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

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

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

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

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

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

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

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

**Use of our report**

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

Helen Drew
Senior Statutory Auditor
For and on behalf of
Crowe U.K. LLP
Statutory Auditor
Black Country House
Rounds Green Road
Oldbury
B69 2DG

28 March 2022

**THE ROYAL GRAMMAR SCHOOL WORCESTER**
**STATEMENT OF FINANCIAL ACTIVITIES FOR YEAR ENDED 31 AUGUST**
(including the Income & Expenditure account)

| | Note | Unrestricted Funds | Restricted Funds | Endowed Funds | 2021 Total | 2020 Total |
|---|---|---|---|---|---|---|
| | | £000 | £000 | £000 | £000 | £000 Restated |
| **INCOMING RESOURCES** | | | | | | |
| Income from Charitable Activities: | | | | | | |
| School fees | 1. | **16,370** | - | - | **16,370** | 14,830 |
| Other educational activities | 2. | **18** | - | - | **18** | 16 |
| Other ancillary activities | 2. | **194** | - | - | **194** | 308 |
| Other Income: | | | | | | |
| Other incoming resources | 2. | **227** | - | - | **227** | 487 |
| Investment income: | 2. | **10** | **3** | - | **13** | 19 |
| Voluntary income: | 2. | - | **147** | - | **147** | 107 |
| Total Incoming Resources | | **16,819** | **150** | - | **16,969** | 15,767 |
| **EXPENDITURE ON:** | | | | | | |
| Raising Funds: | | | | | | |
| Fundraising Costs | 3. | **81** | - | - | **81** | 105 |
| Other Expenditure: | | | | | | |
| Charitable Activities: | | | | | | |
| School | | **16,222** | **142** | - | **16,364** | 15,442 |
| Total Expenditure | 3. | **16,303** | **142** | - | **16,445** | 15,547 |
| **NET INCOMING FUNDS FROM OPERATIONS BEFORE TRANSFERS** | | **516** | **8** | - | **524** | 220 |
| Investment gains | 9. | - | - | **43** | **43** | 6 |
| **NET MOVEMENT IN FUNDS** | | **516** | **8** | **43** | **567** | 226 |
| Fund balances at 1 September | | **23,534** | **43** | **247** | **23,824** | 23,598 |
| Fund balances at 31 August | | **24,050** | **51** | **290** | **24,391** | 23,824 |

All operations are continuing.

**THE ROYAL GRAMMAR SCHOOL WORCESTER**
**STATEMENT OF FINANCIAL ACTIVITIES FOR YEAR ENDED 31 AUGUST**
(including the Income & Expenditure account)

| | Note | Unrestricted Funds | Restricted Funds | Endowed Funds | 2020 Total |
|---|---|---|---|---|---|
| | | £000 Restated | £000 | £000 | £000 Restated |
| **INCOMING RESOURCES** | | | | | |
| Income from Charitable Activities: | | | | | |
| School fees | 1. | **14,830** | - | - | **14,830** |
| Other educational activities | 2. | **16** | - | - | **16** |
| Other ancillary activities | 2. | **308** | - | - | **308** |
| Other Income: | | | | | |
| Other incoming resources | 2. | **487** | - | - | **487** |
| Investment income: | 2. | **18** | **1** | - | **19** |
| Voluntary income: | 2. | **15** | **92** | - | **107** |
| Total Incoming Resources | | **15,674** | **93** | - | **15,767** |
| **EXPENDITURE ON:** | | | | | |
| Raising Funds: | | | | | |
| Fundraising Costs | 3. | **105** | - | - | **105** |
| Other Expenditure: | | | | | |
| Charitable Activities: | | | | | |
| School | | **15,328** | **114** | - | **15,442** |
| Total Expenditure | 3. | **15,433** | **114** | - | **15,547** |
| **NET INCOMING/(OUTGOING) FUNDS FROM OPERATIONS BEFORE TRANSFERS** | | **241** | **(21)** | - | **220** |
| Investment gains | 9. | - | - | **6** | **6** |
| **NET MOVEMENT IN FUNDS** | | **241** | **(21)** | **6** | **226** |
| Fund balances at 1 September | | **23,293** | **64** | **241** | **23,598** |
| Fund balances at 31 August | | **23,534** | **43** | **247** | **23,824** |

All operations are continuing.

**THE ROYAL GRAMMAR SCHOOL WORCESTER**
**BALANCE SHEET at 31 August**

| | Note | | 2021 £000 | | 2020 £000 Restated |
|---|---|---|---|---|---|
| **FIXED ASSETS** | | | | | |
| Intangible Assets for Operational Use | 5a. | **48** | | 81 | |
| Tangible Assets for Operational Use | 5b. | **22,235** | | 22,826 | |
| Investments – COIF | 6a&b. | **290** | | 247 | |
| Investments in Subsidiary | 6c. | **1** | | 1 | |
| | | | **22,574** | | 23,155 |
| **CURRENT ASSETS** | | | | | |
| Debtors | 7a. | **3,328** | | 1,160 | |
| Stock | | **23** | | 35 | |
| Cash at bank and in hand | 7b. | **1,441** | | 846 | |
| Short term deposits | 7b. | **3,750** | | 3,000 | |
| | | | **8,542** | | 5,041 |
| **CREDITORS: Due within one year** | 8a. | | **(4,935)** | | (2,963) |
| **NET CURRENT ASSETS** | | | **3,607** | | 2,078 |
| **TOTAL ASSETS less NET CURRENT LIABILITIES** | | | **26,181** | | 25,233 |
| **CREDITORS: Due after more than one year** | | | | | |
| Pension deficit funding liability | 12c. | **(440)** | | (655) | |
| Fees received in advance | 8b. | **(1,350)** | | (754) | |
| | | | **(1,790)** | | (1,409) |
| **TOTAL NET ASSETS** | | | **24,391** | | 23,824 |
| Endowed Funds | 9. | | **290** | | 247 |
| Restricted Funds | 9. | | **51** | | 43 |
| Unrestricted Funds | 9. | | **24,050** | | 23,534 |
| | | | **24,391** | | 23,824 |

Approved and authorised for issue by the Board of Governors, and signed on its behalf by:-

J Q S Poole
Chair of Governors
9 December 2021

The notes on pages 25 to 42 form part of these financial statements

**THE ROYAL GRAMMAR SCHOOL WORCESTER**
**CASH FLOW STATEMENT FOR YEAR ENDED 31 August 2021**

| | | 2021 | | 2020 |
|---|---|---|---|---|
| | | £000 | | £000 |
| **Cash flows from operating activities** | | | | |
| Net cash provided by operating activities | | **1,988** | | 1,321 |
| **Cash flows from investing activities** | | | | |
| Dividends and interest from investments | **10** | | 18 | |
| Proceeds from the sale of fixed assets | **-** | | 25 | |
| Purchase of intangible fixed assets | **-** | | (44) | |
| Purchase of tangible fixed assets | **(653)** | | (581) | |
| Net cash used in investing activities | | **(643)** | | (582) |
| Change in cash and cash entitlements in the reporting period | | **1,345** | | 739 |
| Total cash and non-cash movements | | **1,345** | | 739 |
| Cash and cash equivalents at the start of the year | | **3,846** | | 3,107 |
| Cash and cash equivalents at the end of the reporting period | | **5,191** | | 3,846 |
| **A. Reconciliation of cash flows from the operating activities** | | | | |
| Net income for the year | | **567** | | 242 |
| Depreciation and amortisation charges | | **1,276** | | 1,294 |
| Dividends from investments | | **(10)** | | (18) |
| Decrease/(increase) in stock | | **12** | | (14) |
| Increase in debtors | | **(2,168)** | | (499) |
| Increase in creditors | | **2,569** | | 442 |
| Decrease in pension deficit funding | | **(216)** | | (95) |
| Investment gains | | **(43)** | | (6) |
| Loss on sale of fixed assets | | **1** | | (25) |
| | | **1,988** | | 1,321 |
| **B. Analysis of cash and cash equivalents** | | | | |
| Cash in hand | | **1,441** | | 846 |
| Short term deposits | | **3,750** | | 3,000 |
| | | **5,191** | | 3,846 |

The notes on pages 25 to 42 form part of these financial statements

**THE ROYAL GRAMMAR SCHOOL WORCESTER**
**NOTES ON ACCOUNTING POLICIES FOR THE YEAR ENDED 31 August 2021**

**Legal Status.** The Company is registered at Companies House, Cardiff, as a private company, limited by guarantee, registered number 6251081. The Company is also registered as a charity, number 1120644. The Company is the trustee of Charity 527527 which holds in trust the Permanent Endowments of the School under a Charity Commission Scheme sealed on 2 July 2007 and altered by a further scheme sealed on 15 January 2008. The Scheme contains a Uniting Direction that the Charity and associated funds shall be treated as forming part of the Company for the purposes of Part 6 (accounting) of the Charities Act 2011. On 30 April 2019 Dodderhill School, company number 00576888 and registered charity number 527599, donated all of its assets and liabilities to The Royal Grammar School Worcester. RGS Holdings Limited Company number 12364724 was incorporated in December 2019 to facilitate the establishment and operation of Worcester International Hockey Club Limited, a limited liability company, number 12366802 which was also incorporated in December 2019.

The objects of the School are the provision and conduct, in or near the City of Worcester, of a day or day and boarding school for boys and girls.

**Accounting Policies.** The following accounting policies have been used consistently in dealing with items which are considered material in relation to the School financial statements.

**Basis of Preparation.** The financial statements have been prepared under the historical cost convention with items recognised at cost or transaction value unless otherwise stated in the relevant notes to these accounts. The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2015) - (Charities SORP (FRS 102), and the Companies Act 2006. The Royal Grammar School Worcester constitutes a public benefit entity as defined by FRS 102.

**Going Concern.** The Company has cash resources and short term investments and the Directors have a reasonable expectation that the Company will have adequate resources to continue in operational existence for the foreseeable future. They continue to believe the going concern basis of accounting is appropriate in preparing the annual financial statements.

The continuing Covid-19 pandemic has impacted the year and, like many other businesses, the RGS Worcester family of schools were asked to close from 4 January 2021 although did remain open for essential worker children, including Nursery (unlike the first closure). The Digital Learning platform enabled a full timetable to be offered throughout the closure for Year groups Reception to Upper Sixth. Pupil numbers have remained buoyant throughout and there has been very encouraging recruitment into all Year groups and Schools. The Governors have concluded that the School continues to generate sufficient surpluses to provide a first class education for its pupils, notwithstanding the effects of Covid-19.

**Accounting Convention.** The accounts are prepared under the historical cost convention, as modified by the revaluation of investment assets. Fees receivable and charges for services are accounted for in the period in which the service is provided. Fees receivable are stated after deducting allowances, scholarships and other remissions granted by the School.

**Freehold Buildings.** Cost shown in the Balance Sheet represents only expenditure incurred after the School became independent on 1 September 1983. The following, which are vested in the Official Custodian for Charities, as Scheduled in the 2008 Scheme for Charity 527527, are included at nil cost in the accounts: The Freehold of the School site and buildings, Whiteladies, Priory House and gardens, and Flagge Meadow. The School also has an uncosted interest in the River Sports Centre.

**Capitalisation and Depreciation.** Purchases of assets costing more than £1,000 and with a useful life of more than one year are capitalised at cost. Depreciation is provided on all tangible fixed assets, other than freehold land, on a straight line basis at rates calculated to write off the cost of each asset over its expected useful life as follows:

| | |
|---|---|
| Freehold buildings | - 50 years |
| Motor vehicles and computers | - 5 years |
| Fixtures, fittings and equipment | - 8 years |

**THE ROYAL GRAMMAR SCHOOL WORCESTER**
**NOTES ON ACCOUNTING POLICIES FOR YEAR ENDED 31 August 2021**

**Investments** are included at valuation at the Balance Sheet date. Realised and Unrealised gains and losses on investments are shown on the Statement of Financial Activities.

**Scholarships and Bursaries.** Financial assistance is given to pupils in the form of Scholarships and Bursaries.

**Investment and Other Income**. This is accounted for on a receivable basis.

**Donations and Legacies Receivable.** Donations and Legacies are accounted for as and when entitlement arises, the amount can be reliably quantified and the economic benefit to the School is considered probable.

**Net Tuition Fees Receivable.** Fees receivable are accounted for in the period in which the service is provided. They are stated after deducting bursaries, scholarships and other remissions granted by the School.

**Government Grants.** Are credited to the statement of financial activities as the related expenditure is incurred.

**Resources Expended.** Resources expended are accounted for on an accrual basis. Certain expenditure is apportioned to cost categories based on the estimated amount attributable to that activity in the year. Irrecoverable VAT is included with the item of expense to which it relates. Support costs are those costs incurred in the general running of the School. Governance costs comprise the costs of running the charity including external audit costs.

**Pension Schemes.** The School contributes to the Teachers' Pension Scheme (a defined benefit scheme) at rates set up by the Scheme Actuary and advised to the Governors by the Scheme Administrator. For non-teaching staff, the School contributes to The Pensions Trust FRP defined contribution scheme. The School also makes pension AVC contributions at a rate of 2% to the Pension Trust Growth Plan Scheme for 3 (2020: 3) members of staff who were previously members of the CARE 80 defined benefit scheme.

**Unrestricted General Funds.** These funds can be expended at the Governors' discretion in accordance with the Charitable Objects. They represent funds which have not been "earmarked" or "restricted" in any way.

**Designated Funds.** These funds represent funds which have been ring-fenced by the Governors for a specific purpose.

**Restricted Funds.** These include funds received from alumni and others with specific conditions for their use.

**Endowed Funds.** The Prize fund represents the Mytton and Blasson Prize Funds and can only be expended in accordance with the wishes of the donors, with funds invested in income units of the Charities Official Investment Fund until required. The Alice Ottley Bursary Fund has been renamed The Permanent Endowment with funds invested in income units of the Charities Official Investment Fund.

**Taxation.** As a registered charity, the School is not generally liable to corporation tax on surpluses. For this reason, no provision for corporation tax has been included in the accounts.

**Liquid Resources.** Fixed term deposits of less than one year are included in the Cashflow Statement as liquid resources.

**Debtors.** Short term debtors are measured at the transaction price, less any impairment.

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

**Financial instruments.** The charity only enters into basic financial instrument transactions that result in the recognition of financial assets and liabilities like trade and other accounts receivable and payable.

**Intangible assets.** Software costs are initially recognised at cost. After recognition, under the cost model, intangible assets are measured at cost less any accumulated amortisation and any accumulated impairment losses. All intangible assets are considered to have a finite useful life. If a reliable estimate of the useful life cannot be made, the useful life shall not exceed ten years. Amortisation of software and website development costs – 5 years.

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

(i) Pension deficit contribution. The School has entered into a commitment to provide deficit funding to The Pensions' Trust Care Scheme and The Pensions' Trust Growth Plan, of which it is a contributing employer. Under FRS 102, the fair value of the commitment is recognised. The calculation of the fair value of the commitment is subject to an assumption of the discount rate. The discount rate is determined by reference to market yields at the reporting date on high quality corporate bonds.

(ii) Recognition of legacies. The School recognises legacies when the economic benefit to the School is considered probable. Legacies can relate to cash or assets. Both require estimation if the legacy has not yet been received. The estimation of legacy income is based on information received from solicitors and a prudent approach is taken based on the information provided.

**THE ROYAL GRAMMAR SCHOOL WORCESTER**
**NOTES TO THE ACCOUNTS FOR YEAR ENDED 31 August 2021**

| 1. SCHOOL FEES | 2021 £000 | 2020 £000 Restated |
|---|---|---|
| Gross Tuition Fees | **17,861** | 16,312 |
| Pupil Lunches | **230** | 165 |
| Other Fees | **315** | 177 |
| Gross Fee Income | **18,406** | 16,654 |
| Less: Scholarships, Bursaries and other Remissions | **(2,036)** | (1,824) |
| Net Fees | **16,370** | 14,830 |

| | 2021 £000 | 2020 £000 |
|---|---|---|
| **2. OTHER INCOME** | | |
| **Other educational charitable activities** | | |
| Registration Fees | **18** | 16 |
| **Other ancillary activities** | | |
| RGS The Grange Shuttle Bus | **27** | 23 |
| School Trips | **167** | 280 |
| Baby and Toddler Groups | **-** | 5 |
| | **194** | 308 |
| **Other incoming resources** | | |
| Counselling recovery | **29** | 14 |
| Lettings | **47** | 39 |
| Sale of Fixed Assets – Boat and Minibus | **-** | 25 |
| Solar FIT | **11** | 8 |
| HMRC CJRS Grants | **70** | 310 |
| Miscellaneous | **70** | 91 |
| | **227** | 487 |
| **Investment Income** | | |
| Bank interest | **4** | 12 |
| Permanent Endowment Income | **6** | 6 |
| Mytton and Blasson interest | **3** | 1 |
| | **13** | 19 |
| **Voluntary Income** | | |
| Donations | **31** | 22 |
| Grants from the RGSW & AOS Foundation | **116** | 71 |
| Legacies | **-** | 14 |
| | **147** | 107 |

## 3. RESOURCES EXPENDED

| | Staff Costs | Other | Depreciation & Amortisation | 2021 Total | 2020 Total |
|---|---|---|---|---|---|
| | £000 | £000 | £000 | £000 | £000 Restated |
| Costs of generating voluntary income | **60** | **14** | **7** | **81** | 105 |
| Charitable Activities | | | | | |
| Teaching Costs | **9,649** | **392** | **430** | **10,471** | 10,054 |
| Welfare | **101** | **650** | **13** | **764** | 566 |
| Premises | **555** | **1,655** | **778** | **2,988** | 2,545 |
| Support Costs of Schooling | **947** | **833** | **42** | **1,822** | 1,974 |
| Marketing and Advertising | **167** | **146** | **6** | **319** | 303 |
| | **11,419** | **3,676** | **1,269** | **16,364** | 15,442 |
| Total Resources Expended | **11,479** | **3,690** | **1,276** | **16,445** | 15,547 |

| Staff Costs | 2021 £000 | 2020 £000 Restated |
|---|---|---|
| Wages & Salaries | **8,750** | 8,226 |
| Social Security Costs | **821** | 753 |
| Pension Contributions | **1,643** | 1,553 |
| Training & Expenses | **39** | 33 |
| Other Costs | **226** | 228 |
| | **11,479** | 10,793 |

| The average numbers of full time equivalent employees in the year were: | 2021 | 2020 |
|---|---|---|
| Teachers | **145** | 135 |
| Others | **104** | 100 |
| | **249** | 235 |

The total headcount was 343 (2020: 336)

| The number of employees whose emoluments exceeded £60,000 were: | 2021 | 2020 |
|---|---|---|
| £60,001 - £70,000 | **3** | 5 |
| £70,001 - £80,000 | **4** | 2 |
| £80,001 - £90,000 | **-** | - |
| £90,001 - £100,000 | **-** | - |
| £100,001 - £110,000 | **-** | 1 |
| £110,001 - £120,000 | **1** | - |
| £120,001 - £130,000 | **-** | 1 |
| £130,001 - £140,000 | **1** | - |
| | **9** | 9 |

## 3. RESOURCES EXPENDED (continued)

| | 2021 £000 | 2020 £000 |
|---|---|---|
| Remuneration of key personnel including Employers' National Insurance and Employer's Pension contributions (considered to be the Governors and Principal Officers) | **529** | 514 |

During the year there were redundancy or termination payments totalling £3,254 (2020: £26,706).

For the 9 employees (2020: 9) with emoluments greater than £60,000, 8 (2020: 8) were members of the defined benefit schemes with associated employer contributions of £145,324 (2020: £150,769)

Other than those transactions disclosued in Note 14, neither the Governors nor persons connected with them receive any remuneration or other benefits from the School or any connected organisation for their services. Trustee indemnity insurance is included in the School's insurance cover at no additional cost.

The Governance costs for 2021 are £13,778 (2020: £13,017)

## 4. AUDITOR'S REMUNERATION

| | 2021 £000 | 2020 £000 |
|---|---|---|
| Auditor's remuneration for audit services | **16** | 13 |
| Auditor's remuneration for payroll services | - | 8 |
| | **16** | 21 |

## 5a. INTANGIBLE ASSETS

| | Software (including website development) £000 |
|---|---|
| **Cost** | |
| At 1 September 2020 | **334** |
| Additions | - |
| As 31 August 2021 | **334** |
| **Depreciation** | |
| At 1 September 2020 | **253** |
| Charge for year | **33** |
| As 31 August 2021 | **286** |
| **Net Book Amount** | |
| At 31 August 2021 | **48** |
| At 1 September 2020 | 81 |

| 5b. TANGIBLE FIXED ASSETS | Freehold Land | Freehold Buildings | Fixtures Fittings & Equipment | Grounds Equipment & Motor Vehicles | Total |
|---|---|---|---|---|---|
| | £000 | £000 | £000 | £000 | £000 |
| **Cost** | | | | | |
| At 1 September 2020 | **496** | **28,424** | **5,882** | **535** | **35,337** |
| Additions | **-** | **46** | **594** | **13** | **653** |
| Disposals | **-** | **-** | **(8)** | **-** | **(8)** |
| At 31 August 2021 | **496** | **28,470** | **6,468** | **548** | **35,982** |
| **Depreciation** | | | | | |
| At 1 September 2020 | **-** | **7,998** | **4,095** | **418** | **12,511** |
| Charge for year | **-** | **570** | **632** | **41** | **1,243** |
| Disposals | **-** | **-** | **(7)** | **-** | **(7)** |
| At 31 August 2021 | **-** | **8,568** | **4,720** | **459** | **13,747** |
| **Net Book Amount** | | | | | |
| At 31 August 2021 | **496** | **19,902** | **1,748** | **89** | **22,235** |
| At 1 September 2020 | 496 | 20,426 | 1,787 | 117 | 22,826 |

The freehold buildings had a declared value for insurance purposes of £84m as at 31 August 2021.

## 6. FIXED ASSET INVESTMENTS (UK Listed)

### 6a. THE PERMANENT ENDOWMENT FUND

| | 2021 £000 | 2020 £000 |
|---|---|---|
| Opening market value | **247** | 217 |
| Net gains on revaluation | **43** | 30 |
| Closing market value at 31 August | **290** | 247 |
| Historic cost at 31 August | **150** | 150 |

The above represents the Permanent Endowment for the School Charity 527527 scheduled in the 2007 Scheme. The investments currently comprise COIF Income Units only.

### 6b. ENDOWED FUNDS

**Prize Fund**

| | 2021 £000 | 2020 £000 |
|---|---|---|
| Opening market value | **30** | 29 |
| Net gains on revaluation | **5** | 1 |
| Closing market value at 31 August | **35** | 30 |
| Historic cost at 31 August | **20** | 20 |

The above represents the total of the investments of the legacies to provide for the Mytton and Blasson Prizes. The investments currently comprise COIF Income Units only. These investments are included in the School Charity 527527 scheduled in the 2007 Scheme.

### 6c. FIXED ASSET INVESTMENTS (Unlisted)

| | 2021 £000 | 2020 £000 Restated |
|---|---|---|
| RGSW Holdings Limited (100% dormant) | **1** | 1 |

## 7a. DEBTORS

| | 2021 | 2020 |
|---|---|---|
| | £000 | £000 |
| Tuition fees and extras | **473** | 467 |
| Sundry debtors | **42** | 95 |
| Amounts due from associated undertaking | **2,406** | 309 |
| Prepayments | **407** | 289 |
| | **3,328** | 1,160 |

## 7b. OTHER CURRENT ASSETS

| | 2021 | 2020 |
|---|---|---|
| | £000 | £000 |
| Cash at Bank and in Hand | **1,441** | 846 |
| Short Term Deposits | **3,750** | 3,000 |
| | **5,191** | 3,846 |

## 8a. CREDITORS: Due within one year

| | 2021 | 2020 |
|---|---|---|
| | £000 | £000 |
| Bank Loan (Note 14) | **2,000** | - |
| Fees received in advance | **1,467** | 1,660 |
| Registration Deposits | **156** | 148 |
| Trade Creditors | **633** | 499 |
| Social Security & Other Taxes | **214** | 191 |
| Pension deficit funding liability (note 12c) | **113** | 114 |
| Other Creditors | **242** | 222 |
| Accruals | **110** | 129 |
| | **4,935** | 2,963 |

Included in Other Creditors are amounts owing to the Teachers' Pension Scheme of £167,079 (2020: £152,887) and The Pension Trust of £41,006 (2020: nil).

## 8b. CREDITORS: Due after more than one year (excluding pension liability)

| Accrued liabilities in respect of fees received in advance: | **2021** **£000** | 2020 £000 |
|---|---|---|
| Within 2 to 5 years | **931** | 506 |
| Within 1 to 2 years | **419** | 248 |
| | **1,350** | 754 |
| Within 1 year | **1,466** | 1,660 |
| Balance at 31 August | **2,816** | 2,414 |
| **The movements during the year were:** | | |
| Balance at 1 September | **2,414** | 1,653 |
| Net cash movement | **1,715** | 2,418 |
| | **4,129** | 4,071 |
| Amounts utilised in fee payment | **(1,313)** | (1,657) |
| Balance at 31 August | **2,816** | 2,414 |

**THE ROYAL GRAMMAR SCHOOL WORCESTER**
**NOTES TO THE ACCOUNTS FOR YEAR ENDED 31 August 2021**

## 9. RESERVES

| Endowment Funds | Balance at 1 September 2020 £000s | Incoming Resource £000s | Resources Expended £000s | Investment gains £000s | Balance at 31 August 2021 £000s |
|---|---|---|---|---|---|
| The Permanent Endowment Fund | 217 | - | - | 38 | 255 |
| Prize Funds | 30 | - | - | 5 | 35 |
| | 247 | - | - | 43 | 290 |
| **Restricted Funds** | | | | | |
| Alumni Bursary | 15 | 27 | (15) | - | 27 |
| Debating | 1 | - | - | - | 1 |
| Dodderhill | 5 | - | (3) | - | 2 |
| Drawings/Pictures | 1 | - | - | - | 1 |
| Alumni support | 4 | - | - | - | 4 |
| Gardening Club | 1 | - | - | - | 1 |
| Mytton & Blasson Prize Fund | 1 | 1 | (2) | - | 0 |
| Claines Physics Prize | 3 | - | - | - | 3 |
| Rugby Auction | 3 | - | - | - | 3 |
| Tennis Sponsorship | 5 | - | - | - | 5 |
| RGSW & AOS Foundation Bursaries | - | 75 | (75) | - | 0 |
| RGSW & AOS Foundation - Hardship Fund | - | 44 | (41) | - | 3 |
| Debating Boards | 3 | - | (3) | - | 0 |
| RGS PTA Land Rover | 1 | - | - | - | 1 |
| RGS PTA Hockey Boards | - | 3 | (3) | - | 0 |
| | 43 | 150 | (142) | - | 51 |
| **Unrestricted Funds** | | | | | |
| General Reserves | 23,534 | 16,819 | (16,303) | - | 24,050 |

**9. RESERVES (continued)**

| Summary of Funds | Balance at 1 September 2020 £000s | Incoming Resources £000s | Resources Expended £000s | Investment gains £000s | Balance at 31 August 2021 £000s |
|---|---|---|---|---|---|
| Endowment Funds | 247 | - | - | 43 | 290 |
| Restricted Funds | 43 | 150 | (142) | - | 51 |
| Unrestricted Funds | 23,534 | 16,819 | (16,303) | - | 24,050 |
| | 23,824 | 16,969 | (16,445) | 43 | 24,391 |

**Endowment Funds:**
The Endowment Funds represent the invested endowments of the School. The Permanent Endowment is listed in the Scheme for Charity 527527 of which the Company is the Trustee, plus the Mytton & Blasson Prize Fund. The Restricted Funds include monies from alumni for specific projects, including funds received for Bursary support.

**Restricted Funds:**
Alumni Bursary - Alumni bursary support
Debating SME Debating Club Sponsorship
Dodderhill transferred with the merger
Drawings/Pictures Deposits donated for the commissioning of pictures of the RGS buildings
Alumni support:- Alumni support for Foundation
Gardening Club:- Donation and prize money for the Gardening club
Mytton and Blasson:- Annual pupil prizes
Claines Physics Prize:- Annual Physics award
Rugby - Auction proceeds Rugby equipment
Tennis Sponsorship - LTA sponsorship
RGSW & AOS Foundation – Bursaries
RGSW & AOS Foundation - Hardship Fund
Debating Boards – support for Honours Board
RGS PTA Land Rover – support for DT project
RGS PTA Hockey Boards – support for Honours Board

**THE ROYAL GRAMMAR SCHOOL WORCESTER**
**NOTES TO THE ACCOUNTS FOR YEAR ENDED 31 August 2021**

## 9. RESERVES (PRIOR YEAR)

| Endowment Funds | Balance at 1 September 2019 £000s | Incoming Resource £000s | Resources Expended £000s | Investment gains £000s | Balance at 31 August 2020 £000s |
|---|---|---|---|---|---|
| The Permanent Endowment Fund | 212 | - | - | 5 | 217 |
| Prize Funds | 29 | - | - | 1 | 30 |
| | 241 | - | - | 6 | 247 |
| **Restricted Funds** | | | | | |
| Alumni Bursary A | 2 | - | (2) | - | - |
| Alumni Bursary B | 16 | 13 | (14) | - | 15 |
| Debating | 1 | - | - | - | 1 |
| Dodderhill | 7 | - | (2) | - | 5 |
| Drawings/Pictures | 1 | - | - | - | 1 |
| Alumni support | 23 | - | (19) | - | 4 |
| Gardening Club | 1 | - | - | - | 1 |
| Mytton & Blasson Prize Fund | - | 1 | - | - | 1 |
| Claines Physics Prize | 3 | - | - | - | 3 |
| Rugby Auction | 4 | 1 | (2) | - | 3 |
| Tennis Sponsorship | 5 | - | - | - | 5 |
| Sundry <£500 | 1 | - | (1) | - | - |
| RGS and AOS Foundation Bursaries | - | 33 | (33) | - | - |
| RGS and AOS Foundation Hardship Fund | - | 38 | (38) | - | - |
| Dodderhill PTA (Library) | - | 2 | (2) | - | - |
| Debating Society | - | 3 | - | - | 3 |
| RGS PTA Photography | - | 1 | (1) | - | - |
| RGS PTA Land Rover | - | 1 | - | - | 1 |
| | 64 | 93 | (114) | - | 43 |
| **Unrestricted Funds** | | | | | |
| General Reserves | 23,293 | 15,674 | (15,433) | - | 23,534 |

## 9. RESERVES (PRIOR YEAR) continued

| Summary of Funds | Balance at 1 September 2019 £000s | Incoming Resources £000s Restated | Resources Expended £000s Restated | Investment gains £000s | Balance at 31 August 2020 £000s |
|---|---|---|---|---|---|
| Endowment Funds | **241** | **-** | **-** | **6** | **247** |
| Restricted Funds | **64** | **93** | **(114)** | **-** | **43** |
| Unrestricted Funds | **23,293** | **15,674** | **(15,433)** | **-** | **23,534** |
| | **23,598** | **15,767** | **(15,547)** | **6** | **23,824** |

**Endowment Funds:**
The Endowment Funds represent the invested endowments of the School. The Permanent Endowment is listed in the Scheme for Charity 527527 of which the Company is the Trustee, plus the Mytton & Blasson Prize Fund. The Restricted Funds include monies from alumni for specific projects, including funds received for Bursary support.

**Restricted Funds:**
Alumni Bursary (1 and 2):- Alumni bursary support
Debating Society:- SME Debating Club Sponsorship.
Dodderhill:- Restricted funds that transferred with the merger.
Drawings and pictures:- Deposits donated for the commissioning of pictures of the RGS buildings.
Alumni support:- Alumni support for Foundation.
Gardening Club:- Donation and prize money for the Gardening club.
Mytton and Blasson:- Annual pupil prizes
Claines Physics Prize:- Annual Physics award.
Rugby:- Rugby Dinner Auction proceeds for floodlights/
Tennis Sponsorship:- LTA sponsorship
Dodderhill PTA (Library)
Sundry Support:- Monies <£500) for various projects
Debating Society
RGS PTA Photography
RGS PTA Land Rover

## 10. ANALYSIS OF NET ASSETS BETWEEN FUNDS

| The Net Assets are Funded as follows: | Tangible Fixed Assets £000 | Intangible Fixed Assets £000 | Investments £000 | Net Current Assets £000 | Long Term Liabilities £000 | 2021 Total £000 | 2020 Total £000 |
|---|---|---|---|---|---|---|---|
| Unrestricted Funds | **22,235** | **48** | **1** | **3,556** | **(1,790)** | **24,050** | 23,534 |
| Restricted Funds | **-** | **-** | **-** | **51** | **-** | **51** | 43 |
| Endowment Funds | **-** | **-** | **290** | **-** | **-** | **290** | 247 |
| | **22,235** | **48** | **291** | **3,607** | **(1,790)** | **24,391** | 23,824 |

## 10. ANALYSIS OF NET ASSETS BETWEEN FUNDS (PRIOR YEAR)

| The Net Assets are Funded as follows: | Tangible Fixed Assets £000 | Intangible Fixed Assets £000 | Investments £000 | Net Current Assets £000 | Long Term Liabilities £000 | 2020 Total £000 |
|---|---|---|---|---|---|---|
| Unrestricted Funds | **22,826** | **81** | **-** | **2,036** | **(1,409)** | **23,534** |
| Restricted Funds | **-** | **-** | **-** | **43** | **-** | **43** |
| Endowment Funds | **-** | **-** | **247** | **-** | **-** | **247** |
| | **22,826** | **81** | **247** | **2,079** | **(1,409)** | **23,824** |

## 11. CAPITAL COMMITMENTS

Capital expenditure of £nil (2020: £nil) has been authorised and contracted for as at 31 August 2021.

## 12. PENSIONS

### 12a. Teaching Staff

**PENSION SCHEME**

The School participates in the Teachers' Pension Scheme ("the TPS") for its teaching staff. The pension charge for the year includes contributions payable to the TPS of £1,398,944 (2020: £1,312,212) and at the year-end £167,079 (2020 - £152,887) was accrued in respect of contributions to this scheme.

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

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

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

On 27 June 2019 the Supreme Court denied the government permission to appeal the Court of Appeal's judgment that transitional provisions introduced to the reformed pension schemes in 2015 gave rise to unlawful age discrimination. The government is respecting the Court's decision and has said it will engage fully with the Employment Tribunal as well as employer and member representatives to agree how the discriminations will be remedied. The government announced on 4 February 2021 that it intends to proceed with a deferred choice underpin under which members will be able to choose either legacy or reformed scheme benefits in respect of their service during the period between 1 April 2015 and 31 March 2022 at the point they become payable.

The TPS is subject to a cost cap mechanism which was put in place to protect taxpayers against unforeseen changes in scheme costs. The Chief Secretary to the Treasury, having in 2018 announced that there would be a review of this cost cap mechanism, in January 2019 announced a pause to the cost cap mechanism following the Court of Appeal's ruling in the McCloud/Sargeant case and until there is certainty about the value of pensions to employees from April 2015 onwards. The pause was lifted in July 2020, and a consultation was launched on 24 June on proposed changes to the cost control mechanism following a review by the Government Actuary. Following the public consultation, the Government have accepted three key proposals recommended by the Government Actuary, and are aiming to implement these changes in time for the 2020 valuations.

In view of the above rulings and decisions the assumptions used in the 31 March 2016 Actuarial Valuation may become inappropriate. In this scenario, a valuation prepared in accordance with revised benefits and suitably revised assumptions would yield different results than those contained in the Actuarial Valuation.

Until the cost cap mechanism review is completed it is not possible to conclude on any financial impact or future changes to the contribution rates of the TPS. Accordingly, no provision for any additional past benefit pension costs is included in these financial statements.

**12b. Support Staff**

The School has previously participated in both the CARE and Growth Plan defined benefit schemes independently administered by The Pensions Trust. Both these schemes have been closed to existing and new members. Members were initially moved to the CARE defined contribution scheme, but this was closed in March 2016 and all members were moved to the FRP defined contribution scheme also administered by The Pensions Trust. The FRP DC scheme has tiered employer contributions ranging from 10% to 13% (the same as the CARE DC scheme) and, at 31 August 2021, had 114 (2020: 109) members with a further 1 (2020: 1) pending having been auto-enrolled.

The pension cost charge amounting to £241,262 (2020: £235,054) represents the full contribution payable for the period by the School to The Pensions Trust for all pensions provided. At the year-end £41,006 (2020: nil) was accrued in respect of contributions to these schemes.

There are 3 members of staff (2020: 3) for whom a 2% employer AVC is paid into the Growth Plan. This obligation arises from an agreement made when a previous DB scheme was closed.

Both the CARE 80 and the CARE 100 Defined Benefit Schemes and the Growth Plan are multi-employer schemes and the schemes' actuary has advised that the assets and liabilities are not segregated for each contributing employer. Hence it is not possible to separately identify the assets and liabilities relating to The Royal Grammar School Worcester for the purposes of FRS102.

**CARE Defined Benefit Scheme**

RGS was notified by The Pensions Trust, of the estimated employer debt on withdrawal from The CARE Scheme, based on the financial position of the Scheme as at 30 September 2020. At this date the estimated employer debt for RGS was £1,728,204 (2019: £1,862,429).

It was agreed that from 1 April 2012, additional annual contributions towards the Scheme's deficit of £8,900, increasing by 3% per annum for the next 10 years, would be payable by The Royal Grammar School Worcester. This plan was superseded by a revised deficit repayment plan commencing 1 July 2015 covering the period to 30 April 2027. A total of £1,152,000 per annum, increasing on 1 July each year by 3% is required. RGS Worcester's share of these deficit contributions from July 2016 is £46,206 per annum, payable in monthly instalments of £3,850. In addition, a total amount of £176,586 per annum, increasing on 1 July each year by 3% is required for Scheme expenses. RGS Worcester's share of these Scheme expenses from July 2016 is £7,080 per annum, payable in monthly instalments of £590. This last plan has now also been superseded and with effect from April 2018, the annual contributions to the deficit payable by The Royal Grammar School Worcester are £53,057 per annum, increasing at 3% annually plus £6,215 for Scheme expenses. The total of deficit payments paid in the year was £61,493 (2020: £61,843).

**Growth Plan**

RGS have been notified by The Pensions Trust of the estimated employer debt on withdrawal from the Plan based on the financial position of the Plan as at 30 September 2020. At this date the estimated employer debt for RGS was £598,386 (2019: £622,956),

The deficit contributions were reduced from 1 April 2016, and the additional contributions towards the scheme's deficit from April 2016 are now £49,839 per annum (increasing by 3% each 1 April) and will be payable by The Royal Grammar School Worcester for a period of ten years. The total paid in the year was £56,925 (2020: £55,141).

### 12c. FRS (102) Section 28 Pension Deficit Provisions

| | **2021** | 2020 |
|---|---|---|
| | **£000** | £000 |
| CARE Scheme | **347** | 507 |
| Growth Plan | **206** | 262 |
| Of the totalled combined deficit of £553,000 an amount of £113,000 is due within one year | **553** | 769 |

### 13. FINANCIAL INSTRUMENTS

| | **2021** | 2020 |
|---|---|---|
| | **£000** | £000 |
| Financial assets measured at fair value through the Income and Expenditure | **290** | 247 |
| Financial liabilities measured at fair value through the Income and Expenditure | **553** | 769 |

Financial liabilities measured at fair value through the Income and Expenditure account comprise the defined benefit pension scheme deficit funding liability.

### 14. RELATED PARTIES

The RGSW and AOS Foundation made grants to the School in the year totalling £115,625 (2020: £71,411).

Millie Poole daughter of the Chairman, Quentin Poole, was contracted as an Teaching apprentice at RGS Springfield during the year and received a salary of £14,435; she was employed from 1 September 2020.

Paul Cross, husband of Board member Mrs Pauline Cross, was contracted as a Teacher at RGS Dodderhill and received a salary of £16,680; he was employed from 1 September 2020.

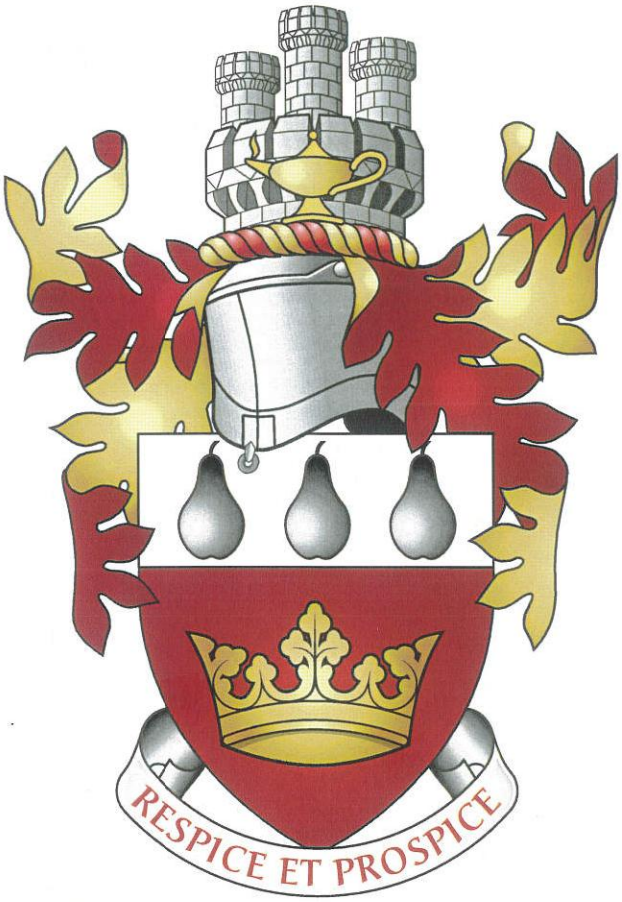
RGS Worcester and Worcester Hockey Club have established a joint venture, Worcester International Hockey Limited, which was incorporated in December 2019. RGS Worcester and Worcester Hockey Club each own 50% of the voting share capital. Worcester International Hockey Limited's indebtedness to RGS Worcester at 31 August 2021 was £2,406,168. This will be repaid by Worcester International Hockey Limited upon completion of the development.

The investment in Worcester International Hockey Limited is via a wholly owned, dormant, subsidiary RGSW Holdings Limited.

**ROYAL GRAMMAR SCHOOL WORCESTER**

England & Wales - Charity number 1120644

# Accounts




# ANNUAL REPORT
# FOR THE YEAR ENDING AUGUST 2020

The Royal Grammar School Worcester
A private company, limited by guarantee
Registered No. 6251081
Charity No. 1120644

**THE ROYAL GRAMMAR SCHOOL**
**WORCESTER**

**A private company, limited by guarantee**

**Registered No. 6251081**

**Charity No. 1120644**

# ANNUAL REPORT

## FOR THE YEAR ENDED

## 31 AUGUST 2020

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**THE ROYAL GRAMMAR SCHOOL WORCESTER**
**GOVERNORS' REPORT YEAR ENDED 31 August 2020**

1. The **Name of the Company** is The Royal Grammar School Worcester ("the School").

2. The **Address** of the Company is The Royal Grammar School Worcester, Upper Tything, Worcester, WR1 1HP.

3. The School was incorporated on 17 May 2007, but continued to operate as an unincorporated charity until 31 August 2007. It began active operations as a limited company on merging with The Alice Ottley School on 1 September 2007. There were no trading activities prior to this date.

4. The School operates on four sites; RGS Worcester offering co-education for pupils aged 11 – 18, located in The Tything, Worcester; RGS Springfield offering co-education for pupils aged 2 – 11, located in Britannia Square, Worcester; RGS The Grange offering co-education for pupils aged 2 – 11, located in Claines; and RGS Dodderhill offering girls only education for pupils aged 4 – 16, with a co-educational Nursery from aged 2.

5. **Status.** The Company is registered at Companies House, Cardiff, as a private company, limited by guarantee, registered number 6251081. The Company is also registered as a charity, number 1120644. The Company is the trustee of Charity 527527 which holds in trust the Permanent Endowments of the School under a Charity Commission Scheme sealed on 2 July 2007 and altered by a further scheme sealed on 15 January 2008. The Scheme contains a Uniting Direction that the charity and associated funds shall be treated as forming part of the Company for the purposes of Part 6 (accounting) of the Charities Act 2011. On 30 April 2019 Dodderhill School, company number 00576888 and registered charity number 527599, donated all of its assets and liabilities to The Royal Grammar School Worcester. RGS Holdings Limited Company number 12364724 was incorporated in December 2019 to facilitate the establishment and operation of Worcester International Hockey Club Limited Company number 12366802 also incorporated in December 2019.

6. **Directors of the Company.** The Directors of the Company are also the Governors of the School and the Trustees of the Charity. Those who have served during the year as Directors are listed below:-

| | |
|---|---|
| Mr J Q S Poole | Chair of Governors |
| Mrs R F Ham | Vice Chair of Governors |
| Mrs L Cook | EC, Staff Liaison at RGS Worcester and Governor with special interest for Learning Development |
| Mrs M J Cross | F&GP |
| Mr N Fairlie | F&GP |
| Sir R Fry | NC |
| Mr A Greenway | EC and Governor with special interest for GDPR |
| Mr H Kimberley | Chair of F&GP |
| Ms K Meredith | Chair of EC and member of the NC |
| Mrs S Mills | EC and Governor with special interest for Safeguarding |
| Mr J E Peters | EC, NC, CCF and Staff Liaison at RGS The Grange |
| Mr B W Radford | F&GP and Governor with special interest for Health and Safety |
| Dr E Robinson | EC |
| Mrs K M Wormington | Staff Liaison at RGS Dodderhill |
| Mrs R Wyatt | Governor with special interest for the Foundation Stage |

Finance and General Purposes Committee (F&GP), Education Committee (EC), Nominations Committee (NC)

7. The **Principal Officers** of the Charity during the year were:-

| | |
|---|---|
| Mr J D Pitt | Headmaster, RGS Worcester |
| Mr G W Hughes | Headmaster, RGS The Grange |
| Mrs L Brown | Headmistress, RGS Springfield |
| Mrs S E Atkinson | Headmistress, RGS Dodderhill |
| Mr I T Roberts | Director of Finance and Operations, Clerk to the Governors and Company Secretary |

8. **Advisers to the School:-**

| | |
|---|---|
| Bankers & Investment Managers | Lloyds Bank plc<br>4, The Cross, Worcester, WR1 3PY |
| Auditors | Crowe U.K. LLP<br>Black Country House, Rounds Green Road, Oldbury, B69 2DG |
| Solicitors | Stallard March and Edwards (SME Solicitors)<br>8, Sansome Walk, Worcester, WR1 1LW |
| Insurance Brokers | Hettle Andrews & Associates Limited<br>Eleven Brindleyplace<br>2 Brunswick Square<br>Birmingham<br>B1 2LP |

9. **Governing Document.** Memorandum and Articles of Association adopted on incorporation on 17 May 2007 as amended by Special Resolution dated 27 June 2013.

10. **Governing Body.** The Governors are listed on page 1 of this Report.

11. **Recruitment and Training of Governors.** New Governors are normally appointed at termly meetings on the basis of nominations from a committee of Governors. All nominations are made on the basis of eligibility, personal competence, specialist skills and availability. New Governors undertake a formal induction process under the guidance of a fellow Governor which covers the workings of the Charity, including Policies, Procedures, Finances, the Clerk to the Governors and Governance.

12. **Liability Insurance.** Governor and Individual Liability insurance is provided with a cover of £5m.

13. **Organisational Management.** The School Charity is organised and managed in accordance with Articles of Governance, produced by the Governors, to control the general educational character of the School. The Governing Body meets at least once per term. The Board's policies are generally implemented by two main committees; the Finance and General Purposes Committee (F&GP) and the Education Committee (EC), both of which meet termly. Individual Governors are nominated to take a special interest in Safeguarding, Health and Safety, the Foundation Stage at each of the Prep Schools, CCF, Learning Development, GDPR and for staff liaison in each school. The Governors directly appoint the Heads and the Director of Finance and Operations. The Heads are each responsible to the Governors for the overall management of their school and the direction of teaching within the general policy and the delegated financial limits approved from time to time by the Governors. The Director of Finance and Operations is responsible directly to the Governors for the management of the grounds, buildings, plant, computing and IT, administration and finances of the School, and to support the Heads in the day to day running of their schools.

14. **Employee Involvement and Equal Opportunities.** Employees have been consulted on issues of concern to them by means of regular consultative committee and staff meetings and have been kept informed on specific matters directly by management. The School carries out exit interviews for all staff leaving the organisation and has adopted a procedure of upward feedback for senior management and the Trustees. The Trust has implemented a number of detailed policies in relation to all aspects of personnel matters including:
    a. Equal Opportunities Policy
    b. Health & Safety Policy

    In accordance with the School's Equal Opportunities Policy, the School has long established fair employment practices in the recruitment, selection, retention and training of disabled staff. Full details of these policies are available from the School's offices.

## Availability of Assets to Fulfil Obligations

15. It is the opinion of the Governors that the School is well placed to meet in full its current obligations.

## Statement of Governors' Responsibilities

16. The Companies Act 2006 requires the Governors, as Trustees of the Charity, to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the Charity and of the surplus or deficit of income over expenditure for that period.

17. In preparing these financial statements, the Governors should follow best practice and are required to:

    a. select suitable accounting policies and apply them consistently;

    b. observe the methods and principles in the Charities SORP;

    c. make judgements and estimates that are reasonable and prudent;

    d. state whether applicable UK accounting standards have been followed subject to any material departures disclosed and explained in the financial statements; and

    e. prepare the financial statements on the going concern basis unless it is inappropriate to presume that the Charity will continue in operation.

18. The Governors are responsible for keeping accounting records which are such as to disclose, with reasonable accuracy, the financial position of the Charity at any time, and to enable them as Trustees, to ensure that the accounts comply with charity law. The Governors are also responsible for safeguarding the Charity's assets and ensuring their proper application and hence for taking reasonable steps for the prevention and detection of error, fraud and other irregularities.

19. The Trustees delegated authority to the Nominations Committee (NC) to assess the Board's adherence to the charity governance code issued in July 2017. Following a review of the seven principles underpinning the code the NC concluded that the RGSW Board is adhering to all of the principles. The Board unanimously endorsed this assessment at their June 2019 Board meeting. The next review will be conducted in November 2020.

20. The charity had no fundraising activities requiring disclosure under S162A of the Charities Act 2011.

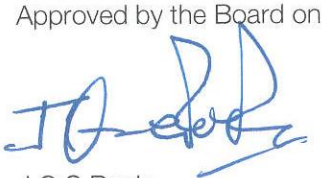
## Statement as to Disclosure of Information to Auditors

21. The Governors who were in office on the date of approval of these financial statements have confirmed, as far as they are aware, that there is no relevant audit information of which the auditors are unaware. Each of the Directors have confirmed that they have taken all the steps that they ought to have taken as Directors in order to make themselves aware of any relevant audit information and to establish that it has been communicated to the auditor.

## Auditors

22. Crowe U.K. LLP has indicated its willingness to be reappointed as statutory auditor

Approved by the Board on 3 December 2020, and signed on its behalf by:-



J Q S Poole
Chair of Governors

## STRATEGIC REPORT
### Objectives and Activities

1. **Charitable Objects.** The objects of the School are the provision and conduct, in or near the City of Worcester, of a day or day and boarding school for boys and girls.

2. **Aim and Intended Impact.** It is the General Policy of the Governors to provide for the pupils of the School a challenging intellectual atmosphere while making full provision for physical, cultural and moral development.

3. **Objectives for the Year.** The primary objectives of the year have continued to be:

    - a drive for excellence across the four RGS Schools in the areas of academic, pastoral and co-curricular provision;
    - widening further the access to an RGS education for pupils from across the local social spectrum through increased bursary provision; and
    - further improving, where possible, our involvement with the local community, primarily through effective utilisation of School resources.

4. **Strategies to achieve the Objectives.** A Strategic Development Plan has been put in place to focus our efforts on improving all of the School's core activities: academic achievement, pastoral care and co-curricular activities. This plan also incorporates The RGSW and AOS Foundation and the drive to ensure wider access to the School for pupils from all backgrounds. The School promotes wide community access to its facilities and an extensive programme of performing arts performances and exhibitions.

5. **Principal Activities of the Year.** The Charity principally provides education in or near the City of Worcester and Droitwich at its four sites to boys and girls aged 2-18. There were, on average, 1,408 (2019: 1,302) pupils attending the School during the year, which provides Governors with confidence that the School is continuing to fulfil its objective of providing value for money in the provision of a first-class independent education.

6. **RGS Dodderhill.** The focus at RGS Dodderhill has been on securing its future through a merger and subsequent integration with the RGS Family of Schools in April 2019. The excellent GCSE results and other numerous successes achieved in and out of the classroom attest to the early success of the merger.

### Grant Making Policy

7. **Bursary Policy.** The Governors wish to ensure that the opportunity for children to benefit from the education offered by the School is not unreasonably restricted by parents' ability to pay fees. Means-tested bursaries are made available in the form of a remission of up to 100% of the tuition fees payable, depending on the financial, compassionate or other pertinent circumstances of applicants. To ensure that people in genuine poverty are not excluded, as well as covering tuition fees, bursaries may be extended to cover or contribute towards the costs of such additional items as school lunches, uniform, travel costs, examination fees, equipment required for educational, sports or co-curricular activities and foreign exchange and other educationally important trips.

8. **Priorities.** A number of factors will be considered when making the judgement as to the justification for support, and the extent of such support. In the main, a child's suitability for the School is the first consideration in granting a bursary. In assessing a child's suitability, attention will be given to their academic assessment, but potential will also be considered as well as actual achievement. Each applicant must meet the School's normal academic requirements and any pupil to whom support is offered must, in the opinion of the Head, be likely to make sound academic progress following admission and possess the potential to develop the quality of his or her work. A considerable degree of commitment and effort will be required and a good record of effort and behaviour in previous schools will be essential. Since RGS Worcester is a school of high academic standards it will normally follow that those achieving the highest results in the entrance

examination will be deemed most suitable. Consideration will also be given to how a pupil might benefit from participation in the wider, co-curricular activities on offer at the School.

9. **Assessment.** Although the priority in making an award will be suitability, the amount will be based on financial need. Each case will be assessed on its own merits and awards are made accordingly, subject to available funding and the level of demand. It is recognised that judgements about what sacrifices a family should make to pay school fees will be personal and the scale of awards is therefore not rigid. However, the School has a duty to ensure that all bursary grants are well-focussed and so, as well as current earnings, other assets and lifestyle factors will be considered in determining the appropriate level of grant.

10. **Grants.** The Governors' grant-making policy is tempered by there being no significant endowment funds available to provide additional financial support; bursaries therefore must be provided out of fee income. The grant-making policy has been subject to ongoing review in recent years with a view to increasing the number and value of means-tested awards. The Governors feel a certain dilemma in this respect since they have attempted over the years to keep fees as low as possible, whilst at the same time ensuring the School has the means to provide an excellent education. This is manifest in the School's fees continuing to be lower than similar independent schools in or around Worcester, and below the national average for comparable schools. The Governors consider increases in fees to fund further bursaries to be unreasonable in that they would place further hardship on the many parents who already make significant sacrifices to pay for the advantages of an independent school education for their children. With this in mind, the Governors established a Foundation with the long-term aim of raising School funds to support the allocation of more bursaries and for capital projects.

11. **Awards.** Scholarships, bursaries and other concessions totalling £1,785,409 (2019: £1,554,237) have been awarded during the year to a total of 489 (2019: 498) pupils. These awards included means-tested bursary awards to the value of £524,644 (2019: £468,447) distributed among 72 (2019: 76) pupils, 2 (2019: 3) of whom received 100% remission. The Governors authorised a further Covid-19 discount of £670,517 and hardship support of £38,842 was awarded to 19 families significantly affected by the Covid-19 lockdown; this was supported entirely from the RGSW and AOS Foundation's hardship fund.

12. **Prizes.** The School has a Prize Fund, invested in the COIF Charities Investment Fund with a value at 31 August 2020 of £29,625 (2019: £28,975) which provides prizes under the Mytton and Blasson Legacies. All other prizes are funded from the School's unrestricted funds.

13. **Public Benefit.** In setting objectives and planning activities the Governors have given careful consideration to the Charity Commission's general guidance on Public Benefit. The Governors achieve this through providing use of the School's facilities for a wide range of community events and activities and through outreach provision for pupils from local state schools.

We continue to grow the number of local organisations who have used the facilities for activities as diverse as yoga, dance and archery. These include those listed below:

Nick Chapman Fencing
ORB Football
Worcester Athletics Club
WCB Indoor League
England Netball
Football First
Worcester Girls Grammar School
Mum2Mum Markets
Leagues4U Netball
Droitwich Table Tennis
Old Elizabethans Cricket Club
Worcester Netball Club
The Art Fund
Droitwich Cricket Club
Worcester Cricket Club (Youth)
Indoor Walking Football
Worcester Nomads Cricket Club
Malvern Archers
Worcestershire County Netball
My Little Princess Parties
Activate Camps
Parent/Teacher Badminton Club
Droitwich Archery Society
Worcester Archaeological Society
Worcester Competitive Arts Festival
Hereford & Worcester Sports Council
Worcester Hockey Club
Worcestershire County Cricket Club
Worcester Triathlon Club
Virtue Dodgeball

The School hosts lectures, dinners and awards events for the community and for our own alumni; as well as providing facilities for a number of local sports teams and activities involving members of the public and children from across Worcestershire. Kingsway Language School regularly makes use of RGS Springfield's facilities for four weeks over the summer holiday, attracting students to the area, unfortunately it had to be cancelled this year due to Covid-19.

The School normally provides a number of Careers events for the locality including the annual Careers Expo held in the Trinity Term which, had to be cancelled due to Covid-19.

The use of facilities at RGS Worcester, RGS The Grange and RGS Dodderhill by a variety of external hirers continues to grow although we have been unable to capitalise upon the impetus generated previously to host further weddings this year. The partnership with Worcester Hockey club meant that the use of the astroturf pitch at RGS The Grange is regularly in use out of hours and other pitches at RGS The Grange are used by local clubs for football and other events.

13. **Outreach and Partnerships** activities include assistance to local schools by sending RGS staff and pupils to support specific subjects and inviting pupils into RGS Worcester and its Prep Schools for academic and co-curricular events and activities.

    a. **RGS Worcester** held 46 Outreach events attended by 51 local state schools and over 1200 pupils. A highlight was hosting six local schools for an 'ExCELLent' Workshop to coincide with the National Big Draw Campaign. Deriving their inspiration from the forms of cells and bacteria, over sixty Year Five and Six pupils from The Rivers Academy Trust and our own schools produced large scale views through a microscope with mixed media and vibrant colours. Two Science 'Eggstravaganza' Events took place as part of the British Science Week initiative and 200 pupils from 13 local primary schools took part. The Sports Department hosted a hockey skills workshop and also a primary school netball tournament involving seven local schools. As part of RGS Worcester's ongoing community support, we have fostered a long-term relationship with the British Transport and West Mercia Police, allowing them access over the summer months for vital dog training sessions using the RGS Worcester site. We have also worked with Hereford and Worcester Fire and Rescue Service (HWFRS) to enable them to run a live training exercise at RGS Worcester which was aimed to conduct firefighting and breathing apparatus training. During the national lockdown the School's Design and Technology, Science and Textiles Departments combined to produce and donate PPE for the NHS and local medical providers, including 2,500 face visors, 338 goggles and 120 specialist scrubs.

    b. **RGS The Grange** hosted three Outreach Events welcoming 150 pupils from local schools. The programme of events included an IT Workshop where pupils learnt to programme Spheros to drive them along a predetermined route, a rocket building science event and County cross country event.

    c. **Holiday Club** had a buoyant first few months but we have faced challenges, not least by long term staff absence and then Covid lockdown. However, we managed to operate a successful summer holiday programme to RGS pupils only which, although the programme which was limited by numbers and what we could safely offer, we were full every day.

    d. **RGS Springfield** provided a venue for local nursery staff forest school training and supported other nurseries to attend inset and cluster meetings on relevant issues. A Mother and Toddler group is held every week for local parents but this didn't happen once the school was closed under lockdown. Staff and children regularly prepare food for the local street kitchens to help local homeless people, served each Tuesday evening by staff. Links with Birmingham University and Birmingham Conservatoire have provided opportunities for local students to observe teaching practice, conduct research or to gain performance experience as well as provision for students from the University of Worcester for placements.

e. **RGS Dodderhill** Plans are in place to initiate an Outreach Programme working with local state schools through one event per term. The inaugural event in Michaelmas Term is a Girls Football Tournament. This was attended by three primary schools and two middle schools. In the Spring Term a Coding Event was planned with its aim to develop programming skills using Spheros, supporting the state school Computer Science curriculum. The Headmistress met with a number of local Heads over the course of the year and there were plans to offer some Music Outreach support to Cutnall Green in exchange for some Primary German teaching. Unfortunately this did not happen due to the Covid-19.

## 14. Review of Achievements and Performance for the Year

a. **Performance.** RGS Worcester, RGS Springfield and RGS The Grange were inspected by the Independent Schools Inspectorate (ISI) in March 2015 and each school was classified as 'Excellent' in all areas of performance (this is the highest grade). The Early Years Foundation Stages in each of the Prep schools (which are judged by Ofsted criteria) also received the top grade of 'Outstanding'. In March 2018, all three schools were subject to an ISI Compliance Inspection and each school passed this without further recommendation. RGS Dodderhill was inspected in March 2017 by ISI for both compliance and educational quality and met all criteria for compliance and was judged outstanding in all areas of educational quality.

b. **RGS Worcester Academic Achievements**. In what was a turbulent year for Public Examinations, RGS pupils achieved excellent grades at both GCSE and A Level. With the removal of the Algorithm based grades at A Level, pupils achieved 57.5% A*-A and 86.5% A*-B grades. Given these exceptionally strong outcomes, the majority of students were able to achieve their first-choice university places including Oxbridge. The BTEC students produced outstanding results this year with all achieving Merits and Distinctions across the board, allowing all to move on successfully to the next stages on their learning and employment pathways. At GCSE some 41.1% of all examinations achieved the highest grades 9-8, with 65.3% attaining grades 9-7. 100% of all pupils achieved grades in the range 9-4 meaning that all pupils passed all subjects with a recognised, strong GCSE grade.

c. **RGS Dodderhill, Academic Achievements**. Following an unprecedented year, the final GCSE grades were awarded using Centre Assessed Grades or adjusted grades from the Examination Boards if higher. At GCSE, some 23% of all examinations were graded at the highest level 9-8, with 42% at 9-7 grades and 93% at 9-4 grades.

## 15. Cultural Activities

a. **RGS Worcester** again provided a remarkable range of cultural activities during the academic year, and the creative life of the School was sustained during the lockdown period with drama rehearsals and music concerts continuing remotely at an impressive rate and level. The major dramatic production of 'Les Misérables' was a spectacular success and provided a fitting gala performance for the official opening of the School's new Performing Arts Centre. The School ran a series of theatre trips to productions ranging from the musicals 'Priscilla Queen of the Desert' at Cheltenham Everyman and 'The Boy in a Dress' at the RSC to moving pieces of work such as 'Museum in Baghdad' and 'The Whip', also at the RSC. Rehearsals of 'Macbeth' and 'Bugsy Malone' were already well advanced when the School had to revert to remote provision due to the national lockdown.

The School's musical programme of informal concerts continued, with Years Nine, Ten, Eleven and Sixth Form each giving well-received soloists concerts in Perrins Hall. All the School's major choral and instrumental ensembles performed at the Autumn Concert in Perrins Hall, and the Chamber Choir again provided delicate musical reflection at St Richard's Hospice's annual 'Light of Love' service in Worcester Cathedral. Christmas was celebrated with 'Christmas with the Big Band' and the more traditional service of Lessons and Carols in the Cathedral, which was supplemented by a harpist and included performances by Junior Choir, Senior Choir, Chamber Choir and several female soloists. The Lent Term saw senior soloists perform at a lunchtime recital in Worcester Cathedral and the Wind Band win their class in the Worcester Competitive Arts Festival. The Chamber Choir followed up an earlier Evensong at Worcester Cathedral by leading the same service in Christ Church College, Oxford. The annual choral concert at Worcester Cathedral was cancelled due to Covid-19, but the RGS orchestra with players from RGS Dodderhill succeeded in perfoming a closed concert recording of Shostakovich's Second Piano Concerto with an Upper Sixth pupil as soloist.

The RGS Debating Society enjoyed a number of successes with three pairs reaching the Finals Day of the Oxford University competition and two pairs making the Finals of both Bristol Schools and Nottingham Schools competitions. A Year Eleven pair was crowned Champions at Bath Schools and the School won the regional round of the English-Speaking Union Public Speaking competition, retaining the Worcestershire Cup. An Upper Sixth student won the Worcestershire round of the Historical Association's Great Debate to reach the Windsor finals, and other teams qualified for the Regional Finals of the English-Speaking Union Mace competition and the International Competition for Young Debaters at the Oxford Union. The School has celebrated more success in the Young Fashion Designer UK competition which was run online for the first time. Several pupils were awarded 'Highly Commended' certificates and two pupils achieved Second Place in their respective age categories. The School's Greenpower team qualified for the International Finals at Silverstone in October. The team finished a remarkable 18th out of 90 qualified cars. In the Landrover 4x4 Challenge, a team comprising six Year Ten pupils managed to win both Best Track Performance and Best Engineered Vehicle in the Regional competition. They gained entry into the National Finals but the event was cancelled due to Covid-19. Lower Sixth students visited Worcester Cathedral to make photographic and sketch studies. These were then developed to form the 'Worcester Visions' exhibition in The Dean's Chapel, which showcased a diversity of approach and media, from printmaking to textiles and paintings in oils, and was open for the public to view.

b. **RGS The Grange** pupils have been very active during the academic year taking part in a variety of cultural events and activities. Some of the year's highlights were the magnificent Christmas Carol Service at Worcester Cathedral as well as the annual Festive Nativity plays in Key Stage One. The choirs once again entered, and, for the second successive year, reached the Barnardo's National Finals performed at the Royal Festival Hall, London. Despite Year Six missing out on their annual school production, there were still a great many opportunities for children to develop their acting skills. Our third Performing Arts Week saw all Year Groups engage with a variety of drama workshops, the highlight of which was the Year Five 'Play in a Day' based on David Walliams' literature. In October, Year Three and Four once again performed in front of a large group of parents in their 'Creative Connections' show. LAMDA lessons have provided a large number of children with the opportunity to develop these important performing skills.

c. **RGS Springfield** pupils were involved in all manner of events and activities including a wide range of arts and drama. There was the usual round of informal and formal performances of music and drama as well as concerts, the Carol Service, an outdoor nativity and harvest assemblies with food donations given to the Women's Refuge and the Street Kitchen. Pupils also participated in drumming workshops, and online events such as Cheltenham Science and Literature Festivals, Hay Literature Festival online, dance performances and House competitions. Every child took part in a production in the age groups from the Nursery to Year Two, and all children in Key Stage Two took part in a concert and most took part in a memorable radio style remote performance of 'Mary Poppins'. 20 pupils also performed at Worcester Arena in front of a sell-out crowd with our 'Springfield Allstars' Cheerleading group.

d. **RGS Dodderhill** provided a wide range of activities prior to lockdown, that enriched the School community. Music is a real strength and informal and formal concerts took place throughout the academic year. The Prep and Senior Virtual Concerts during lockdown were very well received. The Senior production of 'My Fair Lady' was performed in November 2019. The Prep production of Sherlock and Cinders was performed at the start of March, luckily before Lockdown. We celebrated Harvest and hosted our annual Carol Concert. Dodderhill pupils loved the joint RGSW school trip to the Bett Show in London, returning with many treasures.

16. **Trips and Expeditions.**

a. **RGS Worcester** ran over 60 trips before the Covid-19 pandemic imposed travel restrictions preventing an even greater number of planned excursions. The MFL Department ran a French Exchange to Nantes and also a trip to visits the Christmas markets in Cologne. The English department ran a Gothic Tour of London, the History Society travelled to Berlin and the Drama department returned to the Minack Theatre in Cornwall. The Chamber Choir sang Evensongs at Worcester Cathedral and Christ Church College, Oxford and over the February Half term, 70 pupils and 8 staff enjoyed a week-long ski trip to Sestriere in Northern Italy. The Senior girls' hockey and netball squads travelled to Oxford and Wellington College for a mini tour and there was also a trip to watch the Super Sixes Indoor Hockey Finals and support Sally Walton, the School's Head of Hockey Coaching who was playing. Outdoor and adventurous enrichment continues to thrive at RGS Worcester through the School's CCF Sections which organised training and activities at Top Adventures, Aztec Watersports, RAF Cosford and the Army's Nesscliffe Training Area. The Duke of Edinburgh programme had nearly 140 pupils enrolled and over 40 Sixth Form students completed their Gold practice expeditions on the North Wales coast. Pupils participating in Silver travelled to Long Mynd near Church Stretton in Shropshire for their practice expedition and the Bronze contingent walked in and around Martley and Lower Broadheath, as well as on the Malverns.

b. **RGS The Grange** all Year groups, including Pre-School had the opportunity for off-site visits until lockdown. Outings included various Year group visits to local theatres in Malvern and Birmingham. Reception enjoyed a festive trip to West Midland Safari Park. Year One learnt about how food is grown at Roots Farm and Year Two had a trip to the Living Rainforest to enhance their topic work on Rainforests. Year Three had a day of science at the Bristol Science Museum and Year Four enjoyed a Greek workshop supporting their work on Greek Mythology. Year Five learnt about local history at the Commandery in Worcester City and Year Six were taken to the Gurdwara to develop their understanding of Sikhism. The annual Year Six rugby and hockey sports tour to Hertfordshire is a highlight for many Year Six pupils and took place for the ninth year. Unfortunately, lockdown affected many of the other planned trips including all residential trips for Years Two to Six in the Trinity Term.

c. **RGS Springfield** pupils had many experiences to support their curriculum and personal development including a whole school Healthy Mind and Body Day, Forest School Day, trips to local museums, theatres and historic sites and geographical field trips for at least some of the year. However lockdown adversely affected most of residentials due to take place in the Trinity Term.

d. **RGS Dodderhill** organised many trips and visits throughout the academic year until lockdown. Additionally, trips to the theatre and local pantomime were greatly enjoyed. Our younger pupils enjoyed visiting the local library. Unfortunately, the Year Six and Seven residential trip to Somerset was cancelled due to lockdown.

## 17. Sports

a. **RGS Worcester** teams played over 500 fixtures up until government restrictions brought about a premature end to the sporting year. Teams represented RGSW in rugby, netball, football, golf, hockey, rowing, cross country, fencing and show jumping. The Hockey club fielded A-F teams on three separate occasions at Under 12 level and the Under 13As reached the last 16 of their national competition. The Under 16 and Under 18 age groups, whilst achieving notable successes outside, excelled in the indoor game, with both teams reaching the National Indoor Hockey Finals. Three individuals were selected for the Junior Regional Performance Centres. The School's rugby teams played over 120 matches with the Under 13As losing only twice and winning their first 7s tournament at The Elms, and the Under 15As progressed to a National Quarter-Final. The 1st XV beat Colston's School for the first time in the School's history and registered a second consecutive win over Solihull School. In Netball, the Under 16s won the Worcester District Tournament and several girls won selection to the Wasps Hubs and Severn Stars Nova squads, including two who made it through to the Severn Stars Under 17 Long squad. The Superball match against King's Worcester had to be cancelled due to Covid-19. Rowing was unfortunately more about flood avoidance than competitive fixtures. In September, RGS hosted the Young Potentials Rowing Day with GB coach Dan Cooper. At Wycliffe Small Boats Head, RGS crews won two gold, three silver and a bronze medals. The Football season saw over 200 boys regularly training and representing the School across all age groups. After securing several well fought victories, the 1st XI started the Challenge Cup promisingly, however King's Worcester proved too strong, running out 2-0 victors. The match proved to be the last competitive fixture of the academic year.

Niche Sports:

- Two pupils were selected for the West Midlands Under 18 Fencing team at the Cadet Winton Cup and one pupil came third in the West Midlands Senior Championships.
- One pupil reached the top of the County rankings at U12 Tennis.
- One pupil in Year Ten, became U17 Champion at the National HMC Judo Tournament and went on to represent England at the Commonwealth Judo Championships, winning a Silver Medal.
- One pupil finished 4th in the Under 14 National Indoor Archery Championships.
- Two pupils competed in the Blenheim International Horse Trials for their Pony Clubs and helped their teams finish 10th and 9th in their respective competitions.
- An Upper Sixth pupil having earlier in the year won the BWL Midland Youth weightlifting competition, represented Great Britain at Weightlifting at the EWF European Youth Championships in Israel in December.
- The RGS Worcester Golf team progressed to the National Finals of the ISGA Plate Competition, however the Finals Day were unable to take place due to Covid-19.

b. **RGS The Grange** sports provision once again focused on opportunity with all children in Year Three to Six enjoying their Games afternoons and access to fixtures against a wide range of local schools. With good numbers of children in all Year groups, we have had to adapt and at times play more than one school during the afternoon to ensure that every child has game time opportunity. Physical Education lessons saw a greater emphasis on pupil-led learning, with the use of 'time delay' filming, which allowed children to demonstrate skills and then watch themselves almost immediately after, with the aim to continue refining their skills. Clubs were very popular with a very wide range make available for the pupils.

c. **RGS Springfield** sporting activity included football, swimming, rugby, cricket, hockey, netball and rounders. Matches were curtailed by the weather and lockdown and fewer matches took place this academic year as a consequence. Clubs such as riding, yoga and karate proved popular as well as Cheerleading. The Cheerleading team performed in front of a sell-out crowd of 1,800 people at Worcester Wolves. Swimming lessons for all pupils continue throughout the first two terms with pupils gaining recognised national badges and awards.

d. **RGS Dodderhill** Sport has grown and developed this year. With additional coaching support the focus on hockey and netball, cricket, rounders, athletics and tennis. Sporting highlights included teams from three age groups in Under 11, Under 14 and Under 16 – playing in the ISA National Netball Finals. Each team finished just outside the medal places. The Under 16 Hockey team attended the ISA National Hockey Finals at the Olympic Park in London and came away with Bronze medals.

18. **Charity Fundraising.**

a. **RGS Worcester** raised £17,769.39 for local and national charities in 2019/20 despite the inevitable impact that the Covid-19 pandemic had on charity fundraising throughout the country. £2,400 was raised for Oscar Saxelby-Lee, a 5-year old Worcester schoolboy with leukaemia, and the Charity Committee supported BBC Children in Need, Macmillan Cancer Support, the Royal British Legion's Poppy Appeal, The Myriad Centre and Sport Relief. Year groups also fundraised for the NSPCC, Worcester Snoezelen and Acorns Children's Hospice. The School again supported Wooden Spoon, the children's charity of rugby, and Help for Heroes. On their own initiative, small groups of Year Seven children organised their own fundraising events for Birmingham Children's Hospital, Worldwide Fund for Nature, The RSPCA and Worcester Community Trust. Harvest Festival donations from the Lower School were delivered to Maggs Day Centre and Worcester Foodbank benefitted from 20 boxes of food and toiletries donated by staff. During the period of remote learning, Mrs Sullivan, (Head of Rowing), the girls hockey squad and Dr Andrew (Assistant Head (Pastoral)) each raised well over £1,000 for The Myriad Centre, Worcestershire Acute Hospitals NHS Trust and CLIC Sargent respectively. The School also loaned 20 iPads for the Droitwich Spa Meeting Centre to help them support a local dementia group through the lockdown period.

b. **RGS The Grange** raised over £5,000 for various local and national charities, despite lockdown. In the Michaelmas Term we supported marine conservation by sponsoring the Atlantic Ambition rowers who rowed across the Atlantic and we also supported the local fundraising initiative with Oscar's wristbands. Other charities for whom we raised funds include Water Aid and The British Heart Foundation.

c. **RGS Springfield** charities this year were again chosen by pupils and their families but the fund raising activities were limited by lockdown and the charities will roll over to the next academic year.

d. **RGS Dodderhill** charities this year, were NSPCC, Mind, Cancer Research, Autism West Midlands and Marie Curie. The Macmillan Coffee Morning in September, organised by the Year Eleven students, raised over £1,000. The Droitwich Food Bank was supported at Christmas and again at the start of Lockdown.

19. **Financial Position.** The Governors consider the School is in a very sound financial position with net assets of £23.8m (2019: £23.6m)

20. **Administration Costs.** The costs for the administration of the Charity at £122,685 (2019: 122,729), remain at less than 1% of the total net income for the Charity of £15,433,784 (2019: £18,758,693).

21. **Reserves Policy.** The Free Reserve position remains healthy and shows an increase of £834,000. The Governors' policy is to manage the finances of the School in such a way as to generate sufficient Free Reserve to meet the current development plans whilst maintaining prudence given the prevailing economic climate. The Governors consider that free reserves in the order of £2m, or approximately 2 months' operating costs would be desirable, subject to the prior demands of further capital expenditure needed to achieve the School's strategic plan. The Board are aware that the current free reserves of £1.3 million are below their ideal level of £2m, but are content that the ongoing surpluses being generated by the School are sufficient to address this in the short to medium term whilst also allowing for the significant infrastructure projects currently being explored.

| **Free Reserves, excluding pension deficit** | **2020** | 2019 |
|---|---|---|
| | **£000** | £000 |
| Unrestricted Funds | **23,534** | 23,293 |
| Less Fixed Assets | **(22,907)** | (23,599) |
| Pension deficit | **655** | 754 |
| | **1,282** | 448 |

22. **Investment Policies.** The Governors employ a low risk investment strategy.

    a. **The Permanent Endowment.** The Permanent Endowment remains registered as RGS Charity 527527, and the Company remains as the Trustee, with funds of £217,114 (2019: £212,355) held in COIF Charities Income Funds. Similarly invested are the endowments of the Prize Fund valued at £29,625 (2019: £28,975).

    b. **Deposited funds.** Prudent financial management has helped sustain a solid funding and liquidity base for the School. Deposits are held in the short term money market on various terms prior to their use for long term reinvestment in the School. Such deposits at 31 August 2020 were £3,000,000 (2019: £700,000)

**Principal Risks and Uncertainties**

23. **Teachers' Pensions:** During 2019/20 RGS Worcester conducted a consultation with the teaching body about remaining in the Teachers' Pension Scheme. This was brought about by the 40% increase in employer contributions to 23.68% applied in September 2019 and affordability thereof. The result of the consultation was that the Board agreed that RGSW would remain in TPS for the foreseeable future, with a second consultation likely if further employer contribution increases were applied. The cost of remaining in TPS was mitigated by an agreed two year pay freeze for teaching staff. As a result of the consultation, a DC scheme has been initiated which teachers can move to if they so wish.

24. **Covid-19:** As with other organisations, RGS Worcester was forced to close on 23 March 2020. With the School's Digital Learning Programme the move to remote learning was seamless. A full timetable was run throughout for Reception to Upper Sixth, the Nurseries were closed. Towards the end of June, the Board agreed certain discounted fee arrangements, reflecting the parental input required for remote learning by age group. These arrangements took account of the anticipated income lost at that stage (Nursery and Holiday Club) net of the savings the School was able to make.

    The RGSW and AOS Foundation started a hardship appeal for those parents requiring assistance which was very successful and raised circa £90,000 through alumni and existing parents donating their Covid-19 fee rebates. A number of parents, who were particularly badly affected were offered Hardship support from this fund.

There is a continuing cost of Covid-19 to the School, not least for significant additional daily cleaning, the provision of materials for personal hygiene and additional resources to accommodate the required social distancing. The Board is satisfied that, notwithstanding the costs of all these measures, the School is able to meet the increased costs of operations and maintains a sound financial base to face the inevitable challenges ahead.

**Future Developments**

25. **Objectives.** The immediate key objectives within the current Strategic Development Plan are:

- Continue to facilitate the drive for excellence in all aspects of the School's operations
- Enhancement of the RGS Worcester infrastructure and facilities
- Further development of the Digital Learning Programme
- Continued integration of RGS Dodderhill into the RGS family of Schools
- Increase and explore other income streams

26. **Risk management.** The Governors continue the examination of the principal areas of the School's operations, in conjunction with the Strategy Group, reviewing the major risks faced in each of these areas on at least a termly basis. A formal review of the Charity's risk management processes is undertaken annually. Where appropriate, the Governors allocate resources and establish review systems to allow these risks to be monitored and mitigated to an acceptable level in day-to-day operations of the School.

The main controls include;

- formal agendas and minutes for all board and committee activities
- formal terms of reference for each committee
- strategic planning, detailed budgeting, management accounting and variance analysis
- formalised organisational structures
- written policies and procedures
- clear authorisation and approval levels
- segregation of duties in key control areas
- discouragement of payment of fees in cash
- vetting procedures for the protection of children
- close liaison with Senior Management and Staff
- training programmes
- whistleblowing procedures

The current most significant risks continue to be associated with maintaining sustainability of fee income against a challenging economic backdrop, managing a rising cost base, and the complexity associated with remaining compliant with all relevant requirements.

The Governors consider a significant source of financial risk to be that of the funding requirements of the various pension schemes for teachers and non-teaching staff which are impacted by factors outside the School's control. In order to mitigate this risk, the current and foreseeable service cost is monitored and periodic actuarial valuations are reviewed to assess the impact of external factors on the scheme liabilities. Strategies are then considered accordingly.

27. **Worcestershire International Hockey Club Limited.** RGS Worcester has embarked on a joint venture with Worcester Hockey Club (WHC) to build an international standard hockey facility in Worcester. To facilitate this Worcester International Hockey Ltd (company registration number 12366802) has been established with RGSW Holdings Ltd and Worcester Hockey Club as equal shareholders.

    The total investment required for the project is £2.9 million which will be funded by a combination of contributions from the sponsors and a loan from Lloyds Bank. Following construction, Worcester City Council will provide a 30-year loan which will be used to refinance the construction loan from the bank.

28. **Key Management Personnel.** The Officers of RGS Worcester are the four Heads and the Director of Finance and Operations, collectively referred to as the Strategy Group. Their remuneration is reviewed annually by Governors at their Summer Board meeting. The process of review is led by the Chair of Governors, and is initially conducted in discussion with the three Chairs of the Governors' sub committees. The key inputs to this review are updated benchmarking data from third party sources and annual performance appraisals of each of the Officers. Recommendations are then made to the full Board of Governors.

Approved by the Board on 3 December 2020, and signed on its behalf by:-



J Q S Poole
Chair of Governors

## INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF THE ROYAL GRAMMAR SCHOOL WORCESTER

### Opinion

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

In our opinion the financial statements:

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

### Basis for opinion

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

### Conclusions relating to going concern

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

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

### Other information

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

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

We have nothing to report in this regard.

## INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF THE ROYAL GRAMMAR SCHOOL WORCESTER

### Opinions on other matters prescribed by the Companies Act 2006

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

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

### Matters on which we are required to report by exception

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

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

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

### Responsibilities of trustees

As explained more fully in the trustees' responsibilities statement set out on page 3, the trustees (who are also the directors of the charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

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

### Auditor's responsibilities for the audit of the financial statements

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

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

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

## INDEPENDENT AUDITOR'S REPORT TO THE MEMEBERS OF THE ROYAL GRAMMAR SCHOOL WORCESTER

### 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.

Helen Drew

Senior Statutory Auditor

For and on behalf of

**Crowe U.K. LLP**

Statutory Auditor

**Black Country House**

**Rounds Green Road**

**Oldbury**

**B69 2DG**

Date: 2-2-21

**THE ROYAL GRAMMAR SCHOOL WORCESTER**
**STATEMENT OF FINANCIAL ACTIVITIES FOR YEAR ENDED 31 AUGUST 2020**
(including the Income & Expenditure account)

| | Note | Unrestricted Funds | Restricted Funds | Endowed Funds | 2020 Total | 2019 Total |
|---|---|---|---|---|---|---|
| | | £000 | £000 | £000 | £000 | £000 |
| **INCOMING RESOURCES** | | | | | | |
| Income from Charitable Activities: | | | | | | |
| School fees | 1. | **14,496** | **-** | **-** | **14,496** | 13,931 |
| Other educational activities | 2. | **16** | **-** | **-** | **16** | 14 |
| Other ancillary activities | 2. | **308** | **-** | **-** | **308** | 622 |
| Other Income: | | | | | | |
| Other incoming resources | 2. | **487** | **-** | **-** | **487** | 131 |
| Investment income: | 2. | **18** | **1** | **-** | **19** | 23 |
| Voluntary income: | 2. | **15** | **92** | **-** | **107** | 4,037 |
| Total Incoming Resources | | **15,340** | **93** | **-** | **15,433** | 18,758 |
| **EXPENDITURE ON:** | | | | | | |
| Raising Funds: | | | | | | |
| Fundraising Costs | 3. | **105** | **-** | **-** | **105** | 85 |
| Other Expenditure: | | | | | | |
| Grant to related charity: The RGSW& AOS Foundation | | **-** | **-** | **-** | **-** | - |
| Charitable Activities: | | | | | | |
| School | | **14,994** | **114** | **-** | **15,108** | 14,548 |
| Total Expenditure | 3. | **15,099** | **114** | **-** | **15,213** | 14,633 |
| **NET INCOMING/(OUTGOING) FUNDS FROM OPERATIONS BEFORE TRANSFERS** | | **241** | **(21)** | **-** | **220** | 4,125 |
| Transfers between funds | 9. | **-** | **-** | **-** | **-** | - |
| Investment gains | 9. | **-** | **-** | **6** | **6** | 15 |
| **NET MOVEMENT IN FUNDS** | | **241** | **(21)** | **6** | **226** | 4,140 |
| Fund balances at 1 September | | **23,293** | **64** | **241** | **23,598** | 19,458 |
| Fund balances at 31 August | | **23,534** | **43** | **247** | **23,824** | 23,598 |

All operations are continuing.

The notes on pages 22 to 39 form part of these financial statements

**THE ROYAL GRAMMAR SCHOOL WORCESTER**
**STATEMENT OF FINANCIAL ACTIVITIES FOR YEAR ENDED 31 AUGUST 2019**
(including the Income & Expenditure account)

| | Note | Unrestricted Funds | Restricted Funds | Endowed Funds | 2019 Total | 2018 Total |
|---|---|---|---|---|---|---|
| | | £000 | £000 | £000 | £000 | £000 |
| **INCOMING RESOURCES** | | | | | | |
| Income from Charitable Activities: | | | | | | |
| School fees | 1. | **13,931** | **-** | **-** | **13,931** | 12,899 |
| Other educational activities | 2. | **14** | **-** | **-** | **14** | 13 |
| Other ancillary activities | 2. | **622** | **-** | **-** | **622** | 697 |
| Other Income: | | | | | | |
| Other incoming resources | 2. | **131** | **-** | **-** | **131** | 115 |
| Investment income: | 2. | **22** | **1** | **-** | **23** | 18 |
| Voluntary income: | 2. | **3,997** | **40** | **-** | **4,037** | 140 |
| Total Incoming Resources | | **18,717** | **41** | **-** | **18,758** | 13,882 |
| **EXPENDITURE ON:** | | | | | | |
| Raising Funds: | | | | | | |
| Fundraising Costs | 3. | **85** | **-** | **-** | **85** | 82 |
| Other Expenditure: | | | | | | |
| Grant to related charity: The RGSW& AOS Foundation | | **-** | **-** | **-** | **-** | 386 |
| Charitable Activities: | | | | | | |
| School | | **14,512** | **36** | **-** | **14,548** | 13,574 |
| Total Expenditure | 3. | **14,597** | **36** | **-** | **14,633** | 14,042 |
| **NET INCOMING/(OUTGOING) FUNDS FROM OPERATIONS BEFORE TRANSFERS** | | **4,120** | **5** | **-** | **4,125** | (160) |
| Transfers between funds | 9. | **-** | **-** | **-** | **-** | - |
| Investment gains | 9. | **-** | **-** | **15** | **15** | 17 |
| **NET MOVEMENT IN FUNDS** | | **4,120** | **5** | **15** | **4,140** | (143) |
| Fund balances at 1 September | | **19,173** | **59** | **226** | **19,458** | 19,601 |
| Fund balances at 31 August | | **23,293** | **64** | **241** | **23,598** | 19,458 |

All operations are continuing.

The notes on pages 22 to 39 form part of these financial statements

**THE ROYAL GRAMMAR SCHOOL WORCESTER**
**BALANCE SHEET at 31 August**

**Company reg. no. 6251081**

| | Note | | 2020 £000 | | 2019 £000 |
|---|---|---|---|---|---|
| **FIXED ASSETS** | | | | | |
| Intangible Assets for Operational Use | 5a. | **81** | | 91 | |
| Tangible Assets for Operational Use | 5b. | **22,826** | | 23,508 | |
| Investments | 6. | **247** | | 241 | |
| | | | **23,154** | | 23,840 |
| **CURRENT ASSETS** | | | | | |
| Debtors | 7a. | **1,160** | | 661 | |
| Stock | | **36** | | 22 | |
| Cash at bank and in hand | 7b. | **846** | | 2,407 | |
| Short term deposits | 7b. | **3,000** | | 700 | |
| | | | **5,042** | | 3,790 |
| **CREDITORS: Due within one year** | 8a. | | **(2,963)** | | (2,611) |
| **NET CURRENT ASSETS** | | | **2,079** | | 1,179 |
| **TOTAL ASSETS less NET CURRENT LIABILITIES** | | | **25,233** | | 25,019 |
| **CREDITORS: Due after more than one year** | | | | | |
| Pension deficit funding liability | 12c. | **(655)** | | (754) | |
| Fees received in advance | 8b. | **(754)** | | (667) | |
| | | | **(1,409)** | | (1,421) |
| **TOTAL NET ASSETS** | | | **23,824** | | 23,598 |
| Endowed Funds | 9. | | **247** | | 241 |
| Restricted Funds | 9. | | **43** | | 64 |
| Unrestricted Funds | 9. | | **23,534** | | 23,293 |
| | | | **23,824** | | 23,598 |

Approved and authorised for issue by the Board of Governors, and signed on its behalf by:-

J Q S Poole
Chair of Governors
3 December 2020

The notes on pages 22 to 39 form part of these financial statements

**THE ROYAL GRAMMAR SCHOOL WORCESTER**
**CASH FLOW STATEMENT FOR YEAR ENDED 31 August**

| | | 2020 | | 2019 |
|---|---|---|---|---|
| | | £000 | | £000 |
| **Cash flows from operating activities** | | | | |
| Net cash provided by operating activities | | **1,321** | | 6,239 |
| **Cash flows from investing activities** | | | | |
| Dividends and interest from investments | **18** | | 22 | |
| Proceeds from the sale of fixed assets | **25** | | 10 | |
| Purchase of intangible fixed assets | **(44)** | | (52) | |
| Purchase of tangible fixed assets | **(581)** | | (5,804) | |
| Net cash used in investing activities | | **(582)** | | (5,824) |
| Change in cash and cash entitlements in the reporting period | | **739** | | 415 |
| Total cash and non-cash movements | | **739** | | 415 |
| Cash and cash equivalents at the start of the year | | **3,107** | | 2,692 |
| Cash and cash equivalents at the end of the reporting period | | **3,846** | | 3,107 |
| **A. Reconciliation of cash flows from the operating activities** | | | | |
| Net income for the year | | **242** | | 4,140 |
| Depreciation and amortisation charges | | **1,294** | | 1,304 |
| Dividends from investments | | **(18)** | | (22) |
| Increase in stock | | **(14)** | | (3) |
| (Increase)/Decrease in debtors | | **(499)** | | 114 |
| Increase in creditors | | **442** | | 833 |
| Decrease in pension deficit funding | | **(95)** | | (102) |
| Investment gains | | **(6)** | | (15) |
| Profit on sale of fixed assets | | **(25)** | | (10) |
| | | **1,321** | | 6,239 |
| **B. Analysis of cash and cash equivalents** | | | | |
| Cash in hand | | **846** | | 2,407 |
| Short term deposits | | **3,000** | | 700 |
| | | **3,846** | | 3,107 |

The notes on pages 22- to 39 form part of these financial statements

**THE ROYAL GRAMMAR SCHOOL WORCESTER**
**NOTES ON ACCOUNTING POLICIES FOR THE YEAR ENDED 31 August 2020**

**Legal Status.** The Company is registered at Companies House, Cardiff as a private company, limited by guarantee, registered number 6251081. The Company is also registered as a charity, number 1120644. The School operates on three sites; the senior school located in Upper Tything, Worcester, known as RGS Worcester; a preparatory school located in Britannia Square, Worcester, known as RGS Springfield; and a preparatory school in Claines, known as RGS The Grange. The registered address is Upper Tything, Worcester, WR1 1HP.

The objects of the School are the provision and conduct, in or near the City of Worcester, of a day or day and boarding school for boys and girls.

**Accounting Policies.** The following accounting policies have been used consistently in dealing with items which are considered material in relation to the School financial statements.

**Basis of Preparation.** The financial statements have been prepared under the historical cost convention with items recognised at cost or transaction value unless otherwise stated in the relevant notes to these accounts. The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2015) - (Charities SORP (FRS 102), and the Companies Act 2006.

The Royal Grammar School Worcester constitutes a public benefit entity as defined by FRS 102.

**Going Concern.** The Company has cash resources and currently has no requirement for external funding. The Directors have a reasonable expectation that the Company will have adequate resources to continue in operational existence for the foreseeable future. They continue to believe the going concern basis of accounting is appropriate in preparing the annual financial statements.

Since the year-end the Covid-19 pandemic has caused significant strains on businesses and charities of all types. RGS Worcester has responded to the crisis adjusting teaching methods where necessary and ensuring compliance with the changing government advice. A discount was given for the 2020 summer term and the planned fee increase for 2020/21 waived. With uncertainty over pupil numbers forecasts for 2021 onwards, budgets have been stress-tested to assess how the School could cope under different scenarios. The Governors have concluded that the Company is well placed to cope with the continuing uncertainties and has adequate resources to continue providing first class education to its pupils for the foreseeable future.

After making appropriate enquiries, the Governors consider that the company has adequate resources to continue in operational existence for the foreseeable future and it is therefore appropriate to continue to adopt the going concern basis in preparing the financial statements.

**Accounting Convention.** The accounts are prepared under the historical cost convention, as modified by the revaluation of investment assets. Fees receivable and charges for services are accounted for in the period in which the service is provided. Fees receivable are stated after deducting allowances, scholarships and other remissions granted by the School.

**Freehold Buildings.** Cost shown in the Balance Sheet represents only expenditure incurred after the School became independent on 1 September 1983. The following, which are vested in the Official Custodian for Charities, as Scheduled in the 2008 Scheme for Charity 527527, are included at nil cost in the accounts: The Freehold of the School site and buildings, Whiteladies, Priory House and gardens, and Flagge Meadow. The School also has an uncosted interest in the River Sports Centre.

**Capitalisation and Depreciation.** Purchases of assets costing more than £1,000 and with a useful life of more than one year are capitalised at cost. Depreciation is provided on all tangible fixed assets, other than freehold land, on a straight line basis at rates calculated to write off the cost of each asset over its expected useful life as follows:

| | |
|---|---|
| Freehold buildings | - 50 years |
| Motor vehicles and computers | - 5 years |
| Fixtures, fittings and equipment | - 8 years |

**Investments** are included at valuation at the Balance Sheet date. Realised and Unrealised gains and losses on investments are shown on the Statement of Financial Activities.

**Scholarships and Bursaries.** Financial assistance is given to pupils in the form of Scholarships and Bursaries.

**Investment and Other Income**. This is accounted for on a receivable basis.

**Donations and Legacies Receivable.** Donations and Legacies are accounted for as and when entitlement arises, the amount can be reliably quantified and the economic benefit to the School is considered probable. On 30 April 2019, the assets and liabilities of Dodderhill School were transferred to The Royal Grammar School Worcester and have been recognised at fair value at the point the risks and rewards of ownership passed to the School. An equal amount to the net assets acquired is recognised within Donations in the Income and Expenditure account.

**Net Tuition Fees Receivable.** Fees receivable are accounted for in the period in which the service is provided. They are stated after deducting bursaries, scholarships and other remissions granted by the School.

**Government Grants.** Are credited to the statement of financial activities as the related expenditure is incurred.

**Resources Expended.** Resources expended are accounted for on an accrual basis. Certain expenditure is apportioned to cost categories based on the estimated amount attributable to that activity in the year. Irrecoverable VAT is included with the item of expense to which it relates. Support costs are those costs incurred in the general running of the School. Governance costs comprise the costs of running the charity including external audit costs.

**Pension Schemes.** The School contributes to the Teachers' Pension Scheme (a defined benefit scheme) at rates set up by the Scheme Actuary and advised to the Governors by the Scheme Administrator. For non-teaching staff, the School contributes to The Pensions Trust FRP defined contribution scheme. The School also makes pension AVC contributions at a rate of 2% to the Pension Trust Growth Plan Scheme for 4 (2018: 4) members of staff who were previously members of the CARE 80 defined benefit scheme.

**Unrestricted General Funds.** These funds can be expended at the Governors' discretion in accordance with the Charitable Objects. They represent funds which have not been "earmarked" or "restricted" in any way.

**Designated Funds.** These funds represent funds which have been ring-fenced by the Governors for a specific purpose.

**Restricted Funds.** These include funds received from alumni with specific conditions for their use.

**Endowed Funds.** The Prize fund represents the Mytton and Blasson Prize Funds and can only be expended in accordance with the wishes of the donors, with funds invested in income units of the Charities Official Investment Fund until required. The Alice Ottley Bursary Fund has been renamed The Permanent Endowment with funds invested in income units of the Charities Official Investment Fund.

**Taxation.** As a registered charity, the School is not generally liable to corporation tax on surpluses. For this reason, no provision for corporation tax has been included in the accounts.

**Liquid Resources.** Fixed term deposits of less than one year are included in the Cashflow Statement as liquid resources.

**Debtors.** Short term debtors are measured at the transaction price, less any impairment.

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

**Financial instruments.** The charity only enters into basic financial instrument transactions that result in the recognition of financial assets and liabilities like trade and other accounts receivable and payable.

**Intangible assets.** Software costs are initially recognised at cost. After recognition, under the cost model, intangible assets are measured at cost less any accumulated amortisation and any accumulated impairment losses. All intangible assets are considered to have a finite useful life. If a reliable estimate of the useful life cannot be made, the useful life shall not exceed ten years. Amortisation of software and website development costs – 5 years.

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

(i) Pension deficit contribution. The School has entered into a commitment to provide deficit funding to The Pensions' Trust Care Scheme and The Pensions' Trust Growth Plan, of which it is a contributing employer. Under FRS 102, the fair value of the commitment is recognised. The calculation of the fair value of the commitment is subject to an assumption of the discount rate. The discount rate is determined by reference to market yields at the reporting date on high quality corporate bonds.

(ii) Recognition of legacies. The School recognises legacies when the economic benefit to the School is considered probable. Legacies can relate to cash or assets. Both require estimation if the legacy has not yet been received. The estimation of legacy income is based on information received from solicitors and a prudent approach is taken based on the information provided.

## 1. FEES

| | | 2020 £000 | | 2019 £000 |
|---|---|---|---|---|
| Gross Tuition Fees | | **16,143** | | 15,006 |
| Pupil Lunches | | **334** | | 497 |
| Other Fees | | **177** | | 317 |
| Gross Fee Income | | **16,654** | | 15,820 |
| Less: Scholarships, Bursaries and other Remissions | **(1,824)** | | (1,554) | |
| Less: Fees paid through Salary Sacrifice | **(334)** | | (335) | |
| Total Remissions | | **(2,158)** | | (1,889) |
| Net Fees | | **14,496** | | 13,931 |

## 2. OTHER INCOME

| | **2020 £000** | **2019 £000** |
|---|---|---|
| **Other educational charitable activities** | | |
| Registration Fees | **16** | 14 |
| **Other ancillary activities** | | |
| RGS The Grange Shuttle Bus | **23** | 23 |
| School Trips | **280** | 594 |
| Baby and Toddler Groups | **5** | 5 |
| | **308** | 622 |
| **Other incoming resources** | | |
| Refund from private medical insurance | **-** | 1 |
| Counselling recovery | **14** | 15 |
| Lettings | **39** | 40 |
| Sale of Fixed Assets – Boat and Minibus | **25** | 10 |
| Solar FIT | **8** | 4 |
| HMRC JRS Grants | **310** | - |
| Miscellaneous | **91** | 61 |
| | **487** | 131 |
| **Investment Income** | | |
| Bank interest | **12** | 16 |
| Permanent Endowment Income | **6** | 6 |
| Mytton and Blasson interest | **1** | 1 |
| | **19** | 23 |
| **Voluntary Income** | | |
| Donations | **22** | 50 |
| Assets and liabilities of Dodderhill School | **-** | 3,946 |
| Grants from the RGSW & AOS Foundation | **71** | 40 |
| Legacies | **14** | 1 |
| | **107** | 4,037 |

## 3. RESOURCES EXPENDED

| | Staff Costs | Other | Depreciation & Amortisation | 2020 Total | 2019 Total |
|---|---|---|---|---|---|
| | £000 | £000 | £000 | £000 | £000 |
| Costs of generating voluntary income | 50 | 48 | 7 | 105 | 85 |
| Charitable Activities | | | | | |
| Teaching Costs | 8,843 | 423 | 454 | 9,720 | 8,937 |
| Welfare | 85 | 467 | 14 | 566 | 744 |
| Premises | 487 | 1,289 | 769 | 2,545 | 2,420 |
| Support Costs of Schooling | 869 | 1,062 | 43 | 1,974 | 2,174 |
| Marketing and Advertising | 125 | 171 | 7 | 303 | 273 |
| | 10,409 | 3,412 | 1,287 | 15,108 | 14,548 |
| Total Resources Expended | 10,459 | 3,460 | 1,294 | 15,213 | 14,633 |

| Staff Costs | 2020 £000 | 2019 £000 |
|---|---|---|
| Wages & Salaries | 7,892 | 7,405 |
| Social Security Costs | 753 | 705 |
| Pension Contributions | 1,553 | 1,061 |
| Training & Expenses | 33 | 53 |
| Other Costs | 228 | 248 |
| | 10,459 | 9,472 |

| The average numbers of full time equivalent employees in the year were: | 2020 | 2019 |
|---|---|---|
| Teachers | 135 | 125 |
| Others | 100 | 104 |
| | 235 | 229 |

The total headcount was 336 (2019: 325)

| The number of employees whose emoluments exceeded £60,000 were: | 2020 | 2019 |
|---|---|---|
| £60,001 - £70,000 | 5 | 6 |
| £70,001 - £80,000 | 2 | 2 |
| £80,001 - £90,000 | - | - |
| £90,001 - £100,000 | - | - |
| £100,001 - £110,000 | 1 | 1 |
| £110,001 - £120,000 | - | 1 |
| £120,001 - £130,000 | 1 | - |
| | 9 | 10 |

## 3. RESOURCES EXPENDED (continued)

| | 2020 £000 | 2019 £000 |
|---|---|---|
| Remuneration of key personnel including Employers' National Insurance and Employer's Pension contributions (considered to be the Governors and Principal Officers) | **514** | 457 |

During the year there were redundancy or termination payments totalling £26,706 (2019: £5,320), settlement agreements of £800 (2019: £7,600).

For the 9 employees (2019: 10) with emoluments greater than £60,000, 8 (2019: 9) were members of the defined benefit schemes with associated employer contributions of £150,769 (2019: £108,214)

Neither the Governors nor persons connected with them receive any remuneration or other benefits from the School or any connected organisation for their services. Trustee indemnity insurance is included in the School's insurance cover at no additional cost.

## 4. AUDITOR'S REMUNERATION

| | 2020 £000 | 2019 £000 |
|---|---|---|
| Auditor's remuneration for audit services | **13** | 14 |
| Auditor's remuneration for payroll services | **8** | 10 |
| Auditor's remuneration for other services | **-** | 14 |
| | **21** | 38 |

## 5a. INTANGIBLE ASSETS

| | Software (including website development) £000 |
|---|---|
| **Cost** | |
| At 1 September 2019 | **290** |
| Additions | **44** |
| As 31 August 2020 | **334** |
| **Depreciation** | |
| At 1 September 2019 | **199** |
| Charge for year | **54** |
| As 31 August 2020 | **253** |
| **Net Book Amount** | |
| At 31 August 2020 | **81** |
| At 1 September 2019 | 91 |

| 5b. TANGIBLE FIXED ASSETS | Freehold Land | Freehold Buildings | Fixtures FIttings & Equipment | Grounds Equipment & Motor Vehicles | Assets in the course of construction | Total |
|---|---|---|---|---|---|---|
| | £000 | £000 | £000 | £000 | £000 | £000 |
| **Cost** | | | | | | |
| At 1 September 2019 | **496** | **28,419** | **5,392** | **515** | **-** | **34,822** |
| Additions | | **5** | **509** | **45** | | **559** |
| Disposals | **-** | **-** | **(19)** | **(25)** | **-** | **(44)** |
| At 31 August 2020 | **496** | **28,424** | **5,882** | **535** | **-** | **35,337** |
| **Depreciation** | | | | | | |
| At 1 September 2019 | **-** | **7,429** | **3,488** | **397** | **-** | **11,314** |
| Charge for year | **-** | **569** | **626** | **46** | **-** | **1,241** |
| Disposals | **-** | **-** | **(19)** | **(25)** | **-** | **(44)** |
| At 31 August 2020 | **-** | **7,998** | **4,095** | **418** | **-** | **12,511** |
| **Net Book Amount** | | | | | | |
| At 31 August 2020 | **496** | **20,426** | **1,787** | **117** | **-** | **22,826** |
| At 1 September 2019 | 496 | 20,990 | 1,904 | 118 | - | 23,508 |

The freehold buildings had a declared value for insurance purposes of £78m as at 31 August 2020.

## 6. FIXED ASSET INVESTMENTS (UK Listed)

### 6a. THE PERMANENT ENDOWMENT FUND

| | 2020 £000 | 2019 £000 |
|---|---|---|
| Opening market value | 212 | 199 |
| Net gains on revaluation | 5 | 13 |
| Closing market value at 31 August | 217 | 212 |
| Historic cost at 31 August | 150 | 150 |

The above represents the Permanent Endowment for the School Charity 527527 scheduled in the 2007 Scheme. The investments currently comprise COIF Income Units only.

### 6b. ENDOWED FUNDS

**Prize Fund**

| | 2020 £000 | 2019 £000 |
|---|---|---|
| Opening market value | 29 | 27 |
| Net gains on revaluation | 1 | 2 |
| Closing market value at 31 August | 30 | 29 |
| Historic cost at 31 August | 20 | 20 |

The above represents the total of the investments of the legacies to provide for the Mytton and Blasson Prizes. The investments currently comprise COIF Income Units only. These investments are included in the School Charity 527527 scheduled in the 2007 Scheme.

## 7a. DEBTORS

| | 2020 £000 | 2019 £000 |
|---|---|---|
| Tuition fees and extras | **467** | 290 |
| Sundry debtors | **404** | 34 |
| Prepayments | **289** | 337 |
| | **1,160** | 661 |

## 7b. OTHER CURRENT ASSETS

| | 2020 £000 | 2019 £000 |
|---|---|---|
| Cash at Bank and in Hand | **846** | 2,407 |
| Short Term Deposits | **3,000** | 700 |
| | **3,846** | 3,107 |

## 8a. CREDITORS: Due within one year

| | 2020 £000 | 2019 £000 |
|---|---|---|
| Fees received in advance | **1,660** | 986 |
| Registration Deposits | **148** | 141 |
| Trade Creditors | **499** | 701 |
| Social Security & Other Taxes | **191** | 189 |
| Pension deficit funding liability (note 12c) | **114** | 110 |
| Other Creditors | **222** | 271 |
| Accruals | **129** | 213 |
| | **2,963** | 2,611 |

Included in Other Creditors are amounts owing to the Teachers' Pension Scheme of £152,887 (2019: £122,847) and The Pension Trust of £nil (2019: £33,202).

## 8b. CREDITORS: Due after more than one year (excluding pension liability)

| Accrued liabilities in respect of fees received in advance: | **2020** | 2019 |
|---|---|---|
| | **£000** | £000 |
| Within 2 to 5 years | **506** | 431 |
| Within 1 to 2 years | **248** | 236 |
| | **754** | 667 |
| Within 1 year | **1,660** | 986 |
| Balance at 31 August | **2,414** | 1,653 |
| **The movements during the year were:** | | |
| Balance at 1 September | **1,653** | 1,093 |
| Net cash movement | **2,418** | 1,504 |
| | **4,071** | 2,597 |
| Amounts utilised in fee payment | **(1,657)** | (944) |
| Balance at 31 August | **2,414** | 1,653 |

**THE ROYAL GRAMMAR SCHOOL WORCESTER**
**NOTES TO THE ACCOUNTS FOR YEAR ENDED 31 August 2020**

## 9. RESERVES

| Endowment Funds | Balance at 1 September 2019 £000s | Incoming Resource £000s | Resources Expended £000s | Investment gains £000s | Balance at 31 August 2020 £000s |
|---|---|---|---|---|---|
| The Permanent Endowment Fund | 212 | - | - | 5 | 217 |
| Prize Funds | 29 | - | - | 1 | 30 |
| | 241 | - | - | 6 | 247 |
| **Restricted Funds** | | | | | |
| Alumni Bursary A | 2 | - | (2) | - | - |
| Alumni Bursary B | 16 | 13 | (14) | - | 15 |
| Debating | 1 | - | - | - | 1 |
| Dodderhill | 7 | - | (2) | - | 5 |
| Drawings/Pictures | 1 | - | - | - | 1 |
| Alumni support | 23 | - | (19) | - | 4 |
| Gardening Club | 1 | - | - | - | 1 |
| Mytton & Blasson Prize Fund | - | 1 | - | - | 1 |
| Claines Physics Prize | 3 | - | - | - | 3 |
| Rugby Auction | 4 | 1 | (2) | - | 3 |
| Tennis Sponsorship | 5 | - | - | - | 5 |
| Sundry <£500 | 1 | - | (1) | - | - |
| RGSW & AOS Foundation Bursaries | 0 | 33 | (33) | - | - |
| RGSW & AOS Foundation - Hardship Fund | 0 | 38 | (38) | - | - |
| Dodderhill PTA (Library) | - | 2 | (2) | - | - |
| Debating Society | - | 3 | - | - | 3 |
| RGS PTA Photography | - | 1 | (1) | - | - |
| RGS PTA Land Rover | - | 1 | - | - | 1 |
| | 64 | 93 | (114) | - | 43 |
| **Unrestricted Funds** | | | | | |
| General Reserves | 23,293 | 15,411 | (15,170) | - | 23,534 |

## 9. RESERVES (continued)

| Summary of Funds | Balance at 1 September 2019 £000s | Incoming Resources £000s | Resources Expended £000s | Investment gains £000s | Balance at 31 August 2020 £000s |
|---|---|---|---|---|---|
| Endowment Funds | 241 | - | - | 6 | 247 |
| Restricted Funds | 64 | 93 | (114) | - | 43 |
| Unrestricted Funds | 23,293 | 15,340 | (15,099) | - | 23,534 |
| | 23,598 | 15,433 | (15,213) | 6 | 23,824 |

**Endowment Funds:**
The Endowment Funds represent the invested endowments of the School. The Permanent Endowment is listed in the Scheme for Charity 527527 of which the Company is the Trustee, plus the Mytton & Blasson Prize Fund. The Restricted Funds include monies from alumni for specific projects, including funds received for Bursary support.

**Restricted Funds:**
Alumni Bursary (1 and 2):- Alumni bursary support
Debating Society:- SME Debating Club Sponsorship.
Dodderhill:- Restricted funds that transferred with the merger.
Drawings and pictures:- Deposits donated for the commissioning of pictures of the RGS buildings.
Alumni support:- Alumni support for Foundation.
Gardening Club:- Donation and prize money for the Gardening club.
Mytton and Blasson:- Annual pupil prizes
Claines Physics Prize:- Annual Physics award.
Rugby:- Rugby Dinner Auction proceeds for floodlights/
Tennis Sponsorship:- LTA sponsorship
RGSW & AOS Foundation – Bursaries
RGSW & AOS Foundation Hardship Fund
Dodderhill PTA (Library)
Sundry Support:- Monies <£500) for various projects
Debating Society
RGS PTA Photography
RGS PTA Land Rover

## 9. RESERVES (PRIOR YEAR)

| Endowment Funds | Balance at 1 September 2018 £000s | Incoming Resource £000s | Resources Expended £000s | Investment gains £000s | Balance at 31 August 2019 £000s |
|---|---|---|---|---|---|
| The Permanent Endowment Fund | 199 | - | - | 13 | 212 |
| Prize Funds | 27 | - | - | 2 | 29 |
| | 226 | - | - | 15 | 241 |
| **Restricted Funds** | | | | | |
| Alumni Bursary A | 16 | - | (14) | - | 2 |
| Alumni Bursary B | 15 | 11 | (10) | - | 16 |
| Debating | - | 2 | (1) | - | 1 |
| Dodderhill | - | 7 | - | - | 7 |
| Drawings/Pictures | - | 1 | - | - | 1 |
| Alumni support | 23 | - | - | - | 23 |
| Gardening Club | 1 | - | - | - | 1 |
| Grange Benches | - | 1 | (1) | - | - |
| Grange Stage Lighting | - | 4 | (4) | - | - |
| Hockey Sponsorship | - | 1 | (1) | - | - |
| Mytton & Blasson Prize Fund | - | 1 | (1) | - | - |
| Claines Physics Prize | 3 | - | - | - | 3 |
| RGS PA Gazebos | - | 2 | (2) | - | - |
| Rowing Sponsorship | - | 1 | (1) | - | - |
| Rugby Auction | - | 4 | - | - | 4 |
| Tennis Sponsorship | - | 5 | - | - | 5 |
| Sundry <£500 | 1 | 1 | (1) | - | 1 |
| | 59 | 41 | (36) | - | 64 |
| **Unrestricted Funds** | | | | | |
| General Reserves | 19,173 | 18,717 | (14,597) | - | 23,293 |

## 9. RESERVES PRIOR YEAR (continued)

| Summary of Funds | Balance at 1 September 2018 £000s | Incoming Resources £000s | Resources Expended £000s | Investment gains £000s | Balance at 31 August 2019 £000s |
|---|---|---|---|---|---|
| Endowment Funds | 226 | - | - | 15 | 241 |
| Restricted Funds | 59 | 41 | (36) | - | 64 |
| Unrestricted Funds | 19,173 | 18,717 | (14,597) | - | 23,293 |
| | 19,458 | 18,758 | (14,633) | 15 | 23,598 |

**Endowment Funds:**
The Endowment Funds represent the invested endowments of the School. The Permanent Endowment is listed in the Scheme for Charity 527527 of which the Company is the Trustee, plus the Mytton & Blasson Prize Fund. The Restricted Funds include monies from alumni for specific projects, including funds received for Bursary support.

**Restricted Funds:**
Alumni Bursary (1 and 2):- Alumni bursary support
Debating Society:- SME Debating Club Sponsorship.
Dodderhill:- Restricted funds that transferred with the merger.
Drawings and pictures:- Deposits donated for the commissioning of pictures of the RGS buildings.
Alumni support:- Alumni support for Foundation.
Gardening Club:- Donation and prize money for the Gardening club.
Grange benches:- PTA support for benches.
Grange Stage lighting:- PTA support for stage lighting.
Hockey Sponsorship:- External hockey equipment support
Mytton and Blasson:- Annual pupil prizes
Claines Physics Prize:- Annual Physics award.
RGS Gazebos:- PTA support for sport gazebos
Rowing Sponsorship:- Pullinger rowing equipment support.
Rugby:- Rugby Dinner Auction proceeds for floodlights/
Tennis Sponsorship:- LTA sponsorship
Sundry Support:- Monies <£500) for various projects.

## 10. ANALYSIS OF NET ASSETS BETWEEN FUNDS

| The Net Assets are Funded as follows: | Tangible Fixed Assets £000 | Intangible Fixed Assets £000 | Investments £000 | Net Current Assets £000 | Long Term Liabilities £000 | 2020 Total £000 | 2019 Total £000 |
|---|---|---|---|---|---|---|---|
| Unrestricted Funds | **22,826** | **81** | **-** | **2,036** | **(1,409)** | **23,534** | 23,293 |
| Restricted Funds | **-** | **-** | **-** | **43** | **-** | **43** | 64 |
| Endowment Funds | **-** | **-** | **247** | **-** | **-** | **247** | 241 |
| | **22,826** | **81** | **247** | **2,079** | **(1,409)** | **23,824** | 23,598 |

## 10. ANALYSIS OF NET ASSETS BETWEEN FUNDS (PRIOR YEAR)

| The Net Assets are Funded as follows: | Tangible Fixed Assets £000 | Intangible Fixed Assets £000 | Investments £000 | Net Current Assets £000 | Long Term Liabilities £000 | 2019 Total £000 | 2018 Total £000 |
|---|---|---|---|---|---|---|---|
| Unrestricted Funds | **23,508** | **91** | **-** | **1,115** | **(1,421)** | **23,293** | 19,173 |
| Restricted Funds | **-** | **-** | **-** | **64** | **-** | **64** | 59 |
| Endowment Funds | **-** | **-** | **241** | **-** | **-** | **241** | 226 |
| | **23,508** | **91** | **241** | **1,179** | **(1,421)** | **23,598** | 19,458 |

## 11. CAPITAL COMMITMENTS

Capital expenditure of £nil (2019: £150,000) has been authorised and contracted for as at 31 August 2020.

## 12. PENSIONS

### 12a. Teaching Staff

### PENSION SCHEME

The School participates in the Teachers' Pension Scheme ("the TPS") for its teaching staff. The pension charge for the year includes contributions payable to the TPS of £1,312,212 (2019: £843,485) and at the year-end £152,887 (2019: £122,847) was accrued in respect of contributions to this scheme.

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

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

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

On 27 June 2019 the Supreme Court denied the government permission to appeal the Court of Appeal's judgment that transitional provisions introduced to the reformed pension schemes in 2015 gave rise to unlawful age discrimination. The government is respecting the Court's decision and has said it will engage fully with the Employment Tribunal as well as employer and member representatives to agree how the discriminations will be remedied. A consultation was launched by the government on 16 July 2020, and will close 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 in 2018 announced that there would be a review of this cost cap mechanism, in January 2019 announced a pause to the cost cap mechanism following the Court of Appeal's ruling in the McCloud/Sargeant case and until there is certainty about the value of pensions to employees from April 2015 onwards. The pause was lifted in July 2020 and 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 revised assumptions would yield different results than those contained in the Actuarial Valuation.

Until the consultation and the cost cap mechanism review are completed it is not possible to conclude on any financial impact or future changes to the contribution rates of the TPS. Accordingly no provision for any additional past benefit pension costs is included in these financial statements.

**12b. Support Staff**

The School has previously participated in both the CARE and Growth Plan defined benefit schemes independently administered by The Pensions Trust. Both these schemes have been closed to existing and new members. Members were initially moved to the CARE defined contribution scheme, but this was closed in March 2016 and all members were moved to the FRP defined contribution scheme also administered by The Pensions Trust. The FRP DC scheme has tiered employer contributions ranging from 10% to 13% (the same as the CARE DC scheme) and, at 31 August 2020, had 109 (2019: 97) members with a further 1 (2019: 1) pending having been auto-enrolled.

The pension cost charge amounting to £235,054 (2019: £215,161) represents the full contribution payable for the period by the School to The Pensions Trust for all pensions provided. At the year end £nil (2019: £33,202) was accrued in respect of contributions to these schemes.

There are 3 members of staff (2019: 4) for whom a 2% employer AVC is paid into the Growth Plan. This obligation arises from an agreement made when a previous DB scheme was closed.

Both the CARE 80 and the CARE 100 Defined Benefit Schemes and the Growth Plan are multi-employer schemes and the schemes' actuary has advised that the assets and liabilities are not segregated for each contributing employer. Hence it is not possible to separately identify the assets and liabilities relating to The Royal Grammar School Worcester for the purposes of FRS102.

### CARE Defined Benefit Scheme

RGS was notified by The Pensions Trust, of the estimated employer debt on withdrawal from The CARE Scheme, based on the financial position of the Scheme as at 30 September 2019. At this date the estimated employer debt for RGS was £1,862,429 (Sep 2018: £1,763,857).

It was agreed that from 1 April 2012, additional annual contributions towards the Scheme's deficit of £8,900, increasing by 3% per annum for the next 10 years, would be payable by The Royal Grammar School Worcester. This plan was superseded by a revised deficit repayment plan commencing 1 July 2015 covering the period to 30 April 2027. A total of £1,152,000 per annum, increasing on 1 July each year by 3% is required. RGS Worcester's share of these deficit contributions from July 2016 is £46,206 per annum, payable in monthly instalments of £3,850. In addition, a total amount of £176,586 per annum, increasing on 1 July each year by 3% is required for Scheme expenses. RGS Worcester's share of these Scheme expenses from July 2016 is £7,080 per annum, payable in monthly instalments of £590. This last plan has now also been superseded and with effect from April 2018, the annual contributions to the deficit payable by The Royal Grammar School Worcester are £53,057 per annum, increasing at 3% annually plus £6,215 for Scheme expenses. The total of deficit payments paid in the year was £61,843 (2019: £60,057).

RGS have been notified by The Pensions Trust of the estimated employer debt on withdrawal from the Plan based on the financial position of the Plan as at 30 September 2019. At this date the estimated employer debt for RGS was £622,956 (2018: £603,760)

### Growth Plan

The deficit contributions were reduced from 1 April 2016, and the additional contributions towards the scheme's deficit from April 2016 are now £49,839 per annum (increasing by 3% each 1 April) and will be payable by The Royal Grammar School Worcester for a period of ten years. The total paid in the year was £55,141 (2019: £53,535)

## 12c. FRS (102) Section 28 Pension Deficit Provisions

| | **2020** | 2019 |
|---|---|---|
| | **£000** | £000 |
| CARE Scheme | **507** | 552 |
| Growth Plan | **262** | 312 |
| Of the totalled combined deficit of £864,000 an amount of £114,000 is due within one year | **769** | 864 |

## 13. FINANCIAL INSTRUMENTS

| | **2020** | 2019 |
|---|---|---|
| | **£000** | £000 |
| Financial assets measured at amortised cost | **4,690** | 3,431 |
| Financial assets measured at fair value through the Income and Expenditure | **247** | 241 |
| Financial liabilities measured at fair value through the Income and Expenditure | **769** | 894 |
| Financial liabilities measured at amortised cost | **972** | 1,326 |

Financial assets measured at amortised cost comprise investments, other debtors, bank and short term deposits.

Financial liabilities measured at fair value through the Income and Expenditure account comprise the defined benefit pension scheme deficit funding liability.

Financial liabilities measured at amortised cost comprise fees in advance, fee deposits, trade creditors, other creditors and accruals.

## 14. RELATED PARTIES

Mrs S Mills, a Governor, provided consultancy services during the year amounting to £nil (2019: £450). £nil was outstanding at the year end.

The RGSW and AOS Foundation made grants to the School in the year totalling £71,411 (2019: £40,002).

The daughter of the Chair of Governors, Mr J Q S Poole has been employed as an apprentice Teacher with effect from 1 September 2020. In the year 2019/20 she worked part time and was paid a total of £715.

Paul Cross, Mrs M Cross's husband, has been employed as a temporary science teacher from September to December 2020.

RGS Worcester and Worcester Hockey Club have established a joint venture, Worcester International Hockey Ltd, which was incorporated in December 2019. Costs incurred prior to Worcester International Hockey Ltd being functional were paid by RGS Worcester and Worcester Hockey Club. These costs are part of RGS Worcester's share of the total project cost and the £309,251 spent to date is included within Sundry Debtors in this report.