



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**

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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)

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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 4, The Cross, Worcester, WR1 3PY
Auditors	Crowe U.K. LLP Black Country House, Rounds Green Road, Oldbury, B69 2DG
Solicitors	Stallard March and Edwards (SME Solicitors) 8, Sansome Walk, Worcester, WR1 1LW
Insurance Brokers	Hettle Andrews & Associates Limited Eleven Brindley Place 2 Brunswick Square Birmingham 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.

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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.

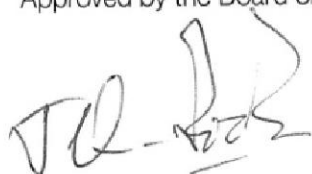
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21. **Statement as to Disclosure of Information to Auditors.** The Governors who were in office on the date of approval of these financial statements have confirmed, as far as they are aware, that there is no relevant audit information of which the 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

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STRATEGIC REPORT YEAR ENDED 31 August 2022

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.

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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	Under 10 Girls Football
Coppertops FC Football	Walking Football
Droitwich Fencing	Warndon Super Vets Football
Droitwich Table Tennis	Worcester City Football Club
Peopleton Cricket Club	Worcester Hockey
Perdiswell Colts	Worcester Netball Club
Phil Chew Football	Worcester University Student Hockey
Pauline Quirk Academy	Wyre Forest Ladies Hockey
Super Vets Football	Worcester Magistrates
Royal Mail	Little Kickers
James Allen Cricket	Worcester Cricket Club
Worcester Competitive Arts	

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 Ukrainian 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.

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- 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.

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- 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 'Let's 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.

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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

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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

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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.

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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 residential 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 Condoover 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.

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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.

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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 Trampoline 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.

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Both Netball and Cricket thrive and the development of these 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.

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- 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.

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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.

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29. 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. 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

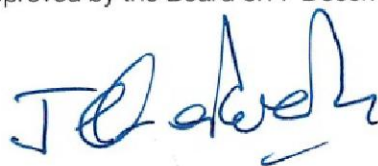
Summary Data for 1 September to 31 August

Total Energy Use	4,433,466 kwh
Total Greenhouse Gas Emission	834.3 tCO ₂
Total pupils	1,585
Intensity ratio per pupil	0.53 tCO ₂ 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.

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 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.

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

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)

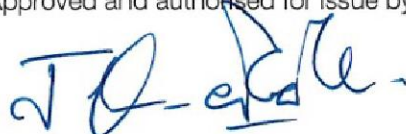
	Note	Unrestricted Funds £000	Restricted Funds £000	Endowed Funds £000	2021 Total £000
INCOMING RESOURCES					
Income from Charitable Activities:					
School fees	1.	16,370	-	-	16,370
Other educational activities	2.	18	-	-	18
Other ancillary activities	2.	194	-	-	194
Other Income:					
Other incoming 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 £000	2021 £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

THE ROYAL GRAMMAR SCHOOL WORCESTER
NOTES ON ACCOUNTING POLICIES FOR YEAR ENDED 31 August 2022

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.

THE ROYAL GRAMMAR SCHOOL WORCESTER
NOTES ON ACCOUNTING POLICIES FOR YEAR ENDED 31 August 2022

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 2022

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
	=====	=====
	2022 £000	2021 £000
2. OTHER INCOME		
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
	=====	=====

THE ROYAL GRAMMAR SCHOOL WORCESTER
NOTES TO THE ACCOUNTS FOR YEAR ENDED 31 August 2022

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

THE ROYAL GRAMMAR SCHOOL WORCESTER
NOTES TO THE ACCOUNTS FOR YEAR ENDED 31 August 2021

3. RESOURCES EXPENDED (continued)

	2022	2021
	£000	£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	2021
	£000	£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

THE ROYAL GRAMMAR SCHOOL WORCESTER
NOTES TO THE ACCOUNTS FOR YEAR ENDED 31 August 2022

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	1,269
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.

THE ROYAL GRAMMAR SCHOOL WORCESTER
NOTES TO THE ACCOUNTS FOR YEAR ENDED 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
	=====	=====

THE ROYAL GRAMMAR SCHOOL WORCESTER
NOTES TO THE ACCOUNTS FOR YEAR ENDED 31 August 2022

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).

THE ROYAL GRAMMAR SCHOOL WORCESTER
NOTES TO THE ACCOUNTS FOR YEAR ENDED 31 August 2022

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

	2022	2021
	£000	£000
Accrued liabilities in respect of fees received in advance:		
> 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
	=====	=====

THE ROYAL GRAMMAR SCHOOL WORCESTER
NOTES TO THE ACCOUNTS FOR YEAR ENDED 31 August 2022

9. RESERVES

	Balance at 1 September 2021 £000s	Incoming Resource £000s	Resources Expended £000s	Investment losses £000s	Balance at 31 August 2022 £000s
Endowment Funds					
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
	=====	=====	=====	=====	=====

THE ROYAL GRAMMAR SCHOOL WORCESTER
NOTES TO THE ACCOUNTS FOR YEAR ENDED 31 August 2022

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

THE ROYAL GRAMMAR SCHOOL WORCESTER
NOTES TO THE ACCOUNTS FOR YEAR ENDED 31 August 2022

9. RESERVES (PRIOR YEAR)

	Balance at 1 September 2220 £000s	Incoming Resource £000s	Resources Expended £000s	Investment gains £000s	Balance at 31 August 2021 £000s
Endowment Funds					
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
	=====	=====	=====	=====	=====

THE ROYAL GRAMMAR SCHOOL WORCESTER
NOTES TO THE ACCOUNTS FOR YEAR ENDED 31 August 2022

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

THE ROYAL GRAMMAR SCHOOL WORCESTER
NOTES TO THE ACCOUNTS FOR YEAR ENDED 31 August 2022

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 ROYAL GRAMMAR SCHOOL WORCESTER

NOTES TO THE ACCOUNTS FOR YEAR ENDED 31 August 2022

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.

THE ROYAL GRAMMAR SCHOOL WORCESTER
NOTES TO THE ACCOUNTS FOR YEAR ENDED 31 August 2022

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).

THE ROYAL GRAMMAR SCHOOL WORCESTER
NOTES TO THE ACCOUNTS FOR YEAR ENDED 31 August 2022

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

	2022	2021
	£000	£000
CARE Scheme	272	347
Growth Plan	40	206
	-----	-----
Of the totalled combined deficit of £311,891 an amount of £73,656 is due within one year	312	553
	=====	=====

13. FINANCIAL INSTRUMENTS

	2022	2021
	£000	£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.