

ANNUAL REPORT FOR THE YEAR ENDING AUGUST 2023

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

**THE ROYAL GRAMMAR SCHOOL
WORCESTER**

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ANNUAL REPORT

FOR THE YEAR ENDED

31 AUGUST 2023

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

1. The **Name of the Company** is The Royal Grammar School Worcester ("the School").
2. The **Address** of the Company is The Royal Grammar School Worcester, Upper Tything, Worcester, WR1 1HP.
3. The School was incorporated on 17 May 2007, but continued to operate as an unincorporated charity until 31 August 2007. It began active operations as a limited company on merging with The Alice Ottley School on 1 September 2007. There were no trading activities prior to this date.
4. The School operates on four sites; RGS Worcester offering co-education for pupils aged 11–18, located in The Tything, Worcester; RGS Springfield offering co-education for pupils aged 2–11, located in Britannia Square, Worcester; RGS The Grange offering co-education for pupils aged 2–11, located in Claines, Worcester; and RGS Dodderhill, offering co-education for pupils aged 2–11 and girls only education for pupils from 11–16 located in Droitwich.
5. **Status.** The Company is registered at Companies House, Cardiff, as a private company, limited by guarantee, registered number 6251081. The Company is also registered as a charity, number 1120644. The Company is the trustee of Charity 527527 which holds in trust the Permanent Endowments of the School under a Charity Commission Scheme sealed on 2 July 2007 and altered by a further scheme sealed on 15 January 2008. The Scheme contains a Uniting Direction that the Charity and associated funds shall be treated as forming part of the Company for the purposes of Part 6 (accounting) of the Charities Act 2011. On 30 April 2019 Dodderhill School, company number 00576888 and registered charity number 527599, donated all of its assets and liabilities to The Royal Grammar School Worcester. RGSW Holdings Limited Company number 12364724 was incorporated in December 2019 to facilitate the establishment and operation of Worcester International Hockey Club Limited, a limited liability company, number 12366802 which was also incorporated in December 2019.
6. **Directors of the Company.** The Directors of the Company are also the Governors of the School and the Trustees of the Charity. Those who have served during the year as Directors are listed below:-

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

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

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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
Mr T Banyard	Headmaster, RGS Dodderhill (appointed 1 September 2023)
Mrs S E Atkinson	Headmistress, RGS Dodderhill (left 31 March 2023)
Mr B R Edwards	Director of Finance and Operations, Clerk to the Governors and Company Secretary (appointed 27 February 2023)

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

Bankers & Investment Managers	Lloyds Bank plc 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 Governors. The School has implemented a number of detailed policies in relation to all aspects of personnel matters including:

- a. Equal Opportunities Policy
- b. Health & Safety Policy

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

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

Statement of Governors' Responsibilities

16. The Companies Act 2006 requires the Governors, as Trustees of the Charity, to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the Charity and of the surplus or deficit of income over expenditure for that period.
17. In preparing these financial statements, the Governors should follow best practice and are required to:
- a. select suitable accounting policies and apply them consistently;
 - b. observe the methods and principles in the Charities SORP;
 - c. make judgements and estimates that are reasonable and prudent;
 - d. state whether applicable UK accounting standards have been followed subject to any material departures disclosed and explained in the financial statements; and
 - e. prepare the financial statements on the going concern basis unless it is inappropriate to presume that the Charity will continue in operation.
18. The Governors are responsible for keeping accounting records which are such as to disclose, with reasonable accuracy, the financial position of the Charity at any time, and to enable them as Trustees, to ensure that the accounts comply with charity law. The Governors are also responsible for safeguarding the Charity's assets and ensuring their proper application and hence for taking reasonable steps for the prevention and detection of error, fraud and other irregularities.
19. The Governors delegated authority to the Nominations Committee (NC) to assess the Board's adherence to the charity governance code issued in July 2017. Following a review of the seven principles underpinning the code the NC concluded that the RGSW Board is adhering to all of the principles. The Board unanimously endorsed this assessment at the December 2023 Board meeting.
20. The Charity had no fundraising activities requiring disclosure under S162A of the Charities Act 2011.


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

A handwritten signature in black ink, appearing to read 'J Q S Poole', with a horizontal line underneath.

Mr J Q S Poole
Chair of Governors

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STRATEGIC REPORT YEAR ENDED 31 August 2023

STRATEGIC REPORT

Objectives and Activities

1. **Charitable Objects.** The objects of the School are the provision and conduct, in or near the City of Worcester, of a day or day and boarding school for boys and girls and ancillary or incidental educational activities and other associated activities for the benefit of the community.
2. **Aim and Intended Impact.** It is the General Policy of the Governors to provide for the pupils of the School a challenging and stimulating intellectual atmosphere while making full provision for physical, cultural and moral development.
3. **Objectives for the Year.** The primary objectives of the year are:
 - To ensure that support for pupil and staff welfare is at the highest levels through our leading pastoral care provision
 - To ensure financial stability through pupil numbers, fee levels and management of all budgets
 - To develop our academic offering, supported by Digital Learning and particularly in response to Artificial Intelligence (AI) and its effects on education, as we continue to prepare our pupils for the future
 - To develop our co-curricular provision still further, ensuring that pupils' access a broad range of experiences and develop life skills
 - To review and continue to enhance online safety, including monitoring and filtering in line with recommendations for all schools in KCSiE guidance; review and ensure cybersecurity is at the top end of industry-standard for schools
 - To continue to increase Bursaries to ensure access to an RGS education; enhance outreach and partnership work as part of our commitment to public benefit
 - To continue to support those pupils who joined the RGS Schools following the conflict in Ukraine and receive education at the Schools
 - To prepare the RGS Schools for the new ISI Inspection Framework (F23)
 - To continue to establish The RGS Family of Schools as a leading group of independent schools in the area
4. **Strategies to achieve the Objectives.**
 - Pastoral Care provision has been increased to support pupils and staff and the DSLs meet regularly with the Safeguarding Governor to ensure compliance and high-quality provision. Staff welfare has also been supported by recognising the commitment of staff through their annual pay review
 - The Director of Finance & Operations oversees budgets and the Strategy Group, Finance & General Purposes Committee and the Board regularly check performance against budget and pupil numbers. A new Customer Relationship Management (CRM) system will be implemented to assist in supporting Admissions and monitoring progress
 - Teaching & Learning are reviewed regularly in each of the RGS Schools through lesson observation, reviews of examination results and Inspections. The Director of Innovation ensures that the RGS Schools remain in line with the leading schools for digital learning, including working with Apple Education, attending and presenting at conferences and liaising with other technologically-advanced schools nationally
 - The Assistant Head (Co-curricular) is overseeing a review of co-curricular provision to ensure continuity of provision, monitoring of participation and engagement by all pupils
 - The IT Support Team overseen by the Director of Innovation work with the Designated Safeguarding Leads (DSLs) and Pastoral Teams to ensure that monitoring and filtering are at the appropriate levels and any concerns addressed in a timely and appropriate manner, and in line with all guidance, including Keeping Children Safe in Education (KCSiE)
 - The Foundation Office will continue to develop engagement with alumni and parents; a second 'Giving Day' will be organised to raise funds for Bursaries and additional reunions and other events will be introduced
 - Bursaries are already provided for the pupils from Ukraine and additional language support and assistance with purchasing uniform, technology and travel expenses are included
 - Requirements for the new ISI Inspection framework will be reviewed and training provided for Governors and staff as required. The staff who are trained Inspectors will complete Inspections and report back

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

5. **Principal Activities of the Year.** The Charity principally provides education in or near the City of Worcester and Droitwich at its four sites to boys and girls aged 2-18. There were, on average, 1625 (2022: 1,585), pupils attending the School during the year, which provides Governors with confidence that the School is continuing to fulfil its objective of providing value for money in the provision of a first-class independent education.
6. **RGS Dodderhill.** We have had a number of recent changes to the School Leadership Team, with Mrs Atkinson's departure followed by Mrs Cartwright completing a term as interim head, and the new appointment of Mr Banyard at RGS Dodderhill. This comes after the School experiencing the pandemic, introducing Boys aged 2-11 years old and joining The RGS Family of Schools. Therefore, the focus is on evaluating the school systems and processes, aligning the mission, vision and values of the School and putting a new two-year development plan in place. This will serve to ensure that all stakeholders are on board with further changes needed to move the school forward successfully. With this in place we aim to build on the many strengths of the school, such as the outstanding pastoral care, the Digital Leadership Programme, and strengths within the staff body, to better promote our unique offering to the community. By keeping a broad curriculum and widening house and co-curricular offering we hope to present the School as the 'best of both worlds': a kind community with small class sizes that does not compromise on the breadth of opportunity available in an RGS school.

Grant Making Policy

7. **Bursary Policy.** The Governors wish to ensure that the opportunity for children to benefit from the education offered by the School is not unreasonably restricted by parents' ability to pay fees. Means-tested bursaries are made available in the form of a remission of up to 100% of the tuition fees payable, depending on the financial, compassionate or other pertinent circumstances of applicants. To ensure that people in genuine poverty are not excluded, as well as covering tuition fees, bursaries may be extended to cover or contribute towards the costs of such additional items as school lunches, uniform, travel costs, examination fees, equipment required for educational, sports or co-curricular activities and foreign exchange and other educationally important trips.
8. **Priorities.** A number of factors will be considered when making the judgement as to the justification for support, and the extent of such support. In the main, a child's suitability for the School is the first consideration in granting a bursary. In assessing a child's suitability, attention will be given to their academic assessment, but potential will also be considered as well as actual achievement. Each applicant must meet the School's normal academic requirements and any pupil to whom support is offered must, in the opinion of the Head, be likely to make sound academic progress following admission and possess the potential to develop the quality of his or her work. A considerable degree of commitment and effort will be required and a good record of effort and behaviour in previous schools will be essential. Since The RGS Worcester Family of Schools are of high academic standards it will normally follow that those achieving the highest results in the entrance examination will be deemed most suitable. Consideration will also be given to how a pupil might benefit from participation in the wider, co-curricular activities on offer at the School.
9. **Assessment.** Although the priority in making an award will be suitability, the amount will be based on financial need. Each case will be assessed on its own merits and awards are made accordingly, subject to available funding and the level of demand. It is recognised that judgements about what sacrifices a family should make to pay school fees will be personal and the scale of awards is therefore not rigid. However, the School has a duty to ensure that all bursary grants are well-focussed and so, as well as current earnings, other assets and lifestyle factors will be considered in determining the appropriate level of grant.

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- 10. Grants.** The Governors' grant-making policy is tempered by there being no significant endowment funds available to provide additional financial support; bursaries therefore must be provided out of fee income. The grant-making policy has been subject to ongoing review in recent years with a view to increasing the number and value of means-tested awards. The Governors feel a certain dilemma in this respect since they have attempted over the years to keep fees as low as possible, whilst at the same time ensuring the School has the means to provide an excellent education. This is manifest in the School's fees continuing to be lower than similar independent schools in or around Worcester, and below the national average for comparable schools. The Governors consider increases in fees to fund further bursaries to be unreasonable in that they would place further hardship on the many parents who already make significant sacrifices to pay for the advantages of an independent school education for their children.
- 11. Awards.** Scholarships, bursaries and other concessions totalling £2,512,589 (2022: £2,132,580) have been awarded during the year to a total of 590 (2022: 565) pupils. These awards included means-tested bursary awards to the value of £809,518 (2022: £687,523) distributed among 94 (2022: 90) pupils, 3 (2022: 2) of whom received 100%+ remission.
- 12. Prizes.** The School has a Prize Fund, invested in the COIF Charities Investment Fund with a value at 31 August 2023 of £32,630 (2022: £33,720) which provides prizes under the Mytton and Blasson Legacies. All other prizes are funded from the School's unrestricted funds.
- 13. Public Benefit.** In setting objectives and planning activities the Governors have given careful consideration to the Charity Commission's general guidance on Public Benefit. The Governors achieve this through providing use of the School's facilities for a wide range of community events and activities and through outreach and partnerships provision for pupils from local state schools.

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

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

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

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

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

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

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

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

15. Review of Achievements and Performance for the Year

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

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

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

16. Cultural Activities

a. RGS Worcester.

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

17. Trips and Expeditions

a. **RGS Worcester.**

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

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

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

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

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

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

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

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

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

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

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

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

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

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

18. Sports

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

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

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

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

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

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

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

In other sports:

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

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- In Table Tennis, the Under 13 and Under 16 teams competed in the Zone Finals, having qualified from the County round and a Year Nine pupil qualified for the Under 16 National Finals after winning the Individual Regional Zone.
 - A Year Seven pupil won the Under 14 County Tennis competition despite being 2 years young.
 - In Equestrian, 9 pupils competed at the NSEA Showjumping Competition at Allens Hill in February and two teams gained qualification for the National County Showjumping Championships.
 - In the Plate competition of the Independent Schools Golf competition, the School's golfers won through to the Area 2 Plate final.
 - In Cross-Country, the Senior Boys, Junior Boys and Junior Girls all qualified for the Regional competition and the Junior Girls' team finished third, qualifying for the National Finals.
- b. **RGS The Grange.** 2022 - 2023 was an extremely busy and successful year of sport. Measuring success has its limitations at primary age, but what was clear, all children were active and involved in sport and physical activity throughout the year. All children were involved in at least twenty fixtures during the year which is worthy of note despite the challenges of arranging fixtures against schools with dwindling numbers. Children at RGS The Grange had more sporting opportunities than any previous year.

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

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

- c. **RGS Springfield.** A good year of competitive matches and tournaments for boys and girls against a range of local schools as well as being able to participate in local coaching events for sports such as Netball. Swimming continues at Perdiswell Pool with all pupils having the opportunity to develop their Swimming and play games such as Water Polo. The PE curriculum encompasses all the sports as well as Gymnastics, Dance, Badminton, Tennis, Athletics as well as strength and fitness. Other sports such as Stand-Up Paddle Boarding, Riding, Fencing and Climbing have been offered as part of our activity programme and the take up has been excellent.
- d. **RGS Dodderhill.** We have experienced a really fabulous year in Sport with competitive matches back and training sessions well attended. All pupils have been given the opportunity to participate in 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. Condover Hall was our first trip of the year for the annual Netball Tournament to get the competitive season kick-started.

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

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

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

- b. **RGS The Grange.** Fundraising has been busy and productive at RGS The Grange this year, with the children rising to the challenge of helping those less fortunate than themselves. This year we have focused on fundraising for Birmingham Children's Hospital Charity Trust, a charity that is close to our hearts and has supported many school families. The Charity Trust supports a range of projects from Artists to Storytellers to Play Therapists – all aiming to make children's stay in the hospital a little easier. One of our Year Six children, who had received life-saving treatment there, shared her story in an assembly and she was keen that we kick-started our fundraising by supporting their Big Drop Collection, an initiative supporting Recycling Week as well as the hospital charity. We also further supported the charity by holding three cake sales throughout the year. Alongside the Birmingham Children's Hospital Charity Trust, we continued to support our regular charities which have special days such as Children in Need Day and The Royal British Legion on Remembrance Day. During our Remembrance Service, children and staff took time to remember the sacrifices and pain many people suffer as a result of wars across the whole world, not just in the UK. It was a particularly poignant service led by a former teacher at RGS The Grange. He wanted the children to understand the far-reaching effect of wars on families and he made reference to the current war in the Ukraine. He spoke to one of our pupils, a Year Four Ukrainian boy who has been displaced from his home due to the war. Parents' generosity was appreciated in preparation for our Harvest Festival in October. Donations of food and other supplies were brought in to support the Worcester Foodbank, a charity that we are very keen to continue to support. Our children have embraced this cause wholeheartedly and two of our minibuses were laden with donations. The generous support of all the above charities has raised over £5,200.
- c. **RGS Springfield.** The children and staff have thoroughly enjoyed all their fundraising activities during the year with a variety of fundraising and direct donation events in place. Charities selected were Worcestershire Wildlife trust, Grace Kelly childhood cancer trust as well as Comic Relief and Children in Need. In total £1,047.50 had been raised by events initiated by the children.
- d. **RGS Dodderhill.** Houses continued to raise money for their individual charities through cake sales, temporary tattoos and the Christmas and Summer Fayre to support the FODS (Friends of RGS Dodderhill) and the money they raised for School projects. A MacMillan Coffee Morning as well as the highly anticipated Year Eleven skit of the teachers which raised funds for Children In Need. A total of over £2,000 was raised in 2022-23.

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

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

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

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

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

- a. **The Permanent Endowment.** The Permanent Endowment remains registered as RGS Charity 527527, and the Company remains as the Trustee, with funds of £239,142 (2022: £243,833) held in COIF Charities Income Funds. Similarly invested are the endowments of the Prize Fund valued at £32,630 (2022: £33,270).
- b. **Deposited funds.** Prudent financial management has helped sustain a solid funding and liquidity base for the School. Deposits are held in the short term money market on various terms prior to their use for long term reinvestment in the School. Such deposits at 31 August 2022 were £1,000,000 (2022: £2,500,000)

Principal Risks and Uncertainties

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

The main controls include;

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

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

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

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

Future Developments

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

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

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

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

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

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

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

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

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

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

29. Streamlined Energy and Carbon Reporting summary

Summary Data for 1 September to 31 August	2023	2022
Total Energy Use	3,694,606 kwh	4,433,466 kwh
Total Greenhouse Gas Emission	695 tCO2	834.3 tCO2
Total pupils	1,625	1,585
Intensity ratio per pupil	0.43 tCO2 per pupil	0.53 tCO2 per pupil

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

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

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



Mr J Q S Poole
Chair of Governors

THE ROYAL GRAMMAR SCHOOL WORCESTER

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS

Opinion

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

In our opinion the financial statements:

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

Basis for opinion

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

Conclusions relating to going concern

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

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

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

Other information

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

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

We have nothing to report in this regard.

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.

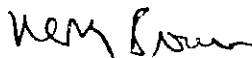
Auditing standards limit the required audit procedures to identify non-compliance with these laws and regulations to enquiry of the Trustees and other management and inspection of regulatory and legal correspondence, if any.

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

Partner

For and on behalf of

Crowe U.K. LLP

Statutory Auditor

Black Country House

Rounds Green Road

Oldbury

B69 2DG

[Date]

4 March 2024

THE ROYAL GRAMMAR SCHOOL WORCESTER

STATEMENT OF FINANCIAL ACTIVITIES FOR YEAR ENDED 31 AUGUST

(including the Income & Expenditure account)

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

THE ROYAL GRAMMAR SCHOOL WORCESTER

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

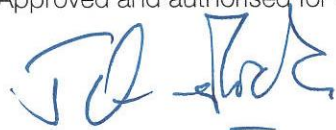
(including the Income & Expenditure account)

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

THE ROYAL GRAMMAR SCHOOL WORCESTER
BALANCE SHEET at 31 August

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

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



Mr J Q S Poole
Chair of Governors
6 December 2023

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

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

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

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

THE ROYAL GRAMMAR SCHOOL WORCESTER

NOTES ON ACCOUNTING POLICIES FOR THE YEAR ENDED 31 August 2023

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

THE ROYAL GRAMMAR SCHOOL WORCESTER
NOTES TO THE ACCOUNTS FOR YEAR ENDED 31 August 2023

1. SCHOOL FEES	2023	2022
	£000	£000
Gross Tuition Fees	22,201	20,072
Pupil Lunches	375	329
Other Fees	521	372
	-----	-----
Gross Fee Income	23,097	20,773
Less: Scholarships, Bursaries and other Remissions	(2,513)	(2,132)
	-----	-----
Net Fees	20,584	18,641
	=====	=====
	2023	2022
	£000	£000
2. OTHER INCOME		
Other educational charitable activities		
Registration Fees	21	19
	=====	=====
Other ancillary activities		
RGS The Grange Shuttle Bus	81	62
School Trips	1,005	836
Baby and Toddler Groups	6	6
	-----	-----
	1,092	904
	=====	=====
Other incoming resources		
Counselling recovery	43	38
Lettings	82	82
Sale of Fixed Assets – Boat and Minibus	-	22
Solar FIT	10	9
Miscellaneous	203	33
	-----	-----
	338	184
	=====	=====
Investment Income		
Bank interest	84	2
Permanent Endowment Income	7	7
Mytton and Blasson interest	1	1
	-----	-----
	92	10
	=====	=====
Voluntary Income		
Donations	67	3
Grants from the RGSW & AOS Foundation	142	94
Legacies	11	3
	-----	-----
	220	100
	=====	=====

THE ROYAL GRAMMAR SCHOOL WORCESTER
NOTES TO THE ACCOUNTS FOR YEAR ENDED 31 August 2023

3. RESOURCES EXPENDED

	Staff Costs £000	Other £000	Depreciation & Amortisation £000	2023 Total £000	2022 Total £000
Costs of generating voluntary income	123	84	7	214	108
Charitable Activities					
Teaching Costs	11,428	731	440	12,599	11,322
Welfare	528	926	19	1,473	1,221
Premises	869	1,912	802	3,583	3,549
Support Costs of Schooling	1,308	2,039	42	3,389	2,606
Marketing and Advertising	311	249	6	566	474
	14,444	5,857	1,309	21,610	19,172
Total Resources Expended	14,567	5,941	1,316	21,824	19,280

Staff Costs	2023 £000	2022 £000
Wages & Salaries	11,058	10,008
Social Security Costs	1,042	978
Pension Contributions	1,989	1,825
Training & Expenses	32	52
Other Costs	446	165
	14,567	13,028

The average numbers of full time equivalent employees in the year were:	2023	2022
Teachers	157	145
Others	141	134
	298	279

The total headcount was 392 (2022: 343)

The number of employees whose emoluments exceeded £60,000 were:	2023	2022
£60,001 - £70,000	4	4
£70,001 - £80,000	2	3
£80,001 - £90,000	3	2
£90,001 - £100,000	-	-
£100,001 - £110,000	-	-
£110,001 - £120,000	-	-
£120,001 - £130,000	-	-
£130,001 - £140,000	-	-
£150,001 - £160,000	1	1
	10	10

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

3. RESOURCES EXPENDED (continued)

	2023 £000	2022 £000
Remuneration of key personnel including Employer's National Insurance and Employer's pension contributions (considered to be the Governors and Principal Officers)	614	627
	=====	=====

During the year there were redundancy or termination payments totalling £13,400 (2022: £6,207).

For the 10 employees (2022: 10) with emoluments greater than £60,000, 9 (2022: 9) were members of the defined benefit schemes with associated employer contributions of £207,679 (2022: £157,967)

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

The Governance costs for 2023 are £24,069 (2022: £20,908).

4. AUDITOR'S REMUNERATION

	2023 £000	2022 £000
Auditor's remuneration for audit services	21	18
	=====	=====

5a. INTANGIBLE ASSETS

	Software (including website development) £000
Cost	
At 1 September 2022	334
Additions	-

At 31 August 2023	334
	=====
Depreciation	
At 1 September 2022	306
Charge for year	19

At 31 August 2023	325
	=====
Net Book Amount	
At 31 August 2023	9
At 1 September 2022	28

THE ROYAL GRAMMAR SCHOOL WORCESTER
NOTES TO THE ACCOUNTS FOR YEAR ENDED 31 August 2023

5b. TANGIBLE FIXED ASSETS	Freehold Land	Freehold Buildings	Fixtures Fittings & Equipment	Grounds Equipment & Motor Vehicles	Total
Cost	£000	£000	£000	£000	£000
At 1 September 2022	496	28,582	7,245	608	36,931
Additions	-	178	656	186	1,020
Disposals	-	-	(51)	(69)	(120)
	-----	-----	-----	-----	-----
At 31 August 2023	496	28,760	7,850	725	37,831
	-----	-----	-----	-----	-----
Depreciation					
At 1 September 2022	-	9,139	5,370	495	15,004
Charge for year	-	575	654	68	1,297
Disposals	-	-	(49)	(65)	(114)
	-----	-----	-----	-----	-----
At 31 August 2023	-	9,714	5,975	498	16,187
	-----	-----	-----	-----	-----
Net Book Amount					
At 31 August 2023	496	19,046	1,875	227	21,644
At 1 September 2022	496	19,443	1,875	113	21,927

The freehold buildings had a declared value for insurance purposes of £98m as at 31 August 2023.

THE ROYAL GRAMMAR SCHOOL WORCESTER
NOTES TO THE ACCOUNTS FOR YEAR ENDED 31 August 2023

6. FIXED ASSET INVESTMENTS (UK Listed)

6a. THE PERMANENT ENDOWMENT FUND	2023 £000	2022 £000
Opening market value	244	255
Net (losses)/gains on revaluation	(5)	(11)
	-----	-----
Closing market value at 31 August	239	244
	=====	=====
Historic cost at 31 August	150	150
	=====	=====

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

6b. ENDOWED FUNDS Prize Fund	2023 £000	2022 £000
Opening market value	33	35
Net (losses)/gains on revaluation	-	(2)
	-----	-----
Closing market value at 31 August	33	33
	=====	=====
Historic cost at 31 August	20	20
	=====	=====

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

6c. FIXED ASSET INVESTMENTS (Unlisted)	2023 £000	2022 £000
RGSW Holdings Limited (100% dormant)	1	1
	=====	=====

THE ROYAL GRAMMAR SCHOOL WORCESTER
NOTES TO THE ACCOUNTS FOR YEAR ENDED 31 August 2023

7a. DEBTORS	2023	2022
	£000	£000
Tuition fees and extras	434	630
Sundry debtors	68	63
Amounts due from joint venture	2,608	2,528
Prepayments	563	499
	-----	-----
	3,673	3,720
	=====	=====
7b. OTHER CURRENT ASSETS	2023	2022
	£000	£000
Cash at Bank and in Hand	4,886	1,688
Short Term Deposits	1,000	2,500
	-----	-----
	5,886	4,188
	=====	=====
8a. CREDITORS: Due within one year	2023	2022
	£000	£000
Fees received in advance	1,946	1,734
Registration Deposits	159	162
Trade Creditors	793	972
Social Security & Other Taxes	258	241
Pension deficit funding liability (note 12c)	75	74
Other Creditors	389	443
Accruals	72	86
	-----	-----
	3,692	3,712
	=====	=====

Included in Other Creditors are amounts owing to the Teachers' Pension Scheme of £182,563 (2022: £170,401) and The Pension Trust of £58,039 (2022: £51,451).

THE ROYAL GRAMMAR SCHOOL WORCESTER
NOTES TO THE ACCOUNTS FOR YEAR ENDED 31 August 2023

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

Accrued liabilities in respect of fees received in advance:	2023	2022
	£000	£000
> 5 years	223	168
Within 2 to 5 years	1,201	651
Within 1 to 2 years	755	437
	-----	-----
	2,179	1,256
Within 1 year	1,946	1,734
	-----	-----
Balance at 31 August	4,125	2,990
	=====	=====
The movements during the year were:		
Balance at 1 September	2,990	2,816
Net cash movement	2,867	1,882
	-----	-----
	5,857	4,698
Amounts utilised in fee payment	(1,732)	(1,708)
	-----	-----
Balance at 31 August	4,125	2,990
	=====	=====

THE ROYAL GRAMMAR SCHOOL WORCESTER
NOTES TO THE ACCOUNTS FOR YEAR ENDED 31 August 2023

9. RESERVES

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

THE ROYAL GRAMMAR SCHOOL WORCESTER
NOTES TO THE ACCOUNTS FOR YEAR ENDED 31 August 2023

9. RESERVES (continued)

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

Endowment Funds:

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

Restricted Funds:

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

THE ROYAL GRAMMAR SCHOOL WORCESTER
NOTES TO THE ACCOUNTS FOR YEAR ENDED 31 August 2023

9. RESERVES (PRIOR YEAR)

	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
The 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 2023

9. RESERVES (PRIOR YEAR) (continued)

	Balance at 1 September 2021 £000s	Incoming Resources £000s	Resources Expended £000s	Investment losses £000s	Balance at 31 August 2022 £000s
Summary of Funds					
Endowment Funds	290	-	-	(13)	277
Restricted Funds	51	98	(108)	-	41
Unrestricted Funds	24,050	19,760	(19,172)	-	24,638
	=====	=====	=====	=====	=====
	24,391	19,858	(19,280)	(13)	24,956
	=====	=====	=====	=====	=====

Endowment Funds:

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

Restricted Funds:

Alumni Bursary - Alumni bursary support
SME Debating Club Sponsorship
Dodderhill transferred with the merger
Drawings/Pictures Deposits donated for the commissioning of pictures of the RGS buildings
Alumni support - Alumni support for Foundation
Gardening Club - Donation and prize money for the Gardening club
Mytton and Blasson - Annual pupil prizes
Claines Physics Prize - Annual Physics award
Rugby - Auction proceeds Rugby equipment
Tennis Sponsorship - LTA sponsorship
RGSW & AOS Foundation – Bursaries
RGSW & AOS Foundation - Hardship Fund
RGS PTA Land Rover – support for DT project
RGS PTA Hockey Boards – support for Honours Board
The Wareing Cup
The James Kimberley Prize

THE ROYAL GRAMMAR SCHOOL WORCESTER
NOTES TO THE ACCOUNTS FOR YEAR ENDED 31 August 2023

10. ANALYSIS OF NET ASSETS BETWEEN FUNDS

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

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

	Tangible Fixed Assets £000	Intangible Fixed Assets £000	Investments £000	Net current Assets £000	Long term Liabilities £000	2022 Total £000	2021 Total £000
The Net Assets are Funded as follows:							
Unrestricted Funds	21,927	28	1	4,142	(1,460)	24,638	24,050
Restricted Funds	-	-	-	41	-	41	51
Endowment Funds	-	-	277	-	-	277	290
	-----	-----	-----	-----	-----	-----	-----
	21,927	28	278	4,183	(1,460)	24,956	24,391
	=====	=====	=====	=====	=====	=====	=====

11. CAPITAL COMMITMENTS

Capital expenditure of £NIL (2022: £nil) has been authorised and contracted for as at 31 August 2023.

12. PENSIONS

12a. Teaching Staff

PENSION SCHEME

The School participates in the Teachers' Pension Scheme ("the TPS") for its teaching staff. The pension charge for the year includes contributions payable by the School to the TPS of £1,608,866 (2022: £1,479,868) and at the year-end £182,563 (2022: £170,401) was accrued in respect of contributions to this scheme.

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

THE ROYAL GRAMMAR SCHOOL WORCESTER

NOTES TO THE ACCOUNTS FOR YEAR ENDED 31 August 2023

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

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

The valuation confirmed that the employer contribution rate for the TPS would increase from 23.6% to 28.6% from 1 April 2024. Employers are also required to pay a scheme administration levy of 0.08% giving a total employer contribution rate of 28.68%.

12b. Support Staff

The School has previously participated in both the CARE and Growth Plan defined benefit schemes independently administered by The Pensions Trust. Both these schemes have been closed to existing and new members. Members were initially moved to the CARE defined contribution scheme, but this was closed in March 2016 and all members were moved to the FRP defined contribution scheme also administered by The Pensions Trust. The FRP DC scheme has tiered employer contributions ranging from 10% to 13% (the same as the CARE DC scheme) and, at 31 August 2023, had 166 (2022: 147) members.

The pension cost charge amounting to £381,968 (2022: £345,728) represents the full contribution payable for the period by the School to The Pensions Trust for all pensions provided. At the year-end £58,038 (2022: £51,451) was accrued in respect of contributions to these schemes. There are 2 members of staff (2022: 2) for whom a 2% employer AVC is paid into the Growth Plan. This obligation arises from an agreement made when a previous DB scheme was closed.

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

CARE Defined Benefit Scheme

RGS was notified by The Pensions Trust, of the estimated employer debt on withdrawal from The CARE Scheme, based on the financial position of the Scheme as at 30 September 2022. At this date, the estimated employer debt for RGS was £881,655 (2021: £1,728,204).

It was agreed that from 1 April 2012, additional annual contributions towards the Scheme's deficit, would be payable by The Royal Grammar School Worcester. This plan was superseded by a revised deficit repayment plan commencing 1 July 2015 covering the period to 30 April 2027. There have since been multiple iterations of this repayment plan and for the year April 2023 to March 2024, the RGS Worcester liability is £57,717 plus expenses of £5,926, a total of £63,643. The total of deficit payments paid in the year 2022/23 was £61,790 (2022: £60,333).

Growth Plan

RGS have been notified by The Pensions Trust of the estimated employer debt on withdrawal from the Plan based on the financial position of the Plan as at 30 September 2022. At this date, the estimated employer debt for RGS was £193,404 (2021: £374,855).

Deficit contributions have been required since April 2016 and will be payable by The Royal Grammar School Worcester for a period of ten years. For the year April 2023 to March 2024, the RGS Worcester liability is £17,620 plus expenses of £20,285. The total of deficit payments paid in the year 2022/23 was £37,357 (2022: £49,429).

THE ROYAL GRAMMAR SCHOOL WORCESTER
NOTES TO THE ACCOUNTS FOR YEAR ENDED 31 August 2023

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

	2023	2022
	£000	£000
CARE Scheme	220	272
Growth Plan	24	40
	-----	-----
Of the total deficit of £243,530 an amount of £75,337 is due within one year	244	312
	=====	=====

13. FINANCIAL INSTRUMENTS

	2023	2022
	£000	£000
Financial assets measured at fair value through the Income and Expenditure account	272	277
	=====	=====
Financial liabilities measured at fair value through the Income and Expenditure account	224	312
	=====	=====

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

14. RELATED PARTIES

The RGSW and AOS Foundation made grants to the School in the year totalling £141,613 (2022: £94,375).

Miss M Poole daughter of the Chairman, Mr JQS Poole is employed as Nursery Manager at RGS Dodderhill and receives a salary of £23,089 per annum.

Mr P Cross, husband of Board member Mrs MJ Cross, was contracted as a Teacher at RGS Dodderhill and received a salary of £36,252; he has been employed from 1 September 2020.

RGS Worcester and Worcester Hockey Club have established a joint venture, Worcester International Hockey Limited, which was incorporated in December 2019. RGS Worcester and Worcester Hockey Club each own 50% of the voting share capital. Worcester International Hockey Limited's indebtedness to RGS Worcester at 31 August 2023 was £2,607,969 (2022: £2,528,042).