THE ST ANDREW'S SCHOOL TRUST

England & Wales · Charity number 1129232

Details

Status	Registered
Legal form	Charitable company
Company number	06729913
Registered	2009-04-21
Register	View on the Charity Commission register

Contact

Address	St. Andrew's School Aylmerton Hall Holt Road Aylmerton NR11 8QA
Phone	01263837927
Email	office@standrewsschool.co.uk
Website	standrewsschool.org.uk

Activities

Objects: TO ADVANCE THE EDUCATION OF CHILDREN WITH SPECIAL LEARNING AND COMMUNICATION DIFFICULTIES IN ACCORDANCE WITH THE PRINCIPLES AND ETHOS OF THE RELIGIOUS SOCIETY OF FRIENDS, IN PARTICULAR BY THE PROVISION OF SUITABLE BUILDINGS AND TEACHING FACILITIES.

Activities: Education of children/young people with autism/communication difficulties

Classification

- **How:** Provides Services
- **What:** Education/training
- **Who:** Children/young People

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Geography

- **Area of benefit:** UNDEFINED. IN PRACTICE, LOCAL.
- Norfolk

Finances

Period end	Income	Expenditure	Assets	Employees
2024-08-31	£1,910,659	£1,878,309	£2,231,226	44
2023-08-31	£1,907,132	£1,690,120	£2,198,876	41
2022-08-31	£1,851,544	£1,674,000	£1,981,864	43
2021-08-31	£1,885,223	£1,723,486	£1,804,320	45
2020-08-31	£1,779,739	£1,526,541	£1,642,583	43

Trustees

Name	Role	Appointed
David Yates		2024-09-09
Jennifer Meara		2022-07-11
Michael Hodges		2023-11-20
Michael Howard Goodwin		2020-11-23
ROSE ROBINSON		2018-07-23
Susan Brisbane		2021-07-12

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THE ST ANDREW'S SCHOOL TRUST

England & Wales - Charity number 1129232

Accounts

Registered number: 06729913
Charity number: 1129232

THE ST ANDREW'S SCHOOL TRUST

(A company limited by guarantee)

TRUSTEES' REPORT AND FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 AUGUST 2024

THE ST ANDREW'S SCHOOL TRUST
(A company limited by guarantee)

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REFERENCE AND ADMINISTRATIVE DETAILS OF THE CHARITABLE COMPANY, ITS TRUSTEES AND ADVISERS
FOR THE YEAR ENDED 31 AUGUST 2024

Trustees	Sue Brisbane Michael Goodwin Michael Hodges Chris Johnson (resigned 9 September 2024) Jennifer Meara Rose Robinson David Yates (appointed 9 September 2024) Veronica Jones (resigned 11 September 2023)
Company registered number	06729913
Charity registered number	1129232
Registered office	Aylmerton Hall Holt Road Aylmerton Norfolk NR11 8QA
Independent auditors	Larking Gowen LLP Chartered Accountants Statutory Auditors 1st Floor, Prospect House Rouen Road Norwich NR1 1RE
Bankers	Co-operative Bank Plc Head Office P.O. Box 101 1 Balloon Street Manchester M60 4EP
Solicitors	Birketts Kingfisher House 1 Gilders Way Norwich Norfolk NR3 1UB

TRUSTEES' REPORT
FOR THE YEAR ENDED 31 AUGUST 2024

The Trustees present their annual report together with the audited financial statements of the charitable company for 1 September 2023 to 31 August 2024. The Annual report serves the purposes of both a Trustees' report and a directors' report under company law. The Trustees confirm that the Annual report and financial statements of the charitable company comply with the current statutory requirements, the requirements of the charitable company's governing document and the provisions of the Statement of Recommended Practice (SORP) applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS102) (effective 1 January 2019).

Since the charitable company qualifies as small under section 382 of the Companies Act 2006, the Strategic report required of medium and large companies under the Companies Act 2006 (Strategic Report and Directors' Report) Regulations 2013 has been omitted.

Objectives and activities

a. Policies and objectives

Our charity's purpose, as set out in the objects contained in the company's memorandum and articles of association, is to provide special needs education.

The aim of our charity is to advance the education of children and young people with speech, language and communication difficulties. Our aims fully reflect the purposes that the charity was set up to further.

The main objectives for the year continued to be the advancement of the education of children and young people with speech, language and communication difficulties. The strategies we used to meet these objectives included:

- Teaching a broad and balanced curriculum in accordance with our policies;
- Providing suitable building and teaching facilities, which are reflective of the needs of those being educated;
- Working in accordance with the principles and ethos of the Religious Society of Friends;
- Supporting students with their mental health needs; and
- Understanding the specific and individual needs of those being educated.

b. Main activities undertaken to further the charitable company's purposes for the public benefit

In setting objectives and planning for activities, the trustees have given due consideration to general guidance published by the Charity Commission relating to public benefit, including the guidance 'Public benefit: running a charity 'PB2'.

Achievements and performance

a. Review of activities

The number of students in the school is 54 an increase of 9 students on the previous year following approval from the Department for Education in December 2023 for an increase in student numbers to 60 which came into effect from September 2024. The school was Ofsted inspected in March 2023 and was judged as 'Good' in all areas.

Technology provision in the school continues to be expanded and updated as current technology nears the end of its life expectancy. New laptops were purchased to cater for the increase in student numbers and old laptops are being replaced with newer models. In addition, more desktop PC's and monitors were purchased to allow teachers additional use during non-teaching times with two extra rooms in the main building being renovated to

Achievements and performance (continued)

provide office space for them to work in.

The physical and mental health and wellbeing of students remains of upmost importance to the school, and it continues to offer two PE lessons per week for each class. In addition, the lunchtime provision has been increased to offer not only sports activities but also a range of clubs such as maths, chess, Scalextric and Lego.

Students continued to enjoy off site activities and the use of the school minibuses also enabled a range of life skill, social skill and careers topics to be taught. Grant approval for a new minibus has been secured via Variety and once a sponsor is found a new bus will be provided with the school only having to cover a third of the cost.

The school increased its external counselling service to two counsellors (1 male, 1 female) which has seen a growth in the number of students who we can now provide this service to on a weekly basis.

The charity has continued the development of the school facilities during the year, carrying out a full renovation to unused areas in the main building creating extra working space for teachers; new upvc windows have also been installed in our D&T block making this area warmer and quieter.

A new rebound fence and gate have been installed around the astro turf as the old chain wire fencing had come loose in several areas and was deemed a health and safety risk to the students.

A building conditions survey and report is due to be commissioned to highlight areas of the building that require attention and prioritise them in order of need. For instance, the main building is likely to need a new roof.

b. Investment policy and performance

Aside from retaining a prudent amount in reserves each year, most of the charity's funds are to be spent in the short term, so there are few funds available for long term investment. The savings account continues to be topped up on a yearly basis to ensure that there are sufficient funds to cover redundancy costs for all employed staff. Remaining balances are used for in year improvements or will be saved until there is enough surplus to replace the remaining portacabin with a further eco build in future years.

Financial review

a. Going concern

After making appropriate enquiries, the Trustees have a reasonable expectation that the charitable company has adequate resources to continue in operational existence for the foreseeable future. For this reason, they continue to adopt the going concern basis in preparing the financial statements.

It has been confirmed that funding will continue until March 2027 at current funding rates per student. The school continues to receive student placement requests from Norfolk County Council; therefore, funding will be secure for the next academic year, however work going on by Norfolk County Council on its Local First Inclusion project means that at present the long-term position of the school is unknown. The school continues to work with the Local Authority to try and secure a long-term agreement for them to continue to place students at the school. The school faces the prospect of losing eleven students at the end of the academic year 2024/25 and will not know final student numbers for the academic year until August 2025.

b. Reserves policy

The surplus for the year of £32,350 (2023: £217,012) continues to be invested in the further development of the school facilities, particularly in the area of eco classrooms.

The trustees, in conjunction with management, regularly review the finances of the school and receive monthly management accounts which give an overview of how well spending is managed against budget. The level of reserves within the school is reviewed within this framework.

The trustees have revised their views on the amount of reserves to be held and have decided to hold funds to cover actual redundancy costs due at the end of any academic year plus any existing commitments.

Unrestricted reserves as at the year-end were £2,231,226 (2023: £2,198,876). Restricted funds as at the year-end were £Nil (2023: £Nil). Details of the restricted funds can be found at note 13 and 14. Free reserves on 31 August 2024 total £682,232 (2023: £637,536).

Structure, governance and management

a. Constitution

The St Andrew's School Trust is a charitable company limited by guarantee, incorporated on the 22 October 2008, and registered as a charity on the 21 April 2009. The charitable company was established under a memorandum of association which established the objects and powers of the charitable company and is governed under the articles of association. In the event of the charitable company being wound up, the members are required to contribute an amount not exceeding £1.

b. Methods of appointment or election of Trustees

The directors of the company are also charity trustees for the purposes of charity law and under the company's articles, are known as members of the company.

All appointments and resignations are reviewed at the annual general meeting and if necessary, voted upon by the members and decided by a majority vote.

Due to the nature of the charitable company's work which inevitably focuses upon children and young people, the trustees of the charitable company seek to ensure that the needs of these groups are appropriately reflected through the diversity of the trustee board. When looking at new appointments, the trustees consider the skills that each potential trustee can bring to the charitable company to maintain a broad mix of skills, qualifications and business knowledge that will assist the charitable company's growth. In particular, skills are lost due to retirements, individuals are approached to offer themselves for election to the trustee board.

c. Senior Management Team Pay Policy

The trustees review the pay of the senior management team in late summer or early autumn term. For the last four years they have implemented the pay awards given by central government and have followed the same incremental progression as national pay scales for teachers. The trustees however have not formally adopted any national pay scales as this then gives them greater flexibility to offer awards above or below national rates to fit the needs of the school and individual performance levels of staff.

The interim Executive Head stepped down from role 31 August 2024 and is now the Chief Finance and Operations Officer following successful appointment of a new Headteacher who commenced employment with the school on 1 September 2024. The former Head of School also stepped down from role 31 August 2024 and

Structure, governance and management (continued)

is now the school SENCo. The new Headteachers salary was set using national pay bands commensurate for the band of school and the salaries for CFOO and SENCo were revised down in January 2025 and November 2024 respectively to consider the initial cross over between roles and to enable the new Headteacher to embed into the school.

d. Risk management

The trustees have assessed the major risks to which the charitable company is exposed, in particular those related to the operations and finances of the charitable company and are satisfied that systems and procedures are in place to mitigate our exposure to the major risks.

Mental health of the students is a particular issue following the second lockdown and the school is supporting each child individually. This is easing as time progresses and suitable interventions have been put into place for all those students who were requiring additional support. This support has been offered through providing 1:1 counselling sessions, more self-regulation/therapy input, drawing and talking therapy and accessing external help and support as appropriate to meet individual needs.

The school is continuing to invest in resources using catch up funding including literacy and maths interventions and programmes. It has also invested in a number of other literacy interventions including NESSY and spelling shed. The staffing structure has changed following the appointment of the new Headteacher and middle managers are now phase and subject leads.

Plans for future periods

The trustees remain committed to ensuring that the students receive the best education possible and feel that it is important to have high quality resources to be able to reach their full potential. As uncertainty exists around the future number of students and fee income remains at a fixed rate the school will need to become more prudent with its spending plans. The long-term goal however remains the replacement of the remaining old portacabin.

The school has bought in the services of external providers to offer Forest school and photography therapy to some of our students who are struggling with mental health or self-esteem issues.

It buys into an external alternative provision for students who wish to undertake a more practical course in years 10 and 11 that cannot be offered by the school.

It continues to invest in staff development which will enhance the learning experience for the students. Staff development will be more targeted and streamlined in future years. It continues to employ a behaviour manager who has attended a variety of training courses to enhance his understanding of our students and enable him to implement specific behaviour techniques.

It purchases the services of two counsellors who visit the school one day each per week to offer support for students who require additional mental health support.

It has strengthened the provision of wellbeing support for staff by buying in external support via Schools Advisory Service. The package includes access to GP services, physiotherapy, counselling, occupational therapy assessments as well as a host of other services.

Fundraising activities

The charity did not secure any grant funding in the year. The charity is not aware of any failures, during the year ended 31 August 2024 (2023: none), by the charity or any person acting on its behalf, to comply with its fundraising standards, nor did it receive any complaints about fundraising activity. The charity's relevant staff have been provided with training on how to protect vulnerable people and other members of the public from behaviour which is an unreasonable intrusion on a person's privacy; is unreasonably persistent; and places undue pressure on a person to give money or other property.

Statement of Trustees' responsibilities

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

Company law requires the Trustees to prepare financial statements for each financial . Under company law, the Trustees must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the charitable company and of its incoming resources and application of resources, including its income and expenditure, for that period. In preparing these financial statements, the Trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles of the Charities SORP (FRS 102);
- make judgments and accounting estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards (FRS 102) have been followed, subject to any material departures disclosed and explained in the financial statements;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in business.

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

Disclosure of information to auditors

Each of the persons who are Trustees at the time when this Trustees' report is approved has confirmed that:

- so far as that Trustee is aware, there is no relevant audit information of which the charity's auditors are unaware, and
- that Trustee has taken all the steps that ought to have been taken as a Trustee in order to be aware of any relevant audit information and to establish that the charity's auditors are aware of that information.

Approved by order of the members of the board of Trustees and signed on their behalf by:

Jennifer Meara
(Trustee)

Date: 19 May 2025

INDEPENDENT AUDITORS' REPORT TO THE MEMBERS OF THE ST ANDREW'S SCHOOL TRUST

Opinion

We have audited the financial statements of The St Andrew's School Trust (the 'charitable company') for the year ended 31 August 2024 which comprise the Statement of financial activities, the Balance sheet, the Statement of cash flows and the related notes, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

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

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditors' 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 United Kingdom, including the Financial Reporting Council's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. In particular, we have applied the exemptions available within the FRC's Ethical Standard - Provisions Available for Audits of Small Entities, paragraphs 6.11 and 6.15, in providing assistance with the calculation of accounting adjustments. 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 Trustees' 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.

INDEPENDENT AUDITORS' REPORT TO THE MEMBERS OF THE ST ANDREW'S SCHOOL TRUST (CONTINUED)

Other information

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

We have nothing to report in this regard.

Opinion on other matters prescribed by the Companies Act 2006

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

- the information given in the Trustees' report for the financial year for which the financial statements are prepared is consistent with the financial statements.
- the Trustees' report has been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

In the light of our knowledge and understanding of the charitable company and its environment obtained in the course of the audit, we have not identified material misstatements in the Trustees' report.

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

- adequate accounting records have not been kept, or returns adequate for our audit have not been received from branches not visited by us; or
- the financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of Trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit; or
- the Trustees were not entitled to prepare the financial statements in accordance with the small companies regime and take advantage of the small companies' exemptions in preparing the Trustees' report and from the requirement to prepare a Strategic report.

Responsibilities of trustees

As explained more fully in the Trustees' responsibilities statement on page 6, 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.

Responsibilities of trustees (continued)

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.

Auditors' 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 Auditors' 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.

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

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. The extent to which our procedures are capable of detecting irregularities, including fraud is detailed below.

Due to the field in which the charitable company operates, we identified areas most likely to have a direct material impact on the financial statements as compliance with accounting standards, including Charities SORP (FRS 102) and charity law. In addition, we considered the provisions of other laws and regulations which, whilst not having a direct impact on the financial statements, are fundamental to the charitable company's ability to operate, including safeguarding requirements, health and safety, employment law, data protection and compliance with various other regulations relevant to the conduct of the charitable company's operations.

Our approach to identifying and assessing the risk of material misstatement in respect of irregularities, including fraud and non-compliance with laws and regulations, included the following:

- Enquiries with management and the Trustees about any known or suspected instances of non-compliance with laws and regulations, accidents in the workplace, safeguarding breaches, data breaches, potential litigation or claims and fraud;
- Reviewing legal and professional fees to confirm matters where the charitable company engaged lawyers during the year;
- Reviewing financial statement disclosures and testing to supporting documentation to assess compliance with applicable laws and regulations;
- Reviewing board and finance committee meeting minutes and any relevant correspondence with external authorities, including regulators;
- Challenging assumptions and judgements made by management in their significant accounting estimates; and
- Auditing the risk of management override of controls, including through testing journal entries and other adjustments for appropriateness and evaluating the business rationale of any significant transactions outside the normal course of business.

INDEPENDENT AUDITORS' REPORT TO THE MEMBERS OF THE ST ANDREW'S SCHOOL TRUST (CONTINUED)

Auditors' responsibilities for the audit of the financial statements (continued)

Because of the inherent limitations of an audit, there is a risk that we will not detect all irregularities, including those leading to a material misstatement in the financial statements or non-compliance with regulation. This risk increases the more that compliance with a law or regulation is removed from the events and transactions reflected in the financial statements, as we will be less likely to become aware of instances of non-compliance. The risk is also greater regarding irregularities occurring due to fraud rather than error, as fraud involves intentional concealment, forgery, collusion, omission or misrepresentation.

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 Auditors' report.

Use of our report

This report is made solely to the charitable company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the charitable company's members those matters we are required to state to them in an Auditors' 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 its members, as a body, for our audit work, for this report, or for the opinions we have formed.

Larking Gowen LLP

John Atkins ACA FCCA (Senior statutory auditor)
for and on behalf of
Larking Gowen LLP
Chartered Accountants
Statutory Auditors
1st Floor, Prospect House
Rouen Road
Norwich
NR1 1RE

20 May 2025

THE ST ANDREW'S SCHOOL TRUST
(A company limited by guarantee)

STATEMENT OF FINANCIAL ACTIVITIES (INCORPORATING INCOME AND EXPENDITURE ACCOUNT) FOR THE YEAR ENDED 31 AUGUST 2024

	Note	Unrestricted funds 2024 £	Restricted funds 2024 £	Total funds 2024 £	*Total funds 2023 £*
Income from:					
Charitable activities	2	**1,856,406**	**-**	**1,856,406**	*1,861,500*
Investments	3	**6,452**	**-**	**6,452**	*2,458*
Other income	4	**1,487**	**46,314**	**47,801**	*43,174*
Total income		**1,864,345**	**46,314**	**1,910,659**	*1,907,132*
Expenditure on:					
Charitable activities		**1,837,483**	**40,826**	**1,878,309**	*1,690,120*
Total expenditure		**1,837,483**	**40,826**	**1,878,309**	*1,690,120*
Net income		**26,862**	**5,488**	**32,350**	*217,012*
Transfers between funds	13	**5,488**	**(5,488)**	**-**	-
Net movement in funds		**32,350**	**-**	**32,350**	*217,012*
Reconciliation of funds:					
Total funds brought forward		**2,198,876**	**-**	**2,198,876**	*1,981,864*
Net movement in funds		**32,350**	**-**	**32,350**	*217,012*
Total funds carried forward		**2,231,226**	**-**	**2,231,226**	*2,198,876*

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

The notes on pages 14 to 29 form part of these financial statements.

THE ST ANDREW'S SCHOOL TRUST
(A company limited by guarantee)
REGISTERED NUMBER: 06729913

BALANCE SHEET
AS AT 31 AUGUST 2024

	Note		2024 £		2023 £
Fixed assets					
Tangible assets	9		**1,548,994**		*1,561,340*
			1,548,994		*1,561,340*
Current assets					
Debtors	10	**799,119**		*666,623*	
Investments	11	**276,869**		*270,419*	
Cash at bank and in hand		**449,254**		*419,053*	
		1,525,242		*1,356,095*	
Creditors: amounts falling due within one year	12	**(843,010)**		*(718,559)*	
Net current assets			**682,232**		*637,536*
Total net assets			**2,231,226**		*2,198,876*
Charity funds					
Restricted funds	13		**-**		-
Unrestricted funds	13		**2,231,226**		*2,198,876*
Total funds			**2,231,226**		*2,198,876*

The Trustees acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and preparation of financial statements.

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

The financial statements were approved and authorised for issue by the Trustees and signed on their behalf by:

Jennifer Meara
(Trustee)
Date: 19 May 2025

Jenny Mear

The notes on pages 14 to 29 form part of these financial statements.

STATEMENT OF CASH FLOWS
FOR THE YEAR ENDED 31 AUGUST 2024

	2024 £	2023 £
Cash flows from operating activities		
Net cash generated from/(used in) operating activities	**85,682**	*(293,013)*
Cash flows from investing activities		
Purchase of tangible fixed assets	**(55,483)**	*(178,411)*
Interest received	**6,452**	*2,458*
Net cash used in investing activities	**(49,031)**	**(175,953)**
Change in cash and cash equivalents in the year	**36,651**	**(468,966)**
Cash and cash equivalents at the beginning of the year	**689,472**	*1,158,438*
Cash and cash equivalents at the end of the year	**726,123**	*689,472*

The notes on pages 14 to 29 form part of these financial statements

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

1. Accounting policies

1.1 Basis of preparation of financial statements

The financial statements have been prepared in accordance with the Charities SORP (FRS 102) - Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

The St Andrew's School Trust meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy.

1.2 Company status

The charitable company is a company limited by guarantee, incorporated in England and Wales, registration number 06729913. The registered office is Aylmerton Hall, Holt Road, Aylmerton, Norfolk, NR11 8QA. The members of the charitable company are the Trustees named on page 1. In the event of the charitable company being wound up, the liability in respect of the guarantee is limited to £1 per member of the charitable company.

1.3 Going concern

After making appropriate enquiries, the Trustees have a reasonable expectation that the charitable company has adequate resources to continue in operational existence for the foreseeable future. The Trustees have considered the level of funds held and the expected level of income and expenditure for 12 months from authorising these financial statements. The budgeted income and expenditure is sufficient with the level of reserves for the School to be able to continue as a going concern. For this reason they continue to adopt the going concern basis in preparing the financial statements.

1.4 Income

All income is recognised once the charitable company has entitlement to the income, it is probable that the income will be received and the amount of income receivable can be measured reliably.

Grants are included in the Statement of financial activities on a receivable basis. The balance of income received for specific purposes but not expended during the period is shown in the relevant funds on the Balance sheet. Where income is received in advance of entitlement of receipt, its recognition is deferred and included in creditors as deferred income. Where entitlement occurs before income is received, the income is accrued.

1. Accounting policies (continued)

1.5 Expenditure

Expenditure is recognised once there is a legal or constructive obligation to transfer economic benefit to a third party, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably. Expenditure is classified by activity. The costs of each activity are made up of the total of direct costs and shared costs, including support costs involved in undertaking each activity. Direct costs attributable to a single activity are allocated directly to that activity.

Support costs are those costs incurred directly in support of expenditure on the objects of the charitable company. Governance costs are those incurred in connection with administration of the charitable company and compliance with constitutional and statutory requirements.

Charitable activities and Governance costs are costs incurred on the charitable company's educational operations, including support costs and costs relating to the governance of the charitable company apportioned to charitable activities.

Expenditure on charitable activities is incurred on directly undertaking the activities which further the charitable company's objectives, as well as any associated support costs.

1.6 Interest receivable

Interest on funds held on deposit is included when receivable and the amount can be measured reliably by the charitable company; this is normally upon notification of the interest paid or payable by the institution with whom the funds are deposited.

1.7 Tangible fixed assets and depreciation

Tangible fixed assets costing £500 or more are capitalised.

Tangible fixed assets are carried at cost or valuation, net of depreciation and any provision for impairment. Depreciation is provided at rates calculated to write off the cost or valuation of fixed assets, less their estimated residual value, over their expected useful lives on the following basis:

Freehold property	- Not depreciated
Fixtures and fittings	- 25% straight line & 10% straight line
Office equipment	- 25% straight line

Since acquisition the charitable company's freehold property has been undergoing a programme of significant enhancement. The property is also subject to regular independent valuation. In view of this the Trustees consider it inappropriate to depreciate the property which is instead subject to an annual impairment review to ensure that carrying value does not exceed valuation.

1.8 Debtors

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

1. Accounting policies (continued)

1.9 Cash at bank and in hand

Cash at bank and in hand includes cash and short-term highly liquid investments with a short maturity of three months or less from the date of acquisition or opening of the deposit or similar account.

Cash and short-term highly liquid investments with a maturity of more than three months are included within current asset investments.

1.10 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 charitable company anticipates it will pay to settle the debt or the amount it has received as advanced payments for the goods or services it must provide.

Provisions are measured at the best estimate of the amounts required to settle the obligation. Where the effect of the time value of money is material, the provision is based on the present value of those amounts, discounted at the pre-tax discount rate that reflects the risks specific to the liability. The unwinding of the discount is recognised in the Statement of financial activities as a finance cost.

1.11 Financial instruments

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

1.12 Operating leases

Rentals paid under operating leases are charged to the Statement of financial activities on a straight-line basis over the lease term.

1.13 Pensions

The charitable company operates a defined contribution pension scheme and the pension charge represents the amounts payable by the charitable company to the fund in respect of the year.

Retirement benefits to teaching staff of the charitable company are provided by the Teachers' Pension Scheme ("TPS"). This is a defined benefit scheme.

The TPS is an unfunded scheme and contributions are calculated so as to spread the cost of pensions over employees' working lives with the School in such a way that the pension cost is a substantially level percentage of current and future pensionable payroll. The contributions are determined by the Government Actuary on the basis of quadrennial valuations using a prospective unit credit method. TPS is an unfunded multi-employer scheme with no underlying assets to assign between employers. Consequently, the TPS is treated as a defined contribution scheme for accounting purposes and the contributions recognised in the period to which they relate.

1. Accounting policies (continued)

1.14 Fund accounting

General funds are unrestricted funds which are available for use at the discretion of the Trustees in furtherance of the general objectives of the charitable company and which have not been designated for other purposes.

Designated funds comprise unrestricted funds that have been set aside by the Trustees for particular purposes. The aim and use of each designated fund is set out in the notes to the financial statements.

Restricted funds are funds which are to be used in accordance with specific restrictions imposed by donors or which have been raised by the charitable company for particular purposes. The costs of raising and administering such funds are charged against the specific fund. The aim and use of each restricted fund is set out in the notes to the financial statements.

2. Income from charitable activities

	Unrestricted funds 2024 £	Total funds 2024 £	*Total funds 2023 £*
NCC Fees	1,856,406	**1,856,406**	*1,861,500*
Total 2023	*1,861,500*	*1,861,500*	

3. Investment income

	Unrestricted funds 2024 £	Total funds 2024 £	*Total funds 2023 £*
Interest received	6,452	**6,452**	*2,458*
Total 2023	*2,458*	*2,458*	

4. Other incoming resources

	Unrestricted funds 2024 £	Restricted funds 2024 £	Total funds 2024 £	*Total funds 2023 £*
Other income	1,487	-	**1,487**	*7,395*
Pupil premium	-	13,455	**13,455**	*14,190*
Teachers Pensions Employer Contribution Grant	-	10,908	**10,908**	*-*
Covid-19 funding	-	21,951	**21,951**	*21,589*
	1,487	46,314	**47,801**	*43,174*
Total 2023	*7,395*	*35,779*	*43,174*	

The Covid-19 funding of £21,951 relates to a catch up grant.

5. Analysis of expenditure by activities

	Activities undertaken directly 2024 £	Support costs 2024 £	Total funds 2024 £	*Total funds 2023 £*
Charitable activities	1,611,600	252,640	**1,864,240**	*1,677,508*
Expenditure on governance	-	14,069	**14,069**	*12,612*
	1,611,600	266,709	**1,878,309**	*1,690,120*
Total 2023	*1,454,013*	*236,107*	*1,690,120*	

Analysis of direct costs

	Total funds 2024 £	*Total funds 2023 £*
Staff costs	**1,480,950**	*1,324,488*
Depreciation	**67,829**	*80,469*
Classroom subject resources	**27,776**	*20,486*
Rent and rates	**5,607**	*4,871*
Light and heat	**28,076**	*23,594*
DBS costs	**1,362**	*105*
	1,611,600	*1,454,013*

5. Analysis of expenditure by activities (continued)

Analysis of support costs

	Total funds 2024 £	*Total funds 2023 £*
Life skills and trips	**3,079**	*5,716*
Travel	**8,611**	*2,437*
Free school meals	**8,047**	*9,934*
Training costs	**11,312**	*14,413*
Rewards	**3,538**	*4,756*
Maintenance	**51,165**	*54,829*
Telephone	**11,666**	*9,662*
Subscriptions and licenses	**30,696**	*24,847*
Insurance	**40,985**	*31,953*
Sundries	**28,297**	*21,546*
Catch up resources	**18,649**	*8,303*
Postage and stationery	**9,649**	*8,341*
Equipment and materials	**4,711**	*4,300*
Audit and accountancy fees	**14,069**	*12,612*
Professional fees	**15,911**	*10,751*
ICT	**6,324**	*11,707*
	266,709	*236,107*

6. Auditors' remuneration

	2024 £	*2023 £*
Auditors' remuneration	**12,000**	*10,065*

7. Staff costs

	2024 £	2023 £
Wages and salaries	**1,174,809**	*1,076,850*
Social security costs	**108,887**	*92,089*
Pension costs	**197,254**	*155,549*
	1,480,950	*1,324,488*

The average number of persons employed by the charitable company during the year was as follows:

	2024 No.	2023 No.
Employees	**44**	*41*

The number of employees whose employee benefits (excluding employer pension costs) exceeded £60,000 was:

	2024 No.	2023 No.
In the band £60,001 - £70,000	**2**	*1*

The key management personnel (KMP) includes the trustees and those members of staff who are senior management personnel to whom the Trustees have delegated responsibility in the day-to-day running of the charitable company. The total amount of remuneration received by the 3 members of KMP (2023 - 3) for their services to the school was £226,223 (2023 - £266,423) for the year.

8. Trustees' remuneration and expenses

During the year, no Trustees received any remuneration or other benefits *(2023 - £NIL)*.

During the year ended 31 August 2024, expenses totalling £NIL were reimbursed or paid directly to trustees *(2023 - £167)* in relation to Free School Meals.

9. Tangible fixed assets

	Freehold property £	Fixtures and fittings £	Office equipment £	Total £
Cost				
At 1 September 2023	**1,423,956**	**395,732**	**292,379**	**2,112,067**
Additions	**-**	**15,221**	**40,262**	**55,483**
At 31 August 2024	**1,423,956**	**410,953**	**332,641**	**2,167,550**
Depreciation				
At 1 September 2023	**-**	**315,966**	**234,761**	**550,727**
Charge for the year	**-**	**38,079**	**29,750**	**67,829**
At 31 August 2024	**-**	**354,045**	**264,511**	**618,556**
Net book value				
At 31 August 2024	**1,423,956**	**56,908**	**68,130**	**1,548,994**
At 31 August 2023	*1,423,956*	*79,766*	*57,618*	*1,561,340*

10. Debtors

	2024 £	2023 £
Due within one year		
Trade debtors	**753,957**	*626,555*
Prepayments and accrued income	**45,162**	*40,068*
	799,119	*666,623*

11. Current asset investments

	2024 £	2023 £
Cash deposits	**276,869**	*270,419*

12. Creditors: Amounts falling due within one year

	2024 £	2023 £
Trade creditors	**46,931**	*26,851*
Other creditors	**26,307**	*21,049*
Accruals and deferred income	**769,772**	*670,659*
	843,010	*718,559*

	2024 £	2023 £
Deferred income at 1 September 2023	**621,000**	*620,500*
Resources deferred during the year	**738,077**	*621,000*
Amounts released from previous periods	**(621,000)**	*(620,500)*
	738,077	*621,000*

Deferred income relates to school fees received in advance and grants.

13. Statement of funds

Statement of funds - current year

	Balance at 1 September 2023 £	Income £	Expenditure £	Transfers in/out £	Balance at 31 August 2024 £
Unrestricted funds					
General funds	1,918,876	1,864,345	(1,837,483)	(33,406)	1,912,332
Designated funds	280,000	-	-	38,894	318,894
	2,198,876	1,864,345	(1,837,483)	5,488	2,231,226
Restricted funds					
Pupil premium	-	13,455	(7,946)	(5,509)	-
Covid-19 Catch-up funding	-	21,951	(21,972)	21	-
Teachers Pensions Employer Contribution Grant	-	10,908	(10,908)	-	-
	-	46,314	(40,826)	(5,488)	-
Total of funds	2,198,876	1,910,659	(1,878,309)	-	2,231,226

Pupil premium is funding restricted for spending on pupils as designated by the Department for Education. The transfer to unrestricted funds represents pupil premium spent on capital items upon whose use there is no further restriction.

The Covid-19 catch up funding included in the fees receivable from NCC is restricted for spending on those pupils who require additional academic support due to Covid-19.

The Teachers Pension Employer Contribution Grant provides support in response to the increase in the employer contribution rate.

Designated funds represent a bank guarantee of £42,025 in favour of The Secretary of State for Education towards Teachers' Pensions should the school fail to meet its liabilities and a £276,869 provision in respect of future staff restructuring costs.

13. Statement of funds (continued)

Statement of funds - prior year

	Balance at 1 September 2022 £	*Income* £	*Expenditure* £	*Transfers in/out* £	*Balance at 31 August 2023* £
Unrestricted funds					
General funds	*1,697,085*	*1,871,353*	*(1,662,263)*	*12,701*	*1,918,876*
Designated funds	*280,000*	-	-	-	*280,000*
	1,977,085	*1,871,353*	*(1,662,263)*	*12,701*	*2,198,876*
Restricted funds					
Pupil premium	*4,779*	*14,190*	*(5,967)*	*(13,002)*	-
Covid-19 Catch-up funding	-	*21,589*	*(21,890)*	*301*	-
	4,779	*35,779*	*(27,857)*	*(12,701)*	-
Total of funds	*1,981,864*	*1,907,132*	*(1,690,120)*	-	*2,198,876*

14. Analysis of net assets between funds

Analysis of net assets between funds - current period

	Unrestricted funds 2024 £	**Total funds 2024** £
Tangible fixed assets	1,548,994	**1,548,994**
Current assets	1,525,242	**1,525,242**
Creditors due within one year	(843,010)	**(843,010)**
Total	2,231,226	**2,231,226**

14. Analysis of net assets between funds (continued)

Analysis of net assets between funds - prior period

	Unrestricted funds 2023 £	*Total funds 2023 £*
Tangible fixed assets	*1,561,340*	*1,561,340*
Current assets	*1,356,095*	*1,356,095*
Creditors due within one year	*(718,559)*	*(718,559)*
Total	*2,198,876*	*2,198,876*

15. Reconciliation of net movement in funds to net cash flow from operating activities

	2024 £	*2023 £*
Net income for the period (as per Statement of Financial Activities)	**32,350**	*217,012*
Adjustments for:		
Depreciation charges	**67,829**	*80,469*
Increase in debtors	**(132,496)**	*(633,927)*
Increase in creditors	**124,451**	*45,891*
Bank interest received	**(6,452)**	*(2,458)*
Net cash (used in)/generated from operating activities	**85,682**	*(293,013)*

16. Analysis of cash and cash equivalents

	2024 £	*2023 £*
Cash in hand	**449,254**	*419,053*
Liquid investments	**276,869**	*270,419*
Total cash and cash equivalents	**726,123**	*689,472*

17. Analysis of changes in net debt

	At 1 September 2023	Cash flows	At 31 August 2024
	£	£	£
Cash at bank and in hand	419,053	30,201	449,254
Liquid investments	270,419	6,450	276,869
	689,472	36,651	726,123

18. Pension commitments

Defined contribution scheme

The charitable company operates a defined contribution pension scheme. The assets of the scheme are held separately from those of the charitable company in an independently administered fund. The pension cost charge represents contributions payable by the charitable company to the fund and amounted to £59,524 (2023 - £53,131). Contributions totalling £Nil (2023 - £Nil) were payable to the fund at the balance sheet date and are included in creditors.

Teachers' Pension Scheme

The Teachers' Pension Scheme (TPS) is a statutory, contributory, defined benefit scheme, governed by the Teachers' Pension Scheme Regulations 2014. Membership is automatic for full-time teachers and, from 1 January 2007, automatic for teachers in part-time employment following appointment or change of contract, although they are able to opt out.

The TPS is an unfunded scheme and members contribute on a 'pay as you go' basis - these contributions along with those made by employers are credited to the Exchequer. Retirement and other pension benefits are paid by public funds provided by Parliament.

18. Pension commitments (continued)

Valuation of the Teachers' Pension Scheme

The Government Actuary, using normal actuarial principles, conducts a formal actuarial review of the TPS in accordance with the Public Service Pensions (Valuations and Employer Cost Cap) Directions 2014 published by HM Treasury every 4 years. The aim of the review is to specify the level of future contributions. Actuarial scheme valuations are dependent on assumptions about the value of future costs, design of benefits and many other factors. The latest actuarial valuation of the TPS was carried out as at 31 March 2020. The valuation report was published by the Department for Education on 26 October 2023. The key elements of the valuation and subsequent consultation are:

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

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

The employer's pension costs paid to TPS in the year amounted to £120,209 (2023 - £101,572).

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

Under the definitions set out in FRS 102, the TPS is an unfunded multi-employer scheme. The charitable company has accounted for its contributions to the scheme as if it were a defined contribution scheme. The charitable company has set out above the information available on the scheme.

19. Operating lease commitments

At 31 August 2024 the charitable company had commitments to make future minimum lease payments under non-cancellable operating leases as follows:

	2024 £	2023 £
Not later than 1 year	**1,512**	*891*
Later than 1 year and not later than 5 years	**378**	*-*
	1,890	*891*

During the year lease payments of £1,899 (2023 - £2,728) have been recognised as an expense in the Statement of financial activities.

20. Related party transactions

During the year Mr C Jackson, the husband of Julie Jackson (Chief Finance & Operations Officer) was employed by the school. Mr C Jackson is employed using the school's standard payscales and is on Scale J point 33.

THE ST ANDREW'S SCHOOL TRUST

England & Wales - Charity number 1129232

Accounts

Registered number: 06729913
Charity number: 1129232

THE ST ANDREW'S SCHOOL TRUST

(A company limited by guarantee)

TRUSTEES' REPORT AND FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 AUGUST 2023

THE ST ANDREW'S SCHOOL TRUST
(A company limited by guarantee)

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REFERENCE AND ADMINISTRATIVE DETAILS OF THE CHARITABLE COMPANY, ITS TRUSTEES AND ADVISERS
FOR THE YEAR ENDED 31 AUGUST 2023

Trustees	Sue Brisbane Diana Garner (resigned 22 May 2023) John Garner (resigned 22 May 2023) Michael Goodwin Maria Hodge (resigned 26 September 2022) Michael Hodges (appointed 20 November 2023) Chris Johnson Veronica Jones (resigned 11 September 2023) Karan McKerrow (resigned 22 May 2023) Jennifer Meara Avril Peck (resigned 21 November 2022) Rose Robinson Rex Wheeler (resigned 6 June 2023)
Company registered number	06729913
Charity registered number	1129232
Registered office	Aylmerton Hall Holt Road Aylmerton Norfolk NR11 8QA
Independent auditors	Larking Gowen LLP Chartered Accountants Statutory Auditors 1st Floor, Prospect House Rouen Road Norwich NR1 1RE
Bankers	Co-operative Bank Plc Head Office P.O. Box 101 1 Balloon Street Manchester M60 4EP
Solicitors	Birketts Kingfisher House 1 Gilders Way Norwich Norfolk NR3 1UB

TRUSTEES' REPORT
FOR THE YEAR ENDED 31 AUGUST 2023

The Trustees present their annual report together with the audited financial statements of the charitable company for 1 September 2022 to 31 August 2023. The Annual report serves the purposes of both a Trustees' report and a directors' report under company law. The Trustees confirm that the Annual report and financial statements of the charitable company comply with the current statutory requirements, the requirements of the charitable company's governing document and the provisions of the Statement of Recommended Practice (SORP) applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS102) (effective 1 January 2019).

Since the charitable company qualifies as small under section 382 of the Companies Act 2006, the Strategic report required of medium and large companies under the Companies Act 2006 (Strategic Report and Directors' Report) Regulations 2013 has been omitted.

Objectives and activities

a. Policies and objectives

Our charity's purpose as set out in the objects contained in the company's memorandum and articles of association is to provide special needs education.

The aim of our charity is to advance the education of children and young people with speech, language and communication difficulties. Our aims fully reflect the purposes that the charity was set up to further.

The main objectives for the year continued to be the advancement of the education of children and young people with speech, language and communication difficulties. The strategies we used to meet these objectives included:

- Teaching a broad and balanced curriculum in accordance with our policies
- Providing suitable building and teaching facilities, which are reflective of the needs of those being educated;
- Working in accordance with the principles and ethos of the Religious Society of Friends;
- Supporting students with their mental health needs;
- Understanding the specific and individual needs of those being educated.

b. Main activities undertaken to further the charitable company's purposes for the public benefit

In setting objectives and planning for activities, the trustees have given due consideration to general guidance published by the Charity Commission relating to public benefit, including the guidance 'Public benefit: running a charity 'PB2'.

Achievements and performance

a. Review of activities

The number of students in the school is 45 and is at maximum capacity. The school was Ofsted inspected in March 2023 and was judged as 'Good' in all areas. Approval was received from the Department for Education in December 2023 for an increase in student numbers to 60, effective from September 2024.

Technology provision in the school continues to be updated with new Ben Q interactive screens now fitted in every classroom to replace the outdated smartboards. A new server has also been purchased as the old one had reached the end of its life and was creating issues in terms of teaching and administration processes. Additional laptops will be purchased to cater for the increase in student numbers in September 2024 and further purchases will be made to replace old laptops with newer models. The physical and mental health and well-

Achievements and performance (continued)

being of students has been promoted by increasing PE lessons from 1 per week to 2 per week for each class and various sports activities are now offered every lunchtime. PE is now an option choice to students in years 10 and 11. Students continued to enjoy off site activities and the use of the school minibuses also enabled a range of life skill topics to be taught. The school continues to buy in an external counselling service with a number of students benefiting from 1:1 counselling sessions on a weekly basis.

The charity has continued the development of the school facilities during the year, carrying out a full renovation to our old portacabin building which included new roofing, internal redecoration, new vinyl flooring throughout and a total refit of the food technology room. Improvements continue in the main house with a further two upstairs rooms requiring renovations so that they can be used as storage areas and office space.

b. Investment policy and performance

Aside from retaining a prudent amount in reserves each year, most of the charity's funds are to be spent in the short term, so there are few funds available for long term investment. The savings account continues to be topped up on a yearly basis to ensure that there are sufficient funds to cover redundancy costs for all employed staff. Remaining balances will be saved until there is enough surplus to replace the remaining portacabin with a further eco build in future years.

Financial review

a. Going concern

After making appropriate enquiries, the Trustees have a reasonable expectation that the charitable company has adequate resources to continue in operational existence for the foreseeable future. For this reason, they continue to adopt the going concern basis in preparing the financial statements.

It has been confirmed that funding will continue until August 2025 at current funding rates per student. The school continues to receive student placement requests from Norfolk County Council; therefore, funding will be secure for the next academic year, however work going on by Norfolk County Council on its Local First Inclusion project means that at present the long-term position of the school is unknown. The school continues to work with the Local Authority to try and secure a long-term agreement for them to continue to place students at the school.

b. Reserves policy

The surplus for the year of £217,012 (2022: £177,544) continues to be invested in the further development of the school facilities, particularly in the area of eco classrooms.

The trustees, in conjunction with management, regularly review the finances of the school and receive monthly management accounts which give an overview of how well spending is managed against budget. The level of reserves within the school is reviewed within this framework.

The trustees have revised their views on the amount of reserves to be held and have decided to hold funds to cover actual redundancy costs due at the end of any academic year plus any existing commitments.

Unrestricted reserves as at the year-end were £2,198,876 (2022: £1,977,085). Restricted funds as at the year-end were £4,779 (2022: £7,779). Details of the restricted funds can be found at note 13 and 14. Free reserves on 31 August 2023 total £637,536 (2022: £513,687).

TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2023

Structure, governance and management

a. Constitution

The St Andrew's School Trust is a charitable company limited by guarantee, incorporated on the 22 October 2008, and registered as a charity on the 21 April 2009. The company was established under a memorandum of association which established the objects and powers of the charitable company and is governed under the articles of association. In the event of the company being wound up, the members are required to contribute an amount not exceeding £1.

b. Methods of appointment or election of Trustees

The directors of the company are also charity trustees for the purposes of charity law and under the company's articles, are known as members of the company.

All appointments and resignations are reviewed at the annual general meeting and if necessary, voted upon by the members and decided by a majority vote.

Due to the nature of the charity's work which inevitably focuses upon children and young people, the trustees of the charity seek to ensure that the needs of these groups are appropriately reflected through the diversity of the trustee board. When looking at new appointments, the trustees consider the skills that each potential trustee can bring to the charity to maintain a broad mix of skills, qualifications and business knowledge that will assist the charity's growth. If particular skills are lost due to retirements, individuals are approached to offer themselves for election to the trustee board.

c. Senior Management Team Pay Policy

The trustees review the pay of the senior management team in late summer or early autumn term. For the last four years they have implemented the pay awards given by central government and have followed the same incremental progression as national pay scales for teachers. The trustees however have not formally adopted any national pay scales as this then gives them greater flexibility to offer awards above or below national rates to fit the needs of the school and individual performance levels of staff.

The previous Headteacher left her role on 31st August 2023 and the senior management team was revised. New pay rates for these staff were agreed in February 2024 and reflect the relevant pay group for the size and nature of the school with the new Executive Head being paid at the lowest point in the pay group.

Structure, governance and management (continued)

d. Risk management

The trustees have assessed the major risks to which the charitable company is exposed, in particular those related to the operations and finances of the charitable company and are satisfied that systems and procedures are in place to mitigate our exposure to the major risks.

Mental health of the students is a particular issue following the second lockdown and the school is supporting each child individually. This is easing as time progresses and suitable interventions have been put in to place for all those students who were requiring additional support. This support has been offered through providing 1:1 counselling sessions, more self regulation/therapy input, drawing and talking therapy and accessing external help and support as appropriate to meet individual needs.

The school is continuing to invest in resources using catch up funding including the purchase of Read, Write, Ink (Literacy programme), additional teacher input for maths interventions etc. It has also invested in a number of other literacy interventions including NESSY and spelling shed. The staffing structure now also includes middle managers which have replaced Head of Department roles within the school.

Plans for future periods

The trustees remain committed to ensuring that the students receive the best education possible and feel that it is important to have high quality resources to be able to reach their full potential. Therefore, a priority for the next few years is to dispense with the remaining old portacabin which requires high levels of maintenance due to its age, and to replace it with a new building.

The school has implemented a rolling programme for IT equipment as some of the original computers and smart boards that the school still had in place were second hand donations and were no longer fit for purpose. By implementing a rolling programme for replacement, it should mean that all computers will be fit for purpose.

The school will continue to invest in new teaching resources and will continue to expand its choice of options for Year 10 and 11 students.

It buys into an external alternative provision for students who wish to undertake a more practical course in years 10 and 11 that cannot be offered by the school.

It continues to invest in staff development which will enhance the learning experience for the students. Part of this development is the rolling program to have all staff trained in TEACCH (Treatment and Education of Autistic and Related Communication Handicapped Children) principles. It has also appointed two new behaviour managers who are attending a variety of training courses to enhance their understanding or our students and enable them to implement specific behaviour techniques.

It purchases the services of a counsellor who visits the school one day per to offer support for students who require additional mental health support. Staff also have access to this service.

TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2023

Fundraising activities

The charity did not secure any grant funding in the year. The charity is not aware of any failures, during the year ended 31 August 2023 (2022: none), by the charity or any person acting on its behalf, to comply with its fundraising standards, nor did it receive any complaints about fundraising activity. The charity's relevant staff have been provided with training on how to protect vulnerable people and other members of the public from behaviour which is an unreasonable intrusion on a person's privacy; is unreasonably persistent; and places undue pressure on a person to give money or other property.

Statement of Trustees' responsibilities

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

Company law requires the Trustees to prepare financial statements for each financial . Under company law, the Trustees must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the charitable company and of its incoming resources and application of resources, including its income and expenditure, for that period. In preparing these financial statements, the Trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles of the Charities SORP (FRS 102);
- make judgments and accounting estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards (FRS 102) have been followed, subject to any material departures disclosed and explained in the financial statements;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in business.

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

Disclosure of information to auditors

Each of the persons who are Trustees at the time when this Trustees' report is approved has confirmed that:

- so far as that Trustee is aware, there is no relevant audit information of which the charity's auditors are unaware, and
- that Trustee has taken all the steps that ought to have been taken as a Trustee in order to be aware of any relevant audit information and to establish that the charity's auditors are aware of that information.

Approved by order of the members of the board of Trustees and signed on their behalf by:

Jennifer Meara
Trustee Jenny Meara

Date: 18/3/24

INDEPENDENT AUDITORS' REPORT TO THE MEMBERS OF THE ST ANDREW'S SCHOOL TRUST

Opinion

We have audited the financial statements of The St Andrew's School Trust (the 'charitable company') for the year ended 31 August 2023 which comprise the Statement of financial activities, the Balance sheet, the Statement of cash flows and the related notes, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 August 2023 and of its incoming resources and application of resources, including its income and expenditure for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditors' 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 United Kingdom, including the Financial Reporting Council's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. In particular, we have applied the exemptions available within the FRC's Ethical Standard - Provisions Available for Audits of Small Entities, paragraphs 6.11 and 6.15, in providing assistance with the calculation of accounting adjustments. 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 Trustees' 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.

INDEPENDENT AUDITORS' REPORT TO THE MEMBERS OF THE ST ANDREW'S SCHOOL TRUST (CONTINUED)

Other information

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

We have nothing to report in this regard.

Opinion on other matters prescribed by the Companies Act 2006

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

- the information given in the Trustees' report for the financial year for which the financial statements are prepared is consistent with the financial statements.
- the Trustees' report has been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

In the light of our knowledge and understanding of the charitable company and its environment obtained in the course of the audit, we have not identified material misstatements in the Trustees' report.

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

- adequate accounting records have not been kept, or returns adequate for our audit have not been received from branches not visited by us; or
- the financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of Trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit; or
- the Trustees were not entitled to prepare the financial statements in accordance with the small companies regime and take advantage of the small companies' exemptions in preparing the Trustees' report and from the requirement to prepare a Strategic report.

Responsibilities of trustees

As explained more fully in the Trustees' responsibilities statement on page 6, 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.

Responsibilities of trustees (continued)

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.

Auditors' 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 Auditors' 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.

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. The extent to which our procedures are capable of detecting irregularities, including fraud is detailed below.

Due to the field in which the charitable company operates, we identified areas most likely to have a direct material impact on the financial statements as compliance with accounting standards, including Charities SORP (FRS 102) and charity law. In addition, we considered the provisions of other laws and regulations which, whilst not having a direct impact on the financial statements, are fundamental to the charitable company's ability to operate, including safeguarding requirements, health and safety, employment law, data protection and compliance with various other regulations relevant to the conduct of the charitable company's operations.

Our approach to identifying and assessing the risk of material misstatement in respect of irregularities, including fraud and non-compliance with laws and regulations, included the following:

- Enquiries with management and the Trustees about any known or suspected instances of non-compliance with laws and regulations, accidents in the workplace, safeguarding breaches, data breaches, potential litigation or claims and fraud;
- Reviewing legal and professional fees to confirm matters where the charitable company engaged lawyers during the year;
- Reviewing financial statement disclosures and testing to supporting documentation to assess compliance with applicable laws and regulations;
- Reviewing board and finance committee meeting minutes and any relevant correspondence with external authorities, including regulators;
- Challenging assumptions and judgements made by management in their significant accounting estimates; and
- Auditing the risk of management override of controls, including through testing journal entries and other adjustments for appropriateness and evaluating the business rationale of any significant transactions outside the normal course of business.

INDEPENDENT AUDITORS' REPORT TO THE MEMBERS OF THE ST ANDREW'S SCHOOL TRUST (CONTINUED)

Auditors' responsibilities for the audit of the financial statements (continued)

Because of the inherent limitations of an audit, there is a risk that we will not detect all irregularities, including those leading to a material misstatement in the financial statements or non-compliance with regulation. This risk increases the more that compliance with a law or regulation is removed from the events and transactions reflected in the financial statements, as we will be less likely to become aware of instances of non-compliance. The risk is also greater regarding irregularities occurring due to fraud rather than error, as fraud involves intentional concealment, forgery, collusion, omission or misrepresentation.

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 Auditors' report.

Use of our report

This report is made solely to the charitable company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the charitable company's members those matters we are required to state to them in an Auditors' 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 its members, as a body, for our audit work, for this report, or for the opinions we have formed.

Larking Gowen LLP

John Atkins ACA FCCA (Senior statutory auditor)
for and on behalf of
Larking Gowen LLP
Chartered Accountants
Statutory Auditors
1st Floor, Prospect House
Rouen Road
Norwich
NR1 1RE

Date: 18 April 2024

STATEMENT OF FINANCIAL ACTIVITIES (INCORPORATING INCOME AND EXPENDITURE ACCOUNT) FOR THE YEAR ENDED 31 AUGUST 2023

	Note	Unrestricted funds 2023 £	Restricted funds 2023 £	Total funds 2023 £	*Total funds 2022 £*
Income from:					
Charitable activities	2	**1,861,500**	**-**	**1,861,500**	*1,816,827*
Investments	3	**2,458**	**-**	**2,458**	*329*
Other income	4	**7,395**	**35,779**	**43,174**	*34,388*
Total income		**1,871,353**	**35,779**	**1,907,132**	*1,851,544*
Expenditure on:					
Charitable activities		**1,662,263**	**27,857**	**1,690,120**	*1,674,000*
Total expenditure		**1,662,263**	**27,857**	**1,690,120**	*1,674,000*
Net income		**209,090**	**7,922**	**217,012**	*177,544*
Transfers between funds	13	**12,701**	**(12,701)**	**-**	*-*
Net movement in funds		**221,791**	**(4,779)**	**217,012**	*177,544*
Reconciliation of funds:					
Total funds brought forward		**1,977,085**	**4,779**	**1,981,864**	*1,804,320*
Net movement in funds		**221,791**	**(4,779)**	**217,012**	*177,544*
Total funds carried forward		**2,198,876**	**-**	**2,198,876**	*1,981,864*

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

The notes on pages 14 to 29 form part of these financial statements.

THE ST ANDREW'S SCHOOL TRUST
(A company limited by guarantee)
REGISTERED NUMBER: 06729913

BALANCE SHEET
AS AT 31 AUGUST 2023

	Note		2023 £		*2022 £*
Fixed assets					
Tangible assets	9		**1,561,340**		*1,463,398*
			1,561,340		*1,463,398*
Current assets					
Debtors	10	**666,623**		*32,696*	
Investments	11	**270,419**		*254,242*	
Cash at bank and in hand		**419,053**		*904,196*	
		1,356,095		*1,191,134*	
Creditors: amounts falling due within one year	12	**(718,559)**		*(672,668)*	
Net current assets			**637,536**		*518,466*
Total net assets			**2,198,876**		*1,981,864*
Charity funds					
Restricted funds	13		**-**		*4,779*
Unrestricted funds	13		**2,198,876**		*1,977,085*
Total funds			**2,198,876**		*1,981,864*

The Trustees acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and preparation of financial statements.

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

The financial statements were approved and authorised for issue by the Trustees and signed on their behalf by:

Jennifer Meara
Trustee
Date: 18/3/24 Jenny Meara

The notes on pages 14 to 29 form part of these financial statements.

STATEMENT OF CASH FLOWS
FOR THE YEAR ENDED 31 AUGUST 2023

	2023 £	*2022* *£*
Cash flows from operating activities		
Net cash (used in)/generated from operating activities	**(293,013)**	*862,879*
Cash flows from investing activities		
Purchase of tangible fixed assets	**(178,411)**	*(595,164)*
Interest received	**2,458**	*329*
Net cash used in investing activities	**(175,953)**	**(594,835)**
Change in cash and cash equivalents in the year	**(468,966)**	**268,044**
Cash and cash equivalents at the beginning of the year	**1,158,438**	*890,394*
Cash and cash equivalents at the end of the year	**689,472**	*1,158,438*

The notes on pages 14 to 29 form part of these financial statements

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

1. Accounting policies

1.1 Basis of preparation of financial statements

The financial statements have been prepared in accordance with the Charities SORP (FRS 102) - Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

The St Andrew's School Trust meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy.

1.2 Company status

The charitable company is a company limited by guarantee, incorporated in England and Wales, registration number 06729913. The registered office is Aylmerton Hall, Holt Road, Aylmerton, Norfolk, NR11 8QA. The members of the charitable company are the Trustees named on page 1. In the event of the charitable company being wound up, the liability in respect of the guarantee is limited to £1 per member of the charitable company.

1.3 Going concern

After making appropriate enquiries, the Trustees have a reasonable expectation that the charitable company has adequate resources to continue in operational existence for the foreseeable future. The Trustees have considered the level of funds held and the expected level of income and expenditure for 12 months from authorising these financial statements. The budgeted income and expenditure is sufficient with the level of reserves for the School to be able to continue as a going concern. For this reason they continue to adopt the going concern basis in preparing the financial statements.

1.4 Income

All income is recognised once the charitable company has entitlement to the income, it is probable that the income will be received and the amount of income receivable can be measured reliably.

Grants are included in the Statement of financial activities on a receivable basis. The balance of income received for specific purposes but not expended during the period is shown in the relevant funds on the Balance sheet. Where income is received in advance of entitlement of receipt, its recognition is deferred and included in creditors as deferred income. Where entitlement occurs before income is received, the income is accrued.

1. Accounting policies (continued)

1.5 Expenditure

Expenditure is recognised once there is a legal or constructive obligation to transfer economic benefit to a third party, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably. Expenditure is classified by activity. The costs of each activity are made up of the total of direct costs and shared costs, including support costs involved in undertaking each activity. Direct costs attributable to a single activity are allocated directly to that activity.

Support costs are those costs incurred directly in support of expenditure on the objects of the charitable company. Governance costs are those incurred in connection with administration of the charitable company and compliance with constitutional and statutory requirements.

Charitable activities and Governance costs are costs incurred on the charitable company's educational operations, including support costs and costs relating to the governance of the charitable company apportioned to charitable activities.

1.6 Interest receivable

Interest on funds held on deposit is included when receivable and the amount can be measured reliably by the charitable company; this is normally upon notification of the interest paid or payable by the institution with whom the funds are deposited.

1.7 Tangible fixed assets and depreciation

Tangible fixed assets costing £500 or more are capitalised.

Tangible fixed assets are carried at cost or valuation, net of depreciation and any provision for impairment. Depreciation is provided at rates calculated to write off the cost or valuation of fixed assets, less their estimated residual value, over their expected useful lives on the following basis:

Freehold property	- Not depreciated
Fixtures and fittings	- 25% straight line & 10% straight line
Office equipment	- 25% straight line
Asset in course of construction	- Not depreciated during the period of construction

Since acquisition the charitable company's freehold property has been undergoing a programme of significant enhancement. The property is also subject to regular independent valuation. In view of this the Trustees consider it inappropriate to depreciate the property which is instead subject to an annual impairment review to ensure that carrying value does not exceed valuation.

1.8 Debtors

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

1. Accounting policies (continued)

1.9 Cash at bank and in hand

Cash at bank and in hand includes cash and short-term highly liquid investments with a short maturity of three months or less from the date of acquisition or opening of the deposit or similar account.

Cash and short-term highly liquid investments with a maturity of more than three months are included within current asset investments.

1.10 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 charitable company anticipates it will pay to settle the debt or the amount it has received as advanced payments for the goods or services it must provide.

Provisions are measured at the best estimate of the amounts required to settle the obligation. Where the effect of the time value of money is material, the provision is based on the present value of those amounts, discounted at the pre-tax discount rate that reflects the risks specific to the liability. The unwinding of the discount is recognised in the Statement of financial activities as a finance cost.

1.11 Financial instruments

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

1.12 Operating leases

Rentals paid under operating leases are charged to the Statement of financial activities on a straight-line basis over the lease term.

1.13 Pensions

The charitable company operates a defined contribution pension scheme and the pension charge represents the amounts payable by the charitable company to the fund in respect of the year.

Retirement benefits to teaching staff of the charitable company are provided by the Teachers' Pension Scheme ("TPS"). This is a defined benefit scheme.

The TPS is an unfunded scheme and contributions are calculated so as to spread the cost of pensions over employees' working lives with the School in such a way that the pension cost is a substantially level percentage of current and future pensionable payroll. The contributions are determined by the Government Actuary on the basis of quadrennial valuations using a prospective unit credit method. TPS is an unfunded multi-employer scheme with no underlying assets to assign between employers. Consequently, the TPS is treated as a defined contribution scheme for accounting purposes and the contributions recognised in the period to which they relate.

1. Accounting policies (continued)

1.14 Fund accounting

General funds are unrestricted funds which are available for use at the discretion of the Trustees in furtherance of the general objectives of the charitable company and which have not been designated for other purposes.

Designated funds comprise unrestricted funds that have been set aside by the Trustees for particular purposes. The aim and use of each designated fund is set out in the notes to the financial statements.

Restricted funds are funds which are to be used in accordance with specific restrictions imposed by donors or which have been raised by the charitable company for particular purposes. The costs of raising and administering such funds are charged against the specific fund. The aim and use of each restricted fund is set out in the notes to the financial statements.

2. Income from charitable activities

	Unrestricted funds 2023 £	Total funds 2023 £	*Total funds 2022 £*
NCC Fees	1,861,500	**1,861,500**	*1,816,827*
Total 2022	*1,816,827*	*1,816,827*	

3. Investment income

	Unrestricted funds 2023 £	Total funds 2023 £	*Total funds 2022 £*
Interest received	2,458	**2,458**	*329*
Total 2022	*329*	*329*	

4. Other incoming resources

	Unrestricted funds 2023 £	Restricted funds 2023 £	Total funds 2023 £	*Total funds 2022 £*
Other income	7,395	-	**7,395**	*904*
Pupil premium	-	14,190	**14,190**	*16,760*
Covid-19 funding	-	21,589	**21,589**	*16,724*
	7,395	35,779	**43,174**	*34,388*
Total 2022	*16,613*	*17,775*	*34,388*	

The Covid-19 funding of £21,589 relates to a catch up grant.

5. Analysis of expenditure by activities

	Activities undertaken directly 2023 £	Support costs 2023 £	Total funds 2023 £	*Total funds 2022 £*
Charitable activities	1,454,013	223,495	**1,677,508**	*1,663,365*
Expenditure on governance	-	12,612	**12,612**	*10,635*
	1,454,013	236,107	**1,690,120**	*1,674,000*
Total 2022	*1,491,259*	*182,741*	*1,674,000*	

5. Analysis of expenditure by activities (continued)

Analysis of direct costs

	Total funds 2023 £	*Total funds 2022 £*
Staff costs	**1,324,488**	*1,355,062*
Depreciation	**80,469**	*84,714*
Loss on disposal	**-**	*98*
Classroom subject resources	**20,486**	*26,109*
Rent and rates	**4,871**	*4,989*
Light and heat	**23,594**	*20,106*
DBS costs	**105**	*181*
	1,454,013	*1,491,259*

5. Analysis of expenditure by activities (continued)

Analysis of support costs

	Total funds 2023 £	*Total funds 2022 £*
Life skills and trips	**5,716**	*4,667*
Travel	**2,437**	*1,786*
Free school meals	**9,934**	*12,175*
Training costs	**14,413**	*11,273*
Rewards	**4,756**	*5,139*
Maintenance	**54,829**	*42,571*
Telephone	**9,662**	*8,930*
Subscriptions and licenses	**24,847**	*23,652*
Insurance	**31,953**	*29,328*
Sundries	**21,546**	*5,657*
Catch up resources	**8,303**	*62*
Postage and stationery	**8,341**	*6,757*
Equipment and materials	**4,300**	*1,411*
Audit and accountancy fees	**12,612**	*10,635*
Professional fees	**10,751**	*10,613*
ICT	**11,707**	*8,085*
	236,107	*182,741*

6. Auditors' remuneration

	2023 £	*2022 £*
Auditors' remuneration	**10,065**	*9,570*

7. Staff costs

	2023 £	2022 £
Wages and salaries	**1,076,850**	*1,091,091*
Social security costs	**92,089**	*95,256*
Pension costs	**155,549**	*168,715*
	1,324,488	*1,355,062*

Redundancy payments of £NIL were paid during the year (2022 - £3,807).

The average number of persons employed by the charitable company during the year was as follows:

	2023 No.	2022 No.
Employees	**41**	*43*

The number of employees whose employee benefits (excluding employer pension costs) exceeded £60,000 was:

	2023 No.	2022 No.
In the band £60,001 - £70,000	**1**	-

The key management personnel (KMP) includes the trustees and those members of staff who are senior management personnel to whom the Trustees have delegated responsibility in the day-to-day running of the charitable company. The total amount of remuneration received by the 3 members of KMP (2022 - 4) for their services to the school was £266,423 (2022 - £287,903) for the year.

8. Trustees' remuneration and expenses

During the year, no Trustees received any remuneration or other benefits *(2022 - £NIL)*.

During the year ended 31 August 2023, expenses totalling £167 were reimbursed or paid directly to 1 Trustee *(2022 - £NIL)* in relation to Free School Meals.

9. Tangible fixed assets

	Freehold property £	Fixtures and fittings £	Office equipment £	Assets in course of construction £	Total £
Cost					
At 1 September 2022	**1,007,909**	**362,002**	**261,418**	**302,327**	**1,933,656**
Additions	**133,170**	**15,763**	**29,478**	**-**	**178,411**
Transfers between classes	**282,877**	**17,967**	**1,483**	**(302,327)**	**-**
At 31 August 2023	**1,423,956**	**395,732**	**292,379**	**-**	**2,112,067**
Depreciation					
At 1 September 2022	**-**	**264,753**	**205,505**	**-**	**470,258**
Charge for the year	**-**	**51,213**	**29,256**	**-**	**80,469**
At 31 August 2023	**-**	**315,966**	**234,761**	**-**	**550,727**
Net book value					
At 31 August 2023	**1,423,956**	**79,766**	**57,618**	**-**	**1,561,340**
At 31 August 2022	*1,007,909*	*97,249*	*55,913*	*302,327*	*1,463,398*

10. Debtors

	2023 £	*2022 £*
Due within one year		
Trade debtors	**626,555**	-
Prepayments and accrued income	**40,068**	*32,696*
	666,623	*32,696*

11. Current asset investments

	2023 £	2022 £
Cash deposits	**270,419**	*254,242*

12. Creditors: Amounts falling due within one year

	2023 £	2022 £
Trade creditors	**26,851**	*2,141*
Other creditors	**21,049**	*22,322*
Accruals and deferred income	**670,659**	*648,205*
	718,559	*672,668*

	2023 £	2022 £
Deferred income at 1 September 2022	**620,500**	-
Resources deferred during the year	**621,000**	*620,500*
Amounts released from previous periods	**(620,500)**	-
	621,000	*620,500*

Deferred income relates to school fees received in advance.

13. Statement of funds

Statement of funds - current year

	Balance at 1 September 2022 £	Income £	Expenditure £	Transfers in/out £	Balance at 31 August 2023 £
Unrestricted funds					
General funds	**1,697,085**	**1,871,353**	**(1,662,263)**	**12,701**	**1,918,876**
Designated funds	**280,000**	**-**	**-**	**-**	**280,000**
	1,977,085	**1,871,353**	**(1,662,263)**	**12,701**	**2,198,876**
Restricted funds					
Pupil premium	**4,779**	**14,190**	**(5,967)**	**(13,002)**	**-**
Covid-19 Catch-up funding	**-**	**21,589**	**(21,890)**	**301**	**-**
	4,779	**35,779**	**(27,857)**	**(12,701)**	**-**
Total of funds	**1,981,864**	**1,907,132**	**(1,690,120)**	**-**	**2,198,876**

Pupil premium is funding restricted for spending on pupils as designated by the Department for Education. The transfer to unrestricted funds represents pupil premium spent on capital items funded from unrestricted income.

The Covid-19 catch up funding included in the fees receivable from NCC is restricted for spending on those pupils who require additional academic support due to Covid-19.

Designated funds represent a bank guarantee of £30,000 in favour of The Secretary of State for Education towards Teachers' Pensions should the school fail to meet its liabilities and a £250,000 provision in respect of future staff restructuring costs.

13. Statement of funds (continued)

Statement of funds - prior year

	Balance at 1 September 2021 £	*Income* £	*Expenditure* £	*Transfers in/out* £	*Balance at 31 August 2022* £
Unrestricted funds					
General funds	*1,518,955*	*1,833,769*	*(1,661,406)*	*5,767*	*1,697,085*
Designated funds	*280,000*	-	-	-	*280,000*
	1,798,955	*1,833,769*	*(1,661,406)*	*5,767*	*1,977,085*
Restricted funds					
Pupil premium	*2,940*	*16,760*	*(9,154)*	*(5,767)*	*4,779*
Yoga equipment	*1,547*	-	*(1,547)*	-	-
Covid-19 Catch-up funding	*878*	*1,015*	*(1,893)*	-	-
	5,365	*17,775*	*(12,594)*	*(5,767)*	*4,779*
Total of funds	*1,804,320*	*1,851,544*	*(1,674,000)*	-	*1,981,864*

14. Analysis of net assets between funds

Analysis of net assets between funds - current year

	Unrestricted funds 2023 £	**Total funds 2023** £
Tangible fixed assets	1,561,340	**1,561,340**
Current assets	1,356,095	**1,356,095**
Creditors due within one year	(718,559)	**(718,559)**
Total	2,198,876	**2,198,876**

14. Analysis of net assets between funds (continued)

Analysis of net assets between funds - prior year

	Unrestricted funds 2022 £	*Restricted funds 2022 £*	*Total funds 2022 £*
Tangible fixed assets	*1,463,398*	*-*	*1,463,398*
Current assets	*1,186,355*	*4,779*	*1,191,134*
Creditors due within one year	*(672,668)*	*-*	*(672,668)*
Total	*1,977,085*	*4,779*	*1,981,864*

15. Reconciliation of net movement in funds to net cash flow from operating activities

	2023 £	*2022 £*
Net income for the year (as per Statement of Financial Activities)	**217,012**	*177,544*
Adjustments for:		
Depreciation charges	**80,469**	*84,714*
Loss on the sale of fixed assets	**-**	*98*
(Increase)/decrease in debtors	**(633,927)**	*99*
Increase in creditors	**45,891**	*600,753*
Bank interest received	**(2,458)**	*(329)*
Net cash (used in)/generated from operating activities	**(293,013)**	*862,879*

16. Analysis of cash and cash equivalents

	2023 £	*2022 £*
Cash in hand	**419,053**	*904,196*
Liquid investments	**270,419**	*254,242*
Total cash and cash equivalents	**689,472**	*1,158,438*

17. Analysis of changes in net debt

	At 1 September 2022	Cash flows	At 31 August 2023
	£	£	£
Cash at bank and in hand	**904,196**	**(485,143)**	**419,053**
Liquid investments	**254,242**	**16,177**	**270,419**
	1,158,438	**(468,966)**	**689,472**

18. Capital commitments

	2023	*2022*
	£	*£*
Contracted for but not provided in these financial statements		
Acquisition of tangible fixed assets	-	*129,280*

19. Pension commitments

Defined benefit scheme

The charitable company operates a defined contribution pension scheme. The assets of the scheme are held separately from those of the charitable company in an independently administered fund. The pension cost charge represents contributions payable by the charitable company to the fund and amounted to £53,131 (2022 - £55,132). Contributions totalling £Nil (2022 - £Nil) were payable to the fund at the balance sheet date and are included in creditors.

Teachers' Pension Scheme

The Teachers' Pension Scheme (TPS) is a statutory, contributory, defined benefit scheme, governed by the Teachers' Pension Scheme Regulations 2014. Membership is automatic for full-time teachers and, from 1 January 2007, automatic for teachers in part-time employment following appointment or change of contract, although they are able to opt out.

The TPS is an unfunded scheme and members contribute on a 'pay as you go' basis - these contributions along with those made by employers are credited to the Exchequer. Retirement and other pension benefits are paid by public funds provided by Parliament.

19. Pension commitments (continued)

Valuation of the Teachers' Pension Scheme

The Government Actuary, using normal actuarial principles, conducts a formal actuarial review of the TPS in accordance with the Public Service Pensions (Valuations and Employer Cost Cap) Directions 2014 published by HM Treasury every 4 years. The aim of the review is to specify the level of future contributions. Actuarial scheme valuations are dependent on assumptions about the value of future costs, design of benefits and many other factors. The latest actuarial valuation of the TPS was carried out as at 31 March 2020. The valuation report was published by the Department for Education on 26 October 2023. The key elements of the valuation and subsequent consultation are:

- employer contribution rates currently set at 23.68% of pensionable pay (including a 0.08% administration levy) will increase by 5% from 1 April 2024; and
- total scheme liabilities (pensions currently in payment and the estimated cost of future benefits) for service to the effective date of £262,000 million and notional assets (estimated future contributions together with the notional investments held at the valuation date) of £222,200 million, giving a notional past service deficit of £39,800 million.

The next valuation result is due to be implemented from 1 April 2024.

The employer's pension costs paid to TPS in the year amounted to £101,572 (2022 - £113,583).

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

Under the definitions set out in FRS 102, the TPS is an unfunded multi-employer scheme. The charitable company has accounted for its contributions to the scheme as if it were a defined contribution scheme. The charitable company has set out above the information available on the scheme.

20. Operating lease commitments

At 31 August 2023 the charitable company had commitments to make future minimum lease payments under non-cancellable operating leases as follows:

	2023 £	*2022* *£*
Not later than 1 year	**891**	*1,874*
Later than 1 year and not later than 5 years	**-**	*891*
	891	*2,765*

During the year lease payments of £2,728 (2022 - £3,247) have been recognised as an expense in the Statement of financial activities.

21. Related party transactions

During the year Mr C Jackson, the husband of Julie Jackson (Executive Head) was employed by the school. Mr C Jackson is employed using the school's standard payscales and is on Scale J point 31.

THE ST ANDREW'S SCHOOL TRUST

England & Wales - Charity number 1129232

Accounts

Registered number: 06729913
Charity number: 1129232

THE ST ANDREW'S SCHOOL TRUST

(A company limited by guarantee)

TRUSTEES' REPORT AND FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 AUGUST 2022

THE ST ANDREW'S SCHOOL TRUST
(A company limited by guarantee)

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THE ST ANDREW'S SCHOOL TRUST
(A company limited by guarantee)

REFERENCE AND ADMINISTRATIVE DETAILS OF THE CHARITABLE COMPANY, ITS TRUSTEES AND ADVISERS
FOR THE YEAR ENDED 31 AUGUST 2022

Trustees	Sue Brisbane Joanne Davis (resigned 27 September 2021) Diana Garner (appointed 22 November 2021) John Garner Michael Goodwin Maria Hodge (resigned 26 September 2022) Chris Johnson Veronica Jones Karan McKerrow (appointed 22 November 2021) Jennifer Meara (appointed 11 July 2022) Avril Peck (appointed 24 January 2022, resigned 21 November 2022) Rose Robinson Rex Wheeler (appointed 11 July 2022)
Company registered number	06729913
Charity registered number	1129232
Registered office	Aylmerton Hall Holt Road Aylmerton Norfolk NR11 8QA
Independent auditors	Larking Gowen LLP Chartered Accountants Statutory Auditors King Street House 15 Upper King Street Norwich NR3 1RB
Bankers	Co-operative Bank Plc Head Office P.O. Box 101 1 Balloon Street Manchester M60 4EP
Solicitors	Birketts Kingfisher House 1 Gilders Way Norwich Norfolk NR3 1UB

TRUSTEES' REPORT
FOR THE YEAR ENDED 31 AUGUST 2022

The Trustees present their annual report together with the audited financial statements of the charitable company for the year 1 September 2021 to 31 August 2022. The Annual report serves the purposes of both a Trustees' report and a directors' report under company law. The Trustees confirm that the Annual report and financial statements of the charitable company comply with the current statutory requirements, the requirements of the charitable company's governing document and the provisions of the Statement of Recommended Practice (SORP) applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS102) (effective 1 January 2019).

Since the charitable company qualifies as small under section 382 of the Companies Act 2006, the Strategic report required of medium and large companies under the Companies Act 2006 (Strategic Report and Directors' Report) Regulations 2013 has been omitted.

Objectives and activities

a. Policies and objectives

Our charity's purpose as set out in the objects contained in the company's memorandum and articles of association is to provide special needs education.

The aim of our charity is to advance the education of children and young people with speech, language and communication difficulties. Our aims fully reflect the purposes that the charity was set up to further.

The main objectives for the year continued to be the advancement of the education of children and young people with speech, language and communication difficulties. The strategies we used to meet these objectives included:

- Teaching a broad and balanced curriculum in accordance with our policies
- Providing suitable building and teaching facilities, which are reflective of the needs of those being educated;
- Working in accordance with the principles and ethos of the Religious Society of Friends;
- Supporting students with their mental health following the pandemic;
- Understanding the specific and individual needs of those being educated.

b. Main activities undertaken to further the charitable company's purposes for the public benefit

In setting objectives and planning for activities, the trustees have given due consideration to general guidance published by the Charity Commission relating to public benefit, including the guidance 'Public benefit: running a charity 'PB2'.

Achievements and performance

a. Review of activities

The number of students in the school is 45 and is at maximum capacity. The trustees have previously decided that numbers will not increase beyond 45 for the foreseeable future. The school was Ofsted inspected in September 2018 and was judged as 'Good' in all areas.

Achievements and performance (continued)

Technology provision in the school continues to be updated and increased with all students now having access to a laptop. The purchase of webcams and speakers has enabled remote learning. Interactive screens and PC's are now being replaced as the old ones come to the end of their useful life. A new trim trail has been purchased and installed further increasing the strategies available to students to self-regulate. The physical and mental health and well-being of students has been promoted by a trainee passing their teacher training and specialising in physical education. This will enable further development of physical education and give students the opportunity to gain a qualification in this area in future years. Students continued to enjoy off site activities and the use of the school minibuses also enabled a range of life skill topics to be taught.

The charity has continued the development of the school facilities during the year, carrying out significant improvements to the freehold property which has included the refurbishment of some of the upper rooms in the main house to enable them to be used as office type rooms.Internal works improvements continued with the installation of new windows, carpets, toilets etc.

The first of the two new eco buildings was completed in the year and contains a large classroom, separate science room and accessible toilet. This has been well received by the students.

Works since the end of the financial year have included ongoing internal works in the main building, and the completion of the second new build housing three large classrooms, sensory room and toilets.

b. Investment policy and performance

Aside from retaining a prudent amount in reserves each year, most of the charity's funds are to be spent in the short-term, so there are few funds available for long term investment. The savings account continues to be topped up on a yearly basis to ensure that there are sufficient funds to cover redundancy costs for all employed staff. Remaining balances will be saved until there is enough surplus to replace the remaining portacabin with a further eco build in future years.

Financial review

a. Going concern

After making appropriate enquiries, the Trustees have a reasonable expectation that the charitable company has adequate resources to continue in operational existence for the foreseeable future. For this reason, they continue to adopt the going concern basis in preparing the financial statements.

It has been confirmed that funding will continue until August 2023 at current funding rates per student. The school continues to receive student placement requests from Norfolk County Council; therefore funding will be secure for the next academic year.

b. Reserves policy

The surplus for the year of £177,544 (2021: £161,737) continues to be invested in the further development of the school facilities, particularly in the area of eco classrooms.

The trustees, in conjunction with management, regularly review the finances of the school and receive monthly management accounts which give an overview of how well spending is managed against budget. The budget process has received an overhaul and now provides a much more comprehensive budget. The level of reserves within the school is reviewed within this framework.

The trustees have revised their views on the amount of reserves to be held and have decided to hold funds to cover actual redundancy costs due at the end of any academic year plus any existing commitments.

Unrestricted reserves as at the year-end were £1,977,085 (2021: £1,798,955). Restricted funds as at the year-end were £4,779 (2021: £5,365). Details of the restricted funds can be found at note 13 and 14. Free reserves on 31 August 2022 total £513,687 (2021: £845,909).

Structure, governance and management

a. Constitution

The St Andrew's School Trust is a charitable company limited by guarantee, incorporated on the 22 October 2008, and registered as a charity on the 21 April 2009. The company was established under a memorandum of association which established the objects and powers of the charitable company and is governed under the articles of association. In the event of the company being wound up, the members are required to contribute an amount not exceeding £1.

b. Methods of appointment or election of Trustees

The directors of the company are also charity trustees for the purposes of charity law and under the company's articles, are known as members of the company.

All appointments and resignations are reviewed at the annual general meeting and if necessary, voted upon by the members and decided by a majority vote.

Due to the nature of the charity's work which inevitably focuses upon children and young people, the trustees of the charity seek to ensure that the needs of these groups are appropriately reflected through the diversity of the trustee board. When looking at new appointments, the trustees consider the skills that each potential trustee can bring to the charity to maintain a broad mix of skills, qualifications and business knowledge that will assist the charity's growth. If particular skills are lost due to retirements, individuals are approached to offer themselves for election to the trustee board.

c. Senior Management Team Pay Policy

The trustees review the pay of the senior management team in late summer or early autumn term. For the last three years they have implemented the pay awards given by Government and have followed the same incremental progression as national pay scales for teachers. The trustees however have not formally adopted any national pay scales as this then gives them greater flexibility to offer awards above or below national rates to fit the needs of the school and individual performance levels of staff.

Structure, governance and management (continued)

d. Risk management

The trustees have assessed the major risks to which the charitable company is exposed, in particular those related to the operations and finances of the charitable company and are satisfied that systems and procedures are in place to mitigate our exposure to the major risks.

Covid – 19 – All restrictions have been removed by Government and normal school life has resumed.

Mental health of the students is a particular issue following the second lockdown and the school is supporting each child individually. This is easing as time progresses and suitable interventions have been put in to place for all those students who were requiring additional support. This support has been offered through providing 1:1 counselling sessions, more self regulation/therapy input, drawing and talking therapy and accessing external help and support as appropriate to meet individual needs.

The school is continuing to invest in resources using catch up funding including the purchase of Read, Write, Ink (Literacy programme), additional teacher input for maths interventions etc.

Plans for future periods

The trustees remain committed to ensuring that the students receive the best education possible and feel that it is important to have high quality resources to be able to reach their full potential. Therefore, a priority for the next few years is to dispense with the old portacabins which require high levels of maintenance due to their age, and to replace them with new builds.

Renovations to the main house continue and more rooms have now been made safe and habitable, so that these now have the potential to be used as additional office space for staff.

The school will also be implementing a rolling programme for IT equipment as some of the original computers that the school still has in place were second-hand donations and are no longer fit for purpose. By implementing a rolling programme for replacement, it should mean that all computers will be fit for purpose.

The school will continue to invest in new teaching resources and will continue to expand its choice of options for Year 10 and 11 students.

It buys into an external alternative provision for students who wish to undertake a more practical course in year 10 and 11 that cannot be offered by the school.

It continues to invest in staff development which will enhance the learning experience for the students. Part of this development is the rolling program to have all staff trained in TEACCH (Treatment and Education of Autistic and Related Communication Handicapped Children) principles – training that was booked for individual staff in 2020 or 2021 has however been cancelled due to Covid. These bookings have been moved forward to January 2023.

It purchases the services of a counsellor who visits the school one day per to offer support for students who require additional mental health support. Staff also have access to this service.

TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2022

Fundraising activities

The charity did not secure any grant funding in the year due. The charity is not aware of any failures, during the year ended 31 August 2022 (2021: none), by the charity or any person acting on its behalf, to comply with its fundraising standards, nor did it receive any complaints about fundraising activity. The charity's relevant staff have been provided with training on how to protect vulnerable people and other members of the public from behaviour which is an unreasonable intrusion on a person's privacy; is unreasonably persistent; and places undue pressure on a person to give money or other property.

Statement of Trustees' responsibilities

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

Company law requires the Trustees to prepare financial statements for each financial year. Under company law, the Trustees must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the charitable company and of its incoming resources and application of resources, including its income and expenditure, for that period. In preparing these financial statements, the Trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles of the Charities SORP (FRS 102);
- make judgments and accounting estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards (FRS 102) have been followed, subject to any material departures disclosed and explained in the financial statements;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in business.

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

Disclosure of information to auditors

Each of the persons who are Trustees at the time when this Trustees' report is approved has confirmed that:

- so far as that Trustee is aware, there is no relevant audit information of which the charity's auditors are unaware, and
- that Trustee has taken all the steps that ought to have been taken as a Trustee in order to be aware of any relevant audit information and to establish that the charity's auditors are aware of that information.

Approved by order of the members of the board of Trustees and signed on their behalf by:

John Garner
Trustee

Date: 2/5/23

INDEPENDENT AUDITORS' REPORT TO THE MEMBERS OF THE ST ANDREW'S SCHOOL TRUST

Opinion

We have audited the financial statements of The St Andrew's School Trust (the 'charitable company') for the year ended 31 August 2022 which comprise the Statement of financial activities, the Balance sheet, the Statement of cash flows and the related notes, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

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

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditors' 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 United Kingdom, including the Financial Reporting Council'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 Trustees' 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.

INDEPENDENT AUDITORS' REPORT TO THE MEMBERS OF THE ST ANDREW'S SCHOOL TRUST (CONTINUED)

Other information

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

We have nothing to report in this regard.

Opinion on other matters prescribed by the Companies Act 2006

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

- the information given in the Trustees' report for the financial year for which the financial statements are prepared is consistent with the financial statements.
- the Trustees' report has been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

In the light of our knowledge and understanding of the charitable company and its environment obtained in the course of the audit, we have not identified material misstatements in the Trustees' report.

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

- adequate accounting records have not been kept, or returns adequate for our audit have not been received from branches not visited by us; or
- the financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of Trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit; or
- the Trustees were not entitled to prepare the financial statements in accordance with the small companies regime and take advantage of the small companies' exemptions in preparing the Trustees' report and from the requirement to prepare a Strategic report.

INDEPENDENT AUDITORS' REPORT TO THE MEMBERS OF THE ST ANDREW'S SCHOOL TRUST (CONTINUED)

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.

Auditors' 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 Auditors' 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.

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. The extent to which our procedures are capable of detecting irregularities, including fraud is detailed below:

Due to the field in which the Charity operates, we identified areas most likely to have a direct material impact on the financial statements as compliance with accounting standards, including Charities SORP (FRS 102) and charity law. In addition, we considered the provisions of other laws and regulations which, whilst not having a direct impact on the financial statements, are fundamental to the Charity's ability to operate, including safeguarding requirements, health and safety, employment law, data protection and compliance with various other regulations relevant to the conduct of the Charity's operations.

Our approach to identifying and assessing the risk of material misstatement in respect of irregularities, including fraud and non-compliance with laws and regulations, included the following:

- Enquiries with management and the Trustees about any known or suspected instances of non-compliance with laws and regulations, accidents in the workplace, safeguarding breaches, data breaches, potential litigation or claims and fraud;
- Reviewing legal and professional fees to confirm matters where the Charity engaged lawyers during the year;
- Reviewing financial statement disclosures and testing to supporting documentation to assess compliance with applicable laws and regulations;
- Reviewing board and finance committee meeting minutes and any relevant correspondence with external authorities, including regulators;
- Challenging assumptions and judgements made by management in their significant accounting estimates; and
- Auditing the risk of management override of controls, including through testing journal entries and other adjustments for appropriateness and evaluating the business rationale of any significant transactions outside the normal course of business.

INDEPENDENT AUDITORS' REPORT TO THE MEMBERS OF THE ST ANDREW'S SCHOOL TRUST (CONTINUED)

Because of the inherent limitations of an audit, there is a risk that we will not detect all irregularities, including those leading to a material misstatement in the financial statements or non-compliance with regulation. This risk increases the more that compliance with a law or regulation is removed from the events and transactions reflected in the financial statements, as we will be less likely to become aware of instances of non-compliance. The risk is also greater regarding irregularities occurring due to fraud rather than error, as fraud involves intentional concealment, forgery, collusion, omission or misrepresentation.

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 Auditors' report.

Use of our report

This report is made solely to the charitable company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the charitable company's members those matters we are required to state to them in an Auditors' 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 its members, as a body, for our audit work, for this report, or for the opinions we have formed.

Larking Gowen LLP

John Atkins ACA FCCA (Senior statutory auditor)
for and on behalf of
Larking Gowen LLP
Chartered Accountants
Statutory Auditors
King Street House
15 Upper King Street
Norwich
NR3 1RB

Date: 19 May 2023

THE ST ANDREW'S SCHOOL TRUST
(A company limited by guarantee)

STATEMENT OF FINANCIAL ACTIVITIES (INCORPORATING INCOME AND EXPENDITURE ACCOUNT) FOR THE YEAR ENDED 31 AUGUST 2022

	Note	Unrestricted funds 2022 £	Restricted funds 2022 £	Total funds 2022 £	*Total funds 2021 £*
Income from:					
Charitable activities	2	1,816,827	-	1,816,827	*1,820,373*
Investments	3	329	-	329	*715*
Other income	4	16,613	17,775	34,388	*64,135*
Total income		1,833,769	17,775	1,851,544	*1,885,223*
Expenditure on:					
Charitable activities		1,661,406	12,594	1,674,000	*1,723,486*
Total expenditure		1,661,406	12,594	1,674,000	*1,723,486*
Net income		172,363	5,181	177,544	*161,737*
Transfers between funds	13	5,767	(5,767)	-	-
Net movement in funds		178,130	(586)	177,544	*161,737*
Reconciliation of funds:					
Total funds brought forward		1,798,955	5,365	1,804,320	*1,642,583*
Net movement in funds		178,130	(586)	177,544	*161,737*
Total funds carried forward		1,977,085	4,779	1,981,864	*1,804,320*

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

The notes on pages 14 to 29 form part of these financial statements.

BALANCE SHEET
AS AT 31 AUGUST 2022

	Note	2022 £		2021 £	
Fixed assets					
Tangible assets	9		1,463,398		953,046
			1,463,398		953,046
Current assets					
Debtors	10	32,696		32,795	
Investments	11	254,242		253,914	
Cash at bank and in hand		904,196		636,480	
		1,191,134		923,189	
Creditors: amounts falling due within one year	12	(672,668)		(71,915)	
Net current assets			518,466		851,274
Total net assets			1,981,864		1,804,320
Charity funds					
Restricted funds	13		4,779		5,365
Unrestricted funds	13		1,977,085		1,798,955
Total funds			1,981,864		1,804,320

The Trustees acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and preparation of financial statements.

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

The financial statements were approved and authorised for issue by the Trustees and signed on their behalf by:

John Garner
Trustee
Date: 2/5/23

The notes on pages 14 to 29 form part of these financial statements.

STATEMENT OF CASH FLOWS
FOR THE YEAR ENDED 31 AUGUST 2022

	2022 £	2021 £
Cash flows from operating activities		
Net cash used in operating activities	862,879	(350,902)
Cash flows from investing activities		
Purchase of tangible fixed assets	(595,164)	(88,705)
Interest received	329	715
Net cash used in investing activities	(594,835)	(87,990)
Change in cash and cash equivalents in the year	268,044	(438,892)
Cash and cash equivalents at the beginning of the year	890,394	1,329,286
Cash and cash equivalents at the end of the year	1,158,438	890,394

The notes on pages 14 to 29 form part of these financial statements

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 AUGUST 2022

1. Accounting policies

1.1 Basis of preparation of financial statements

The financial statements have been prepared in accordance with the Charities SORP (FRS 102) - Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

The St Andrew's School Trust meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy.

1.2 Company status

The charitable company is a company limited by guarantee, incorporated in England and Wales, registration number 06729913. The registered office is Aylmerton Hall, Holt Road, Aylmerton, Norfolk, NR11 8QA. The members of the company are the Trustees named on page 1. In the event of the charitable company being wound up, the liability in respect of the guarantee is limited to £1 per member of the charitable company.

1.3 Going concern

After making appropriate enquiries, the trustees have a reasonable expectation that the charitable company has adequate resources to continue in operational existence for the foreseeable future. The Trustees have considered the level of funds held and the expected level of income and expenditure for 12 months from authorising these financial statements. The budgeted income and expenditure is sufficient with the level of reserves for the School to be able to continue as a going concern. For this reason they continue to adopt the going concern basis in preparing the financial statements.

1.4 Income

All income is recognised once the charitable company has entitlement to the income, it is probable that the income will be received and the amount of income receivable can be measured reliably.

Grants are included in the Statement of financial activities on a receivable basis. The balance of income received for specific purposes but not expended during the period is shown in the relevant funds on the Balance sheet. Where income is received in advance of entitlement of receipt, its recognition is deferred and included in creditors as deferred income. Where entitlement occurs before income is received, the income is accrued.

1. Accounting policies (continued)

1.5 Expenditure

Expenditure is recognised once there is a legal or constructive obligation to transfer economic benefit to a third party, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably. Expenditure is classified by activity. The costs of each activity are made up of the total of direct costs and shared costs, including support costs involved in undertaking each activity. Direct costs attributable to a single activity are allocated directly to that activity.

Support costs are those costs incurred directly in support of expenditure on the objects of the charitable company. Governance costs are those incurred in connection with administration of the charitable company and compliance with constitutional and statutory requirements.

Charitable activities and Governance costs are costs incurred on the charitable company's educational operations, including support costs and costs relating to the governance of the charitable company apportioned to charitable activities.

1.6 Interest receivable

Interest on funds held on deposit is included when receivable and the amount can be measured reliably by the charitable company; this is normally upon notification of the interest paid or payable by the institution with whom the funds are deposited.

1.7 Tangible fixed assets and depreciation

Tangible fixed assets costing £100 or more are capitalised.

Tangible fixed assets are carried at cost or valuation, net of depreciation and any provision for impairment. Depreciation is provided at rates calculated to write off the cost or valuation of fixed assets, less their estimated residual value, over their expected useful lives on the following basis:

Freehold property	- Not depreciated
Fixtures and fittings	- 25% straight line & 10% straight line
Office equipment	- 25% straight line
Asset in course of construction	- Not depreciated during the period of construction

Since acquisition the charity's freehold property has been undergoing a programme of significant enhancement. The property is also subject to regular independent valuation. In view of this the trustees consider it inappropriate to depreciate the property which is instead subject to an annual impairment review to ensure that carrying value does not exceed valuation.

1.8 Debtors

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

1. **Accounting policies (continued)**

1.9 Cash at bank and in hand

Cash at bank and in hand includes cash and short-term highly liquid investments with a short maturity of three months or less from the date of acquisition or opening of the deposit or similar account.

1.10 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 charitable company anticipates it will pay to settle the debt or the amount it has received as advanced payments for the goods or services it must provide.

Provisions are measured at the best estimate of the amounts required to settle the obligation. Where the effect of the time value of money is material, the provision is based on the present value of those amounts, discounted at the pre-tax discount rate that reflects the risks specific to the liability. The unwinding of the discount is recognised in the Statement of financial activities as a finance cost.

1.11 Financial instruments

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

1.12 Operating leases

Rentals paid under operating leases are charged to the Statement of financial activities on a straight-line basis over the lease term.

1.13 Pensions

The charitable company operates a defined contribution pension scheme and the pension charge represents the amounts payable by the charitable company to the fund in respect of the year.

Retirement benefits to teaching staff of the charitable company are provided by the Teachers' Pension Scheme ("TPS"). This is a defined benefit scheme.

The TPS is an unfunded scheme and contributions are calculated so as to spread the cost of pensions over employees' working lives with the School in such a way that the pension cost is a substantially level percentage of current and future pensionable payroll. The contributions are determined by the Government Actuary on the basis of quadrennial valuations using a prospective unit credit method. TPS is an unfunded multi-employer scheme with no underlying assets to assign between employers. Consequently, the TPS is treated as a defined contribution scheme for accounting purposes and the contributions recognised in the period to which they relate.

1. Accounting policies (continued)

1.14 Fund accounting

General funds are unrestricted funds which are available for use at the discretion of the Trustees in furtherance of the general objectives of the charitable company and which have not been designated for other purposes.

Designated funds comprise unrestricted funds that have been set aside by the Trustees for particular purposes. The aim and use of each designated fund is set out in the notes to the financial statements.

Restricted funds are funds which are to be used in accordance with specific restrictions imposed by donors or which have been raised by the charitable company for particular purposes. The costs of raising and administering such funds are charged against the specific fund. The aim and use of each restricted fund is set out in the notes to the financial statements.

2. Income from charitable activities

	Unrestricted funds 2022 £	Total funds 2022 £	*Total funds 2021 £*
NCC Fees	1,816,827	1,816,827	*1,820,373*
Total 2021	*1,820,373*	*1,820,373*	

3. Investment income

	Unrestricted funds 2022 £	Total funds 2022 £	*Total funds 2021 £*
Interest received	329	329	*715*
Total 2021	*715*	*715*	

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 AUGUST 2022

4. Other incoming resources

	Unrestricted funds 2022 £	Restricted funds 2022 £	Total funds 2022 £	*Total funds 2021 £*
Other income	904	-	904	*2,232*
Pupil premium	-	16,760	16,760	*17,715*
Fundraising	-	-	-	*277*
Covid-19 funding	15,709	1,015	16,724	*25,160*
Teachers Pension Contribution grant	-	-	-	*18,751*
	16,613	17,775	34,388	*64,135*
Total 2021	*35,860*	*28,275*	*64,135*	

Included within Covid-19 funding in 2022 is £1,015 catch up grant and £15,709 onsite coronavirus testing grant.

5. Analysis of expenditure by activities

	Activities undertaken directly 2022 £	Support costs 2022 £	Total funds 2022 £	*Total funds 2021 £*
Charitable activities	1,491,259	172,106	1,663,365	*1,709,385*
Expenditure on governance	-	10,635	10,635	*14,101*
	1,491,259	182,741	1,674,000	*1,723,486*
Total 2021	*1,508,596*	*214,890*	*1,723,486*	

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 AUGUST 2022

5. Analysis of expenditure by activities (continued)

Analysis of direct costs

	Total funds 2022 £	*Total funds 2021 £*
Staff costs	1,355,062	*1,369,352*
Depreciation	84,714	*89,001*
Loss on disposal	98	-
Classroom subject resources	26,109	*26,454*
Rent and rates	4,989	*6,710*
Light and heat	20,106	*16,615*
DBS costs	181	*464*
	1,491,259	*1,508,596*

5. Analysis of expenditure by activities (continued)

Analysis of support costs

	Total funds 2022 £	Total funds 2021 £
Life skills and trips	4,667	593
Travel	1,788	4,579
Free school meals	12,175	12,209
Repairs and renewals	-	1,042
Training costs	11,273	11,607
Rewards	5,139	6,686
Maintenance	42,571	39,134
Telephone	8,930	10,527
Subscriptions and licenses	23,652	14,968
Insurance	29,328	26,681
Sundries	5,657	1,208
Catch up resources	62	2,872
Postage and stationery	6,757	5,894
Equipment and materials	1,411	9,793
Audit and accountancy fees	10,635	14,101
Professional fees	10,613	46,924
ICT	8,085	6,072
	182,741	214,890

6. Auditors' renumeration

	2022 £	2021 £
Auditors' remuneration	9,570	10,080

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 AUGUST 2022

7. Staff costs

	2022 £	2021 £
Wages and salaries	1,091,091	1,118,905
Social security costs	95,256	92,939
Pension costs	168,715	157,508
	1,355,062	1,369,352

Redundancy payments of £3,807 were paid during the year (2021: £10,000).

The average number of persons employed by the charitable company during the year was as follows:

	2022 No.	2021 No.
Employees	43	45

No employee received remuneration amounting to more than £60,000 in either year.

The key management personnel (KMP) includes the trustees and those members of staff who are senior management personnel to whom the trustees have delegated responsibility in the day-to-day running of the charity. The total amount of remuneration received by the 4 members of KMP (2021 - 4) for their services to the school was £287,903 (2021 - £280,014) for the year.

8. Trustees' remuneration and expenses

During the year, no Trustees received any remuneration or other benefits *(2021 - £NIL)*.

During the year ended 31 August 2022, no Trustee expenses have been incurred *(2021 - £NIL)*.

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 AUGUST 2022

9. Tangible fixed assets

	Freehold property £	Fixtures and fittings £	Office equipment £	Assets in course of construction £	Total £
Cost or valuation					
At 1 September 2021	775,218	324,567	238,959	-	1,338,744
Additions	232,691	37,435	22,711	302,327	595,164
Disposals	-	-	(252)	-	(252)
At 31 August 2022	1,007,909	362,002	261,418	302,327	1,933,656
Depreciation					
At 1 September 2021	-	211,700	173,998	-	385,698
Charge for the year	-	53,053	31,661	-	84,714
On disposals	-	-	(154)	-	(154)
At 31 August 2022	-	264,753	205,505	-	470,258
Net book value					
At 31 August 2022	1,007,909	97,249	55,913	302,327	1,463,398
At 31 August 2021	*775,218*	*112,867*	*64,961*	-	*953,046*

10. Debtors

	2022 £	*2021 £*
Due within one year		
Prepayments and accrued income	32,696	*32,795*
	32,696	*32,795*

11. Current asset investments

	2022 £	2021 £
Cash deposits	254,242	253,914

12. Creditors: Amounts falling due within one year

	2022 £	2021 £
Trade creditors	2,141	6,173
Other creditors	22,322	36,374
Accruals and deferred income	648,205	29,368
	672,668	71,915

	2022 £	2021 £
Deferred income at 1 September 2021	-	577,000
Resources deferred during the year	620,500	-
Amounts released from previous periods	-	(577,000)
	620,500	-

Deferred income relates to school fees received in advance.

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 AUGUST 2022

13. Statement of funds

Statement of funds - current year

	Balance at 1 September 2021 £	Income £	Expenditure £	Transfers in/out £	Balance at 31 August 2022 £
Unrestricted funds					
General funds	1,518,955	1,833,769	(1,661,406)	5,767	1,697,085
Designated funds	280,000	-	-	-	280,000
	1,798,955	1,833,769	(1,661,406)	5,767	1,977,085
Restricted funds					
Pupil premium	2,940	16,760	(9,154)	(5,767)	4,779
Yoga equipment	1,547	-	(1,547)	-	-
Covid-19 Catch-up funding	878	1,015	(1,893)	-	-
	5,365	17,775	(12,594)	(5,767)	4,779
Total of funds	1,804,320	1,851,544	(1,674,000)	-	1,981,864

Pupil premium is funding restricted for spending on pupils as designated by the Department for Education. The transfer to unrestricted funds represents pupil premium spent on capital items funded from unrestricted income.

The yoga equipment fund is a grant for the creation of a space in the school.

The Covid-19 catch-up funding included in the fees receivable from NCC is restricted for spending on those pupils who require additional academic support due to covid-19.

Designated funds represents an amount which is held by the bank guarantee the sum of £30,000 to the Secretary of State towards Teachers' Pensions should the school fail to meet its liabilities and a further £250,000 provision in respect of future staff restructuring costs.

13. Statement of funds (continued)

Statement of funds - prior year

	Balance at 1 September 2020 £	*Income £*	*Expenditure £*	*Transfers in/out £*	*Balance at 31 August 2021 £*
Unrestricted funds					
General funds	*1,352,667*	*1,856,948*	*(1,704,884)*	*14,224*	*1,518,955*
Designated funds	*280,000*	-	-	-	*280,000*
Restricted funds					
Pupil premium	*7,416*	*17,715*	*(7,967)*	*(14,224)*	*2,940*
Yoga equipment	*2,500*	-	*(953)*	-	*1,547*
Covid-19 Catch-up funding	-	*10,560*	*(9,682)*	-	*878*
	9,916	*28,275*	*(18,602)*	*(14,224)*	*5,365*
Total of funds	*1,642,583*	*1,885,223*	*(1,723,486)*	-	*1,804,320*

14. Analysis of net assets between funds

Analysis of net assets between funds - current year

	Unrestricted funds 2022 £	**Restricted funds 2022 £**	**Total funds 2022 £**
Tangible fixed assets	1,463,398	-	**1,463,398**
Current assets	1,186,355	4,779	**1,191,134**
Creditors due within one year	(672,668)	-	**(672,668)**
Total	1,977,085	4,779	**1,981,864**

14. Analysis of net assets between funds (continued)

Analysis of net assets between funds - prior year

	Unrestricted funds 2021 £	*Restricted funds 2021 £*	*Total funds 2021 £*
Tangible fixed assets	*953,046*	-	*953,046*
Current assets	*917,824*	*5,365*	*923,189*
Creditors due within one year	*(71,915)*	-	*(71,915)*
Total	*1,798,955*	*5,365*	*1,804,320*

15. Reconciliation of net movement in funds to net cash flow from operating activities

	2022 £	*2021 £*
Net income for the year (as per Statement of Financial Activities)	**177,544**	*161,737*
Adjustments for:		
Depreciation charges	**84,714**	*89,001*
Loss on the sale of fixed assets	**98**	-
Decrease/(increase) in debtors	**99**	*(15,508)*
(Decrease)/increase in creditors	**600,753**	*(585,417)*
Bank interest received	**(329)**	*(715)*
Net cash provided by/(used in) operating activities	**862,879**	*(350,902)*

16. Analysis of cash and cash equivalents

	2022 £	*2021 £*
Cash in hand	**904,196**	*636,480*
Liquid investments	**254,242**	*253,914*
Total cash and cash equivalents	**1,158,438**	*890,394*

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 AUGUST 2022

17. Analysis of changes in net debt

	At 1 September 2021	Cash flows	At 31 August 2022
	£	£	£
Cash at bank and in hand	636,480	267,716	904,196
Liquid investments	253,914	328	254,242
	890,394	268,044	1,158,438

18. Capital commitments

	2022	2021
	£	£
Contracted for but not provided in these financial statements		
Acquisition of tangible fixed assets	129,280	213,915

19. Pension commitments

Defined benefit scheme

The charitable company operates a defined contribution pension scheme. The assets of the scheme are held separately from those of the charitable company in an independently administered fund. The pension cost charge represents contributions payable by the charitable company to the fund and amounted to £55,132 (2021 - £53,486). Contributions totalling £Nil (2021 - £6,254) were payable to the fund at the balance sheet date and are included in creditors.

Teachers' Pension Scheme

The Teachers' Pension Scheme (TPS) is a statutory, contributory, defined benefit scheme, governed by the Teachers' Pension Scheme Regulations 2014. Membership is automatic for full-time teachers and, from 1 January 2007, automatic for teachers in part-time employment following appointment or change of contract, although they are able to opt out.

The TPS is an unfunded scheme and members contribute on a 'pay as you go' basis - these contributions along with those made by employers are credited to the Exchequer. Retirement and other pension benefits are paid by public funds provided by Parliament.

19. Pension commitments (continued)

Valuation of the Teachers' Pension Scheme

The Government Actuary, using normal actuarial principles, conducts a formal actuarial review of the TPS in accordance with the Public Service Pensions (Valuations and Employer Cost Cap) Directions 2014 published by HM Treasury every 4 years. The aim of the review is to specify the level of future contributions. Actuarial scheme valuations are dependent on assumptions about the value of future costs, design of benefits and many other factors. The latest actuarial valuation of the TPS was carried out as at 31 March 2016. The valuation report was published by the Department for Education on 5 March 2019. The key elements of the valuation and subsequent consultation are:

- employer contribution rates set at 23.68% of pensionable pay (including a 0.08% administration levy)
- total scheme liabilities (pensions currently in payment and the estimated cost of future benefits) for service to the effective date of £218,100 million and notional assets (estimated future contributions together with the notional investments held at the valuation date) of £196,100 million, giving a notional past service deficit of £22,000 million
- the SCAPE rate, set by HMT, is used to determine the notional investment return. The current SCAPE rate is 2.4% above the rate of CPI, assumed real rate of return is 2.4% in excess of prices and 2% in excess of earnings. The rate of real earnings growth is assumed to be 2.2%. The assumed nominal rate of return including earnings growth is 4.45%.

The next valuation result is due to be implemented from 1 April 2024.

The employer's pension costs paid to TPS in the year amounted to £113,583 (2021: £104,022).

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

Under the definitions set out in FRS 102, the TPS is an unfunded multi-employer scheme. The charity has accounted for its contributions to the scheme as if it were a defined contribution scheme. The charity has set out above the information available on the scheme.

20. Operating lease commitments

At 31 August 2022 the charitable company had commitments to make future minimum lease payments under non-cancellable operating leases as follows:

	2022 £	2021 £
Not later than 1 year	1,874	3,247
Later than 1 year and not later than 5 years	891	10,316
	2,765	13,563

During the year lease payments of £3,247 (2021:£3,247) have been recognised as an expense in the Statement of financial activities.

21. Related party transactions

During the year Mr C Jackson, the husband of Julie Jackson (Assistant Head-Administration) was employed by the school. Mr C Jackson is employed using the school's standard payscales and is on Scale J point 30.

THE ST ANDREW'S SCHOOL TRUST

England & Wales - Charity number 1129232

Accounts

Registered number: 06729913
Charity number: 1129232

THE ST ANDREW'S SCHOOL TRUST

(A company limited by guarantee)

TRUSTEES' REPORT AND FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 AUGUST 2021

THE ST ANDREW'S SCHOOL TRUST
(A company limited by guarantee)

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REFERENCE AND ADMINISTRATIVE DETAILS OF THE CHARITABLE COMPANY, ITS TRUSTEES AND ADVISERS
FOR THE YEAR ENDED 31 AUGUST 2021

Trustees	Sue Brisbane (appointed 17 July 2021) David Bullard (resigned 20 March 2021) Joanne Davis (resigned 27 September 2021) Diana Garner (appointed 22 November 2021) John Garner Michael Goodwin (appointed 23 November 2020) Maria Hodge (appointed 28 September 2020) Chris Johnson Veronica Jones Karen McKerrow (appointed 22 November 2021) Avril Peck (appointed 24 January 2022) Rose Robinson
Company registered number	06729913
Charity registered number	1129232
Registered office	Aylmerton Hall Holt Road Aylmerton Norfolk NR11 8QA
Independent auditors	Larking Gowen LLP Chartered Accountants Statutory Auditors King Street House 15 Upper King Street Norwich NR3 1RB
Bankers	Co-operative Bank Plc Head Office P.O. Box 101 1 Balloon Street Manchester M60 4EP
Solicitors	Birketts Kingfisher House 1 Gilders Way Norwich Norfolk NR3 1UB

TRUSTEES' REPORT
FOR THE YEAR ENDED 31 AUGUST 2021

The Trustees present their annual report together with the audited financial statements of The St Andrew's School Trust for the year 1 September 2020 to 31 August 2021. The Annual report serves the purposes of both a Trustees' report and a directors' report under company law. The Trustees confirm that the Annual report and financial statements of the charitable company comply with the current statutory requirements, the requirements of the charitable company's governing document and the provisions of the Statement of Recommended Practice (SORP) applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS102) (effective 1 January 2019).

Since the charitable company qualifies as small under section 382 of the Companies Act 2006, the Strategic report required of medium and large companies under the Companies Act 2006 (Strategic Report and Directors' Report) Regulations 2013 has been omitted.

Objectives and activities

a. Policies and objectives

Our charity's purpose as set out in the objects contained in the company's memorandum and articles of association is to provide special needs education.

The aim of our charity is to advance the education of children and young people with speech, language and communication difficulties. Our aims fully reflect the purposes that the charity was set up to further.

The main objectives for the year continued to be the advancement of the education of children and young people with speech, language and communication difficulties. The strategies we used to meet these objectives included:

- Teaching a broad and balanced curriculum in accordance with our policies
- Providing suitable building and teaching facilities, which are reflective of the needs of those being educated;
- Working in accordance with the principles and ethos of the Religious Society of Friends;
- Supporting students with their mental health during the current pandemic;
- Understanding the specific and individual needs of those being educated.

b. Main activities undertaken to further the charitable company's purposes for the public benefit

In setting objectives and planning for activities, the Trustees have given due consideration to general guidance published by the Charity Commission relating to public benefit, including the guidance 'Public benefit: running a charity 'PB2)'.

Achievements and performance

a. Review of activities

The number of students in the school is now 43 but is Ofsted registered for a maximum of 45. The trustees have previously decided that numbers will not increase beyond 45 for the foreseeable future. The school was Ofsted inspected in September 2018 and was judged as 'Good' in all areas.

Achievements and performance (continued)

Technology provision in the school continues to be updated and increased with all students now having access to a laptop. The purchase of webcams and speakers has enabled remote learning. Interactive screens and PC's are now being replaced as the old ones come to the end of their useful life. More outdoor gym equipment has been purchased, increasing the strategies available to students to self-regulate. The physical and mental health and well-being of students has been promoted by the purchase of a new outdoor gym trail and by investing in teacher training to support the development of physical education. Students continued to enjoy off site activities when/where Coronavirus restrictions allowed, and the use of the school minibuses also enabled a range of life skill topics to be taught.

The charity has continued the development of the school facilities during the year, carrying out significant improvements to the freehold property which has included the installation of a large new log cabin which is being used as a library. New flooring was laid to the gym and significant internal works have been carried out on the main building, including replacement windows, flooring, electrical works etc. This will allow for further office/storage space as more rooms are now in a usable condition.

Works since the end of the financial year have included ongoing internal works in the main building, upgrades to IT hardware, installation of a new trim trail and the commencement of the first of two new build eco classrooms to replace old portacabins.

b. Investment policy and performance

Aside from retaining a prudent amount in reserves each year, most of the charity's funds are to be spent in the short-term, so there are few funds available for long term investment. The savings account continues to be topped up on a yearly basis to ensure that there are sufficient funds to cover redundancy costs for all employed staff. The remaining balances are now being invested in the two new eco classroom builds. Following these builds the surpluses will then see a further period of saving until enough surplus is built up to replace the remaining portacabin.

Financial review

a. Going concern

After making appropriate enquiries, the trustees have a reasonable expectation that the charitable company has adequate resources to continue in operational existence for the foreseeable future. For this reason, they continue to adopt the going concern basis in preparing the financial statements.

It has been confirmed that funding will continue until August 2022 regardless of whether schools are open or closed. The school has been fully open for all students since 22nd February 2021 following vaccination of all staff. The school continues to receive student placement requests from Norfolk County Council; therefore funding will be secure for the next academic year.

b. Reserves policy

The surplus for the year of £161,737 (2020: £257,128) continues to be invested in the further development of the school facilities, particularly in the area of eco classrooms.

The trustees, in conjunction with management, regularly review the finances of the school and receive monthly management accounts which give an overview of how well spending is managed against budget. The budget process has received an overhaul and now provides a much more comprehensive budget plan for future years. The level of reserves within the school is reviewed within this framework.

The trustees have revised their views on the amount of reserves to be held and have decided to hold funds to cover actual redundancy costs due at the end of any academic year plus any existing commitments.

Unrestricted reserves as at the year-end were £1,782,955 (2020: £1,632,667). Restricted funds as at the year-end were £5,385 (2020: £9,916). Details of the restricted funds can be found at note 14. Free reserves on 31 August 2021 total £845,909 (2020: £679,325).

Structure, governance and management

a. Constitution

The St Andrew's School Trust is a charitable company limited by guarantee, incorporated on the 22 October 2008 and registered as a charity on the 21 April 2009. The company was established under a Memorandum of Association which established the objects and powers of the charitable company and is governed under the Articles of Association. In the event of the company being wound up, the members are required to contribute an amount not exceeding £1.

b. Methods of appointment or election of Trustees

The directors of the company are also charity trustees for the purposes of charity law and under the company's articles, are known as members of the company.

All appointments and resignations are reviewed at the annual general meeting and if necessary, voted upon by the members and decided by a majority vote.

Due to the nature of the charity's work which inevitably focuses upon children and young people, the trustees of the charity seek to ensure that the needs of these groups are appropriately reflected through the diversity of the trustee board. When looking at new appointments, the trustees consider the skills that each potential trustee can bring to the charity in order to maintain a broad mix of skills, qualifications and business knowledge that will assist the charity's growth. In the event that particular skills are lost due to retirements, individuals are approached to offer themselves for election to the trustee board.

c. Senior Management Team Pay Policy

The trustees review the pay of the senior management team in late summer or early autumn term. For the last three years they have implemented the pay awards given by Government and have followed the same incremental progression as national pay scales for teachers. The trustees however have not formally adopted any national pay scales as this then gives them greater flexibility to offer awards above or below national rates to fit the needs of the school and individual performance levels of staff.

Structure, governance and management (continued)

d. Risk management

The trustees have assessed the major risks to which the charitable company is exposed, in particular those related to the operations and finances of the charitable company and are satisfied that systems and procedures are in place to mitigate our exposure to the major risks.

Covid – 19 – During March 2020 a significant number of coronavirus cases in the UK began to emerge and this resulted in the Government ordering a lockdown and the shutting of schools (except for the children of key workers and those in vulnerable groups) with effect from 26th March. In the weeks prior to the announcement the school had already taken proactive steps to reduce transmission by introducing regular handwashing as well as temperature taking of all staff, students, and visitors to the school. Anyone showing signs of a higher than normal temperature were immediately sent home and requested to self isolate in line with Government guidance.

The school initially had just 1 student attending (looked after child) but following the Easter holidays this increased by a further 2 students (1 key worker, 1 vulnerable). Students not attending were sent packs of work on a bi weekly basis (or more often if needed) as well as being given access to various online learning resources. Work was returned by the students and marked as usual by staff and then students were given feedback.

The school had a large proportion of staff who were shielding or social distancing due to underlying medical conditions and this needed close monitoring once the school was re opened to ensure that staff/student ratios remained sufficient. Initially it was thought that staff who were shielding/social distancing may be able to be furloughed but further guidance from the Government on the furlough scheme made it clear that as the school receives public funding via Norfolk County Council, we were not able to access the scheme. This however did not cause an issue as the school received full funding for the summer term.

A further lockdown came into effect in January 2021 and the school was able to offer places to all students who were either vulnerable or children of key workers. At the end of January all staff were offered the opportunity to receive the Pfizer vaccination and 100% of staff took up this offer. This meant that staff were happy to return to work following the February half term break (except for those classed as CEV) and we were able to offer places to all students. By the end of the first week all students who were previously attending had returned.

Since 1st April 2021 further easing of restrictions were made by the Government which has meant that all staff are now back in the workplace.

During the second lockdown, laptops and work packs were delivered to each student's home address so that they were able to access learning from home. This was a blend of pre set work emailed to each student and face to face lessons delivered via "Zoom". Engagement to learning during the second lockdown was much improved.

Coronavirus has continued to present many challenges to the school in terms of staff shortages and pupil attendance being lower than usual due to cluster outbreaks. Sourcing supply staff to cover staff absence continues to be difficult.

Mental health of the students is a particular issue following the second lockdown and the school is supporting each child individually. This is easing as time progresses and suitable interventions have been put in to place for all those students who were requiring additional support. This support has been offered through providing 1:1 counselling sessions, more self regulation/therapy input, drawing and talking therapy and accessing external help and support as appropriate to meet individual needs.

Structure, governance and management (continued)

The school is continuing to invest in resources using catch up funding including the purchase of Read, Write, Ink (Literacy programme), additional teacher input for maths interventions etc.

The trustees and SMT are keeping as up to date as possible regarding current guidelines, lifting of restrictions etc and will act on these as and when necessary. The school continues to look at and revise its risk assessment considering any new guidance.

Plans for future periods

The trustees remain committed to ensuring that the students receive the best education possible and feel that it is important to have high quality resources to be able to reach their full potential. Therefore, a priority for the next few years is to dispense with the old portacabins which require high levels of maintenance due to their age, and to replace them with new builds.

Renovations to the main house continue and more rooms have now been made safe and habitable, so that these now have the potential to be used as additional office space for staff.

The school will also be implementing a rolling programme for IT equipment as some of the original computers that the school still has in place were second-hand donations and are no longer fit for purpose. By implementing a rolling programme for replacement, it should mean that all computers will be fit for purpose.

The school will continue to invest in new teaching resources and will be expanding its choice of options for Year 10 and 11 students from next year.

It will also buy in to a local external therapy and consultancy service package offered by Verbatim which is based at Pensthorpe. This will help support both staff and individual students in different areas of need.

It continues to invest in staff development which will enhance the learning experience for the students. Part of this development is the rolling program to have all staff trained in TEACCH (Treatment and Education of Autistic and Related Communication Handicapped Children) principles – training that was booked for individual staff in the 2020 year and 2021 year has however been cancelled due to Covid. These bookings have been moved forward to 2022.

Fundraising activities

The charity did not secure any fundraising income in the year due to the Coronavirus pandemic. The charity is not aware of any failures, during the year ended 31 August 2021 (2020: none), by the charity or any person acting on its behalf, to comply with its fundraising standards, nor did it receive any complaints about fundraising activity. The charity's relevant staff have been provided with training on how to protect vulnerable people and other members of the public from behaviour which is an unreasonable intrusion on a person's privacy; is unreasonably persistent; and places undue pressure on a person to give money or other property.

TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2021

Statement of Trustees' responsibilities

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

Company law requires the Trustees to prepare financial statements for each financial year. Under company law, the Trustees must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the charitable company and of its incoming resources and application of resources, including its income and expenditure, for that period. In preparing these financial statements, the Trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles of the Charities SORP (FRS 102);
- make judgments and accounting estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards (FRS 102) have been followed, subject to any material departures disclosed and explained in the financial statements;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in business.

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

Disclosure of information to auditors

Each of the persons who are Trustees at the time when this Trustees' report is approved has confirmed that:

- so far as that Trustee is aware, there is no relevant audit information of which the charity's auditors are unaware, and
- that Trustee has taken all the steps that ought to have been taken as a Trustee in order to be aware of any relevant audit information and to establish that the charity's auditors are aware of that information.

Approved by order of the members of the board of Trustees and signed on their behalf by:

John Garner
Trustee
Date: 24/3/22

INDEPENDENT AUDITORS' REPORT TO THE MEMBERS OF THE ST ANDREW'S SCHOOL TRUST

Opinion

We have audited the financial statements of The St Andrew's School Trust (the 'charitable company') for the year ended 31 August 2021 which comprise the Statement of financial activities, the Balance sheet, the Statement of cash flows and the related notes, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 August 2021 and of its incoming resources and application of resources, including its income and expenditure for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditors' 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 United Kingdom, including the Financial Reporting Council'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 Trustees' 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.

INDEPENDENT AUDITORS' REPORT TO THE MEMBERS OF THE ST ANDREW'S SCHOOL TRUST (CONTINUED)

Other information

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

We have nothing to report in this regard.

Opinion on other matters prescribed by the Companies Act 2006

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

- the information given in the Trustees' report for the financial year for which the financial statements are prepared is consistent with the financial statements.
- the Trustees' report has been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

In the light of our knowledge and understanding of the charitable company and its environment obtained in the course of the audit, we have not identified material misstatements in the Trustees' report.

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

- adequate accounting records have not been kept, or returns adequate for our audit have not been received from branches not visited by us; or
- the financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of Trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit; or
- the Trustees were not entitled to prepare the financial statements in accordance with the small companies regime and take advantage of the small companies' exemptions in preparing the Trustees' report and from the requirement to prepare a Strategic report.

INDEPENDENT AUDITORS' REPORT TO THE MEMBERS OF THE ST ANDREW'S SCHOOL TRUST (CONTINUED)

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.

Auditors' 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 Auditors' 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.

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. The extent to which our procedures are capable of detecting irregularities, including fraud is detailed below:

Due to the field in which the Charity operates, we identified areas most likely to have a direct material impact on the financial statements as compliance with accounting standards, including Charities SORP (FRS 102) and charity law. In addition, we considered the provisions of other laws and regulations which, whilst not having a direct impact on the financial statements, are fundamental to the Charity's ability to operate, including safeguarding requirements, health and safety, employment law, data protection and compliance with various other regulations relevant to the conduct of the Charity's operations.

Our approach to identifying and assessing the risk of material misstatement in respect of irregularities, including fraud and non-compliance with laws and regulations, included the following:

- Enquiries with management and the Trustees about any known or suspected instances of non-compliance with laws and regulations, accidents in the workplace, safeguarding breaches, data breaches, potential litigation or claims and fraud;
- Reviewing legal and professional fees to confirm matters where the Charity engaged lawyers during the year;
- Reviewing financial statement disclosures and testing to supporting documentation to assess compliance with applicable laws and regulations;
- Reviewing board and finance committee meeting minutes and any relevant correspondence with external authorities, including regulators;
- Challenging assumptions and judgements made by management in their significant accounting estimates; and
- Auditing the risk of management override of controls, including through testing journal entries and other adjustments for appropriateness and evaluating the business rationale of any significant transactions outside the normal course of business.

INDEPENDENT AUDITORS' REPORT TO THE MEMBERS OF THE ST ANDREW'S SCHOOL TRUST (CONTINUED)

Due to the inherent limitations of an audit, there is a risk that we will not detect all irregularities, including those leading to a material misstatement in the financial statements or non-compliance with regulation. This risk increases the more that compliance with a law or regulation is removed from the events and transactions reflected in the financial statements, as we will be less likely to become aware of instances of non-compliance. The risk is also greater regarding irregularities occurring due to fraud rather than error, as fraud involves intentional concealment, forgery, collusion, omission or misrepresentation.

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 Auditors' report.

Use of our report

This report is made solely to the charitable company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the charitable company's members those matters we are required to state to them in an Auditors' 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 its members, as a body, for our audit work, for this report, or for the opinions we have formed.

Joanne Fox BA FCA (Senior statutory auditor)
for and on behalf of
Larking Gowen LLP
Chartered Accountants
Statutory Auditors
King Street House
15 Upper King Street
Norwich
NR3 1RB

Date: 24.03.2022

STATEMENT OF FINANCIAL ACTIVITIES (INCORPORATING INCOME AND EXPENDITURE ACCOUNT) FOR THE YEAR ENDED 31 AUGUST 2021

	Note	Unrestricted funds 2021 £	Restricted funds 2021 £	Total funds 2021 £	*Total funds 2020 £*
Income from:					
Donations and legacies	2	-	-	-	*2,500*
Charitable activities	3	1,820,373	-	1,820,373	*1,741,665*
Investments	4	715	-	715	*274*
Other income	5	35,860	28,275	64,135	*35,300*
Total income		1,856,948	28,275	1,885,223	*1,779,739*
Expenditure on:					
Charitable activities:					
Other charitable activities		1,704,884	18,602	1,723,486	*1,522,611*
Total expenditure		1,704,884	18,602	1,723,486	*1,522,611*
Net income		152,064	9,673	161,737	*257,128*
Transfers between funds	14	14,224	(14,224)	-	*-*
Net movement in funds		166,288	(4,551)	161,737	*257,128*
Reconciliation of funds:					
Total funds brought forward		1,632,667	9,916	1,642,583	*1,385,455*
Net movement in funds		166,288	(4,551)	161,737	*257,128*
Total funds carried forward		1,798,955	5,365	1,804,320	*1,642,583*

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

The notes on pages 15 to 30 form part of these financial statements.

THE ST ANDREW'S SCHOOL TRUST
(A company limited by guarantee)
REGISTERED NUMBER: 06729913

BALANCE SHEET
AS AT 31 AUGUST 2021

	Note		2021 £		2020 £
Fixed assets					
Tangible assets	10		**953,046**		*953,342*
Current assets					
Debtors	11	**32,795**		*17,287*	
Investments	12	**253,914**		*250,199*	
Cash at bank and in hand		**636,480**		*1,079,087*	
		923,189		*1,346,573*	
Creditors: amounts falling due within one year	13	**(71,915)**		*(657,332)*	
Net current assets			**851,274**		*689,241*
Total net assets			**1,804,320**		*1,642,583*
Charity funds					
Restricted funds	14		**5,365**		*9,916*
Unrestricted funds	14		**1,798,955**		*1,632,667*
Total funds			**1,804,320**		*1,642,583*

The Trustees acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and preparation of financial statements.

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

The financial statements were approved and authorised for issue by the Trustees and signed on their behalf by:

John Garner
Trustee
Date: 24/3/22

The notes on pages 15 to 30 form part of these financial statements.

STATEMENT OF CASH FLOWS
FOR THE YEAR ENDED 31 AUGUST 2021

	2021 £	*2020* *£*
Cash flows from operating activities		
Net cash used in operating activities	**(350,902)**	*913,295*
Cash flows from investing activities		
Purchase of tangible fixed assets	**(88,705)**	*(83,068)*
Interest received	**715**	*274*
Net cash used in investing activities	**(87,990)**	*(82,794)*
Cash flows from financing activities		
Net cash provided by financing activities	**-**	*-*
Change in cash and cash equivalents in the year	**(438,892)**	*830,501*
Cash and cash equivalents at the beginning of the year	**1,329,286**	*498,785*
Cash and cash equivalents at the end of the year	**890,394**	*1,329,286*

The notes on pages 15 to 30 form part of these financial statements

1. Accounting policies

1.1 Basis of preparation of financial statements

The financial statements have been prepared in accordance with the Charities SORP (FRS 102) - 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), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

The St Andrew's School Trust meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy.

1.2 Company status

The charitable company is a company limited by guarantee, incorporated in England and Wales, registration number 06729913. The registered office is Aylmerton Hall, Holt Road, Aylmerton, Norfolk, NR11 8QA. The members of the company are the Trustees named on page 1. In the event of the charitable company being wound up, the liability in respect of the guarantee is limited to £1 per member of the charitable company.

1.3 Going concern

After making appropriate enquiries, the trustees have a reasonable expectation that the charitable company has adequate resources to continue in operational existence for the foreseeable future. The Trustees have considered the level of funds held and the expected level of income and expenditure for 12 months from authorising these financial statements. The budgeted income and expenditure is sufficient with the level of reserves for the School to be able to continue as a going concern. For this reason they continue to adopt the going concern basis in preparing the financial statements.

1.4 Income

All income is recognised once the charitable company has entitlement to the income, it is probable that the income will be received and the amount of income receivable can be measured reliably.

Grants are included in the Statement of financial activities on a receivable basis. The balance of income received for specific purposes but not expended during the period is shown in the relevant funds on the Balance sheet. Where income is received in advance of entitlement of receipt, its recognition is deferred and included in creditors as deferred income. Where entitlement occurs before income is received, the income is accrued.

1.5 Expenditure

Expenditure is recognised once there is a legal or constructive obligation to transfer economic benefit to a third party, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably. Expenditure is classified by activity. The costs of each activity are made up of the total of direct costs and shared costs, including support costs involved in undertaking each activity. Direct costs attributable to a single activity are allocated directly to that activity.

1. Accounting policies (continued)

1.5 Expenditure (continued)

Support costs are those costs incurred directly in support of expenditure on the objects of the charitable company. Governance costs are those incurred in connection with administration of the charitable company and compliance with constitutional and statutory requirements.

Charitable activities and Governance costs are costs incurred on the charitable company's educational operations, including support costs and costs relating to the governance of the charitable company apportioned to charitable activities.

1.6 Interest receivable

Interest on funds held on deposit is included when receivable and the amount can be measured reliably by the charitable company; this is normally upon notification of the interest paid or payable by the bank.

1.7 Tangible fixed assets and depreciation

All assets costing £100 or more are capitalised.

Tangible fixed assets are carried at cost or valuation, net of depreciation and any provision for impairment. Depreciation is provided at rates calculated to write off the cost or valuation of fixed assets, less their estimated residual value, over their expected useful lives on the following basis:

Freehold property	- Not depreciated
Fixtures and fittings	- 25% straight line
Office equipment	- 25% straight line

Since acquisition the charity's freehold property has been undergoing a programme of significant enhancement. The property is also subject to regular independent valuation. In view of this the trustees consider it inappropriate to depreciate the property which is instead subject to an annual impairment review to ensure that carrying value does not exceed valuation.

1.8 Debtors

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

1.9 Cash at bank and in hand

Cash at bank and in hand includes cash and short-term highly liquid investments with a short maturity of three months or less from the date of acquisition or opening of the deposit or similar account.

1. Accounting policies (continued)

1.10 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 charitable company anticipates it will pay to settle the debt or the amount it has received as advanced payments for the goods or services it must provide.

Provisions are measured at the best estimate of the amounts required to settle the obligation. Where the effect of the time value of money is material, the provision is based on the present value of those amounts, discounted at the pre-tax discount rate that reflects the risks specific to the liability. The unwinding of the discount is recognised within interest payable and similar charges.

1.11 Financial instruments

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

1.12 Operating leases

Rentals paid under operating leases are charged to the Statement of financial activities on a straight line basis over the lease term.

1.13 Pensions

The charitable company operates a defined contribution pension scheme and the pension charge represents the amounts payable by the charitable company to the fund in respect of the year.

Retirement benefits to teaching staff of the charitable company are provided by the Teachers' Pension Scheme ("TPS"). This is a defined benefit scheme.

The TPS is an unfunded scheme and contributions are calculated so as to spread the cost of pensions over employees' working lives with the School in such a way that the pension cost is a substantially level percentage of current and future pensionable payroll. The contributions are determined by the Government Actuary on the basis of quadrennial valuations using a prospective unit credit method. TPS is an unfunded multi-employer scheme with no underlying assets to assign between employers. Consequently, the TPS is treated as a defined contribution scheme for accounting purposes and the contributions recognised in the period to which they relate.

1. Accounting policies (continued)

1.14 Fund accounting

General funds are unrestricted funds which are available for use at the discretion of the Trustees in furtherance of the general objectives of the charitable company and which have not been designated for other purposes.

Designated funds comprise unrestricted funds that have been set aside by the Trustees for particular purposes. The aim and use of each designated fund is set out in the notes to the financial statements.

Restricted funds are funds which are to be used in accordance with specific restrictions imposed by donors or which have been raised by the charitable company for particular purposes. The costs of raising and administering such funds are charged against the specific fund. The aim and use of each restricted fund is set out in the notes to the financial statements.

2. Income from donations and legacies

	Restricted funds 2021 £	Total funds 2021 £	*Total funds 2020 £*
Grants	-	-	*2,500*
Total 2020	*2,500*	*2,500*	

3. Income from charitable activities

	Unrestricted funds 2021 £	Restricted funds 2021 £	Total funds 2021 £	*Total funds 2020 £*
NCC Fees	1,820,373	-	1,820,373	*1,741,665*
Total 2020	*1,740,366*	*1,299*	*1,741,665*	

4. Investment income

	Unrestricted funds 2021 £	Total funds 2021 £	*Total funds 2020 £*
Interest received	715	715	*274*
Total 2020	*274*	*274*	

5. Other incoming resources

	Unrestricted funds 2021 £	Restricted funds 2021 £	Total funds 2021 £	*Total funds 2020 £*
Other income	2,232	-	**2,232**	*6,967*
Pupil premium	-	17,715	**17,715**	*15,620*
Fundraising	277	-	**277**	*1,680*
Covid-19 funding	14,600	10,560	**25,160**	-
Teachers Pension Contribution grant	18,751	-	**18,751**	*11,033*
	35,860	28,275	**64,135**	*35,300*
Total 2020	*19,680*	*15,620*	*35,300*	

In 2020, £15,620 pupil premium was restricted.

Included within Covid-19 funding in 2021 is £10,560 catch up grant and £14,600 onsite coronavirus testing grant.

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 AUGUST 2021

6. Summary by expenditure type

	Staff costs 2021 £	Depreciation 2021 £	Other costs 2021 £	Total funds 2021 £	*Total funds 2020 £*
Charitable activities	1,369,352	89,001	251,932	**1,710,285**	*1,512,311*
Expenditure on governance	-	-	13,201	**13,201**	*10,300*
Total 2021	1,369,352	89,001	265,133	**1,723,486**	*1,522,611*
Total 2020	*1,244,677*	*87,583*	*194,281*	*1,526,541*	

7. Analysis of expenditure by activities

	Activities undertaken directly 2021 £	Support costs 2021 £	Total funds 2021 £	*Total funds 2020 £*
Charitable activities	1,508,596	200,789	**1,709,385**	*1,512,311*
Expenditure on governance	-	14,101	**14,101**	*10,300*
Total 2021	1,508,596	214,890	**1,723,486**	*1,522,611*
Total 2020	*1,366,351*	*156,260*	*1,522,611*	

Analysis of direct costs

7. Analysis of expenditure by activities (continued)

Analysis of direct costs (continued)

	Total funds 2021 £	*Total funds 2020 £*
Staff costs	**1,369,352**	*1,244,677*
Depreciation	**89,001**	*87,583*
Classroom subject resources	**26,454**	*17,987*
Rent and rates	**6,710**	*6,602*
Light and heat	**16,615**	*9,187*
DBS costs	**464**	*315*
	1,508,596	*1,366,351*

Analysis of support costs

7. Analysis of expenditure by activities (continued)

Analysis of support costs (continued)

	Total funds 2021 £	*Total funds 2020 £*
Life skills and trips	593	*3,266*
Travel	4,579	*4,912*
Free school meals	12,209	*12,884*
Repairs and renewals	1,042	*5*
Training costs	11,607	*7,287*
Rewards	6,686	*4,825*
Maintenance	39,134	*24,867*
Telephone	10,527	*10,282*
Subscriptions and licenses	14,968	*13,273*
Insurance	26,681	*19,894*
Sundries	1,208	*7,425*
Catch up resources	2,872	*-*
Postage and stationery	5,894	*5,705*
Equipment and materials	9,793	*7,069*
Audit fees	14,101	*10,300*
Professional fees	46,924	*19,682*
P.E.	-	*25*
ICT	6,072	*4,559*
	214,890	*156,260*

8. Net income/(expenditure)

	2021 £	2020 £
This is stated after charging:		
Depreciation of tangible fixed assets owned by the charity	**89,001**	*87,583*
Auditors' remuneration	**10,080**	*8,100*
Fees payable to the Charity's auditors in respect of other services	**4,021**	*2,200*
Operating lease rentals	**675**	*1,188*

During the year, no Trustees received any remuneration (2020: £Nil).
During the year, no Trustees received any benefits in kind (2020: £Nil).
During the year, no Trustees received any reimbursement of expenses (2020: £Nil).

9. Staff costs

	2021 £	2020 £
Wages and salaries	**1,118,905**	*992,916*
Social security costs	**92,939**	*100,591*
Pension costs	**157,508**	*151,170*
	1,369,352	*1,244,677*

Redundancy payments of £10,000 were paid during the year (2020: £nil).

The average number of persons employed by the charitable company during the year was as follows:

	2021 No.	2020 No.
Employees	**45**	*43*

No employee received remuneration amounting to more than £60,000 in either year.

The key management personnel (KMP) includes the trustees and those members of staff who are senior management personnel to whom the trustees have delegated responsibility in the day-to-day running of the charity. The total amount of remuneration received by the 4 members of KMP (2020 - 4) for their services to the school was £280,014 (2020 - £266,280) for the year.

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 AUGUST 2021

10. Tangible fixed assets

	Freehold property £	Fixtures and fittings £	Office equipment £	Total £
Cost or valuation				
At 1 September 2020	**775,218**	**264,575**	**216,796**	**1,256,589**
Additions	**-**	**61,482**	**27,223**	**88,705**
Disposals	**-**	**(1,490)**	**(5,060)**	**(6,550)**
At 31 August 2021	**775,218**	**324,567**	**238,959**	**1,338,744**
Depreciation				
At 1 September 2020	**-**	**158,378**	**144,869**	**303,247**
Charge for the year	**-**	**54,812**	**34,189**	**89,001**
On disposals	**-**	**(1,490)**	**(5,060)**	**(6,550)**
At 31 August 2021	**-**	**211,700**	**173,998**	**385,698**
Net book value				
At 31 August 2021	**775,218**	**112,867**	**64,961**	**953,046**
At 31 August 2020	*775,218*	*106,197*	*71,927*	*953,342*

On 2 June 2016, the company's freehold property (including fixtures) at Aylmerton Hall was independently valued at £850,000 (including fixtures and fittings).

11. Debtors

	2021 £	2020 £
Due within one year		
Prepayments and accrued income	**32,795**	*17,287*
	32,795	*17,287*

12. Current asset investments

	2021 £	2020 £
Cash deposits	253,914	250,199

13. Creditors: Amounts falling due within one year

	2021 £	2020 £
Trade creditors	6,173	6,853
Other creditors	36,374	57,142
Accruals and deferred income	29,368	593,337
	71,915	657,332

	2021 £	2020 £
Deferred income at 1 September 2020	577,000	564,833
Resources deferred during the year	-	577,000
Amounts released from previous periods	(577,000)	(564,833)
	-	577,000

Deferred income relates to school fees received in advance.

14. Statement of funds

Statement of funds - current year

	Balance at 1 September 2020 £	Income £	Expenditure £	Transfers In/out £	Balance at 31 August 2021 £
Unrestricted funds					
General funds	1,352,667	1,856,948	(1,704,884)	14,224	1,518,955
Designated funds	280,000	-	-	-	280,000
	1,632,667	1,856,948	(1,704,884)	14,224	1,798,955
Restricted funds					
Pupil premium	7,416	17,715	(7,967)	(14,224)	2,940
Yoga equipment	2,500	-	(953)	-	1,547
Covid-19 Catch-up funding	-	10,560	(9,682)	-	878
	9,916	28,275	(18,602)	(14,224)	5,365
Total of funds	1,642,583	1,885,223	(1,723,486)	-	1,804,320

Pupil premium is funding restricted for spending on pupils as designated by the Department for Education. The transfer to unrestricted funds represents pupil premium spent on capital items funded from unrestricted income.

The yoga equipment fund is a grant for the creation of a space in the school.

The Covid-19 catch-up funding included in the fees receivable from NCC which is restricted for spending on those pupils who require additional academic support due to covid-19.

Designated funds represents an amount which is held by the bank to guarantee the sum of £30,000 to the Secretary of State towards Teachers' Pensions should the school fail to meet its liabilities and a further £250,000 provision in respect of future staff restructuring costs.

14. Statement of funds (continued)

Statement of funds - prior year

	Balance at 1 September 2019 £	*Income £*	*Expenditure £*	*Transfers in/out £*	*Balance at 31 August 2020 £*
Unrestricted funds					
General funds	*1,349,169*	*1,760,320*	*(1,506,822)*	*(250,000)*	*1,352,667*
Designated funds	*30,000*	-	-	*250,000*	*280,000*
Restricted funds					
Year 7 catch up	-	*1,299*	*(1,299)*	-	-
Pupil premium	*980*	*15,620*	*(9,184)*	-	*7,416*
Astroturf	*4,213*	-	*(4,213)*	-	-
Running track	*1,000*	-	*(1,000)*	-	-
Sensory equipment	*93*	-	*(93)*	-	-
Yoga equipment	-	*2,500*	-	-	*2,500*
	6,286	*19,419*	*(15,789)*	-	*9,916*
Total of funds	*1,385,455*	*1,779,739*	*(1,522,611)*	-	*1,642,583*

15. Analysis of net assets between funds

Analysis of net assets between funds - current year

	Unrestricted funds 2021 £	**Restricted funds 2021 £**	**Total funds 2021 £**
Tangible fixed assets	953,046	-	**953,046**
Current assets	917,824	5,365	**923,189**
Creditors due within one year	(71,915)	-	**(71,915)**
Total	1,798,955	5,365	**1,804,320**

15. Analysis of net assets between funds (continued)

Analysis of net assets between funds - prior year

	Unrestricted funds 2020 £	*Restricted funds 2020 £*	*Total funds 2020 £*
Tangible fixed assets	*953,342*	-	*953,342*
Current assets	*1,336,657*	*9,916*	*1,346,573*
Creditors due within one year	*(657,332)*	-	*(657,332)*
Total	*1,632,667*	*9,916*	*1,642,583*

16. Reconciliation of net movement in funds to net cash flow from operating activities

	2021 £	*2020 £*
Net income for the year (as per Statement of Financial Activities)	**161,737**	*257,128*
Adjustments for:		
Depreciation charges	**89,001**	*87,583*
Decrease/(increase) in debtors	**(15,508)**	*565,291*
(Decrease)/increase in creditors	**(585,417)**	*7,497*
Bank interest received	**(715)**	*(274)*
Net cash provided by/(used in) operating activities	**(350,902)**	*917,225*

17. Analysis of cash and cash equivalents

	2021 £	*2020 £*
Cash in hand	**636,480**	*1,079,087*
Liquid investments	**253,914**	*250,199*
Total cash and cash equivalents	**890,394**	*1,329,286*

18. Analysis of changes in net debt

	At 1 September 2020	Cash flows	At 31 August 2021
	£	£	£
Cash at bank and in hand	1,079,087	(442,607)	636,480
Liquid investments	250,199	3,715	253,914
	1,329,286	(438,892)	890,394

19. Capital commitments

	2021	*2020*
	£	£
Contracted for but not provided in these financial statements		
Acquisition of tangible fixed assets	213,915	-

20. Pension commitments

Defined benefit scheme

The charitable company operates a defined contribution pension scheme. The assets of the scheme are held separately from those of the charitable company in an independently administered fund. The pension cost charge represents contributions payable by the charitable company to the fund and amounted to £53,486 (2020 - £47,122). Contributions totalling £6,254 (2020 - £5,896) were payable to the fund at the balance sheet date and are included in creditors.

Teachers' Pension Scheme

The Teachers' Pension Scheme (TPS) is a statutory, contributory, defined benefit scheme, governed by the Teachers' Pension Scheme Regulations 2014. Membership is automatic for full-time teachers and, from 1 January 2007, automatic for teachers in part-time employment following appointment or change of contract, although they are able to opt out.

The TPS is an unfunded scheme and members contribute on a 'pay as you go' basis - these contributions along with those made by employers are credited to the Exchequer. Retirement and other pension benefits are paid by public funds provided by Parliament.

20. Pension commitments (continued)

Valuation of the Teachers' Pension Scheme

The Government Actuary, using normal actuarial principles, conducts a formal actuarial review of the TPS in accordance with the Public Service Pensions (Valuations and Employer Cost Cap) Directions 2014 published by HM Treasury every 4 years. The aim of the review is to specify the level of future contributions. Actuarial scheme valuations are dependent on assumptions about the value of future costs, design of benefits and many other factors. The latest actuarial valuation of the TPS was carried out as at 31 March 2016. The valuation report was published by the Department for Education on 5 March 2019. The key elements of the valuation and subsequent consultation are:

- employer contribution rates set at 23.68% of pensionable pay (including a 0.08% administration levy)
- total scheme liabilities (pensions currently in payment and the estimated cost of future benefits) for service to the effective date of £218,100 million and notional assets (estimated future contributions together with the notional investments held at the valuation date) of £196,100 million, giving a notional past service deficit of £22,000 million
- the SCAPE rate, set by HMT, is used to determine the notional investment return. The current SCAPE rate is 2.4% above the rate of CPI, assumed real rate of return is 2.4% in excess of prices and 2% in excess of earnings. The rate of real earnings growth is assumed to be 2.2%. The assumed nominal rate of return including earnings growth is 4.45%.

The next valuation result is due to be implemented from 1 April 2023.

The employer's pension costs paid to TPS in the year amounted to £104,022 (2020: £104,048).

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

Under the definitions set out in FRS 102, the TPS is an unfunded multi-employer scheme. The charity has accounted for its contributions to the scheme as if it were a defined contribution scheme.

21. Operating lease commitments

At 31 August 2021 the charitable company had commitments to make future minimum lease payments under non-cancellable operating leases as follows:

	2021 £	*2020* *£*
Not later than 1 year	**3,247**	*675*
Later than 1 year and not later than 5 years	**10,316**	*378*
	13,563	*1,053*

22. Related party transactions

During the year Mr C Jackson, the husband of Julie Jackson (Assistant Head - Administration) was employed by the school. Mr C Jackson is employed using the school's standard payscales and is on Scale J point 29.

THE ST ANDREW'S SCHOOL TRUST

England & Wales - Charity number 1129232

Accounts

Registered number: 06729913
Charity number: 1129232

THE ST ANDREW'S SCHOOL TRUST

(A company limited by guarantee)

TRUSTEES' REPORT AND FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 AUGUST 2020

THE ST ANDREW'S SCHOOL TRUST

(A company limited by guarantee)

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THE ST ANDREW'S SCHOOL TRUST

(A company limited by guarantee)

REFERENCE AND ADMINISTRATIVE DETAILS OF THE CHARITABLE COMPANY, ITS TRUSTEES AND ADVISERS FOR THE YEAR ENDED 31 AUGUST 2020

Trustees	Julie Bird (appointed 8 June 2020, resigned 28 September 2020) David Bullard (resigned 20 March 2021) Joanne Davis John Garner Michael Goodwin (appointed 23 November 2020) Maria Hodge (appointed 28 September 2020) Chris Johnson Veronica Jones Rose Robinson Rex Wheeler (resigned 20 July 2020) Valerie Williams (resigned 20 January 2020)
Company registered number	06729913
Charity registered number	1129232
Registered office	Aylmerton Hall Holt Road Aylmerton Norfolk NR11 8QA
Independent auditors	Larking Gowen LLP Chartered Accountants Statutory Auditors King Street House 15 Upper King Street Norwich NR3 1RB
Bankers	Co-operative Bank Plc Head Office P.O. Box 101 1 Balloon Street Manchester M60 4EP
Solicitors	Birketts Kingfisher House 1 Gilders Way Norwich Norfolk NR3 1UB

TRUSTEES' REPORT
FOR THE YEAR ENDED 31 AUGUST 2020

The Trustees present their annual report together with the audited financial statements of The St Andrew's School Trust for the 1 September 2019 to 31 August 2020. The Annual report serves the purposes of both a Trustees' report and a directors' report under company law. The Trustees confirm that the Annual report and financial statements of the charitable company comply with the current statutory requirements, the requirements of the charitable company's governing document and the provisions of the Statement of Recommended Practice (SORP) applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS102) (effective 1 January 2019).

Since the charitable company qualifies as small under section 382 of the Companies Act 2006, the Strategic report required of medium and large companies under the Companies Act 2006 (Strategic Report and Directors' Report) Regulations 2013 has been omitted.

Objectives and activities

a. Policies and objectives

Our charity's purpose as set out in the objects contained in the company's Memorandum and Articles of Association is to provide special needs education.

The aim of our charity is to advance the education of children and young people with special learning and communication difficulties. Our aims fully reflect the purposes that the charity was set up to further.

The main objectives for the year continued to be the advancement of the education of children and young people with special learning and communication difficulties. The strategies we used to meet these objectives included:

-Providing suitable building and teaching facilities, which are reflective of the needs of those being educated;
-Working in accordance with the principals and ethos of the Religious Society of Friends;
-Supporting students with their mental health during the current pandemic;
-Understanding the specific and individual needs of those being educated.

b. Main activities undertaken to further the charitable company's purposes for the public benefit

In setting objectives and planning for activities, the Trustees have given due consideration to general guidance published by the Charity Commission relating to public benefit, including the guidance 'Public benefit: running a charity 'PB2)'.

Achievements and performance

a. Review of activities

The number of students in the school is now 44. It was decided to request permission from the Secretary of State to increase numbers to 45 due to lack of spaces in Norfolk to educate special needs students and this request was sent in July 2018. A further decision was taken by the Trustees that numbers will not increase beyond 45 for the foreseeable future. The school was subsequently OFSTED inspected in September 2018 and was judged as ‘Good’ in all areas and therefore the provision to increase numbers was approved.

Achievements and performance (continued)

Technology provision in the school continues to be updated and increased with all students having a laptop, the purchase of webcams and speakers to support remote learning, interactive screens and PC's being replaced as the old ones come to the end of their useful life. More outdoor gym equipment has been purchased increasing the strategies available to students to self regulate. Students continued to enjoy off site activities when/where Coronavirus restrictions allowed and the use of the school minibuses also enables a range of life skill topics to be taught. One of the students has taken part in a County music competition and received a commendation.

The charity has continued the development of the school facilities during the year carrying out significant improvements to the freehold property which has included the installation and updating of a donated timber play house and slide and installation of external gym equipment, damp proofing and render to bottom part of gym walls, further work which was planned to take place was postponed due to Coronavirus.

Significant investment in IT with the purchase of laptops for every student and webcams and speakers for staff PC's to allow for remote learning due to Coronavirus.

Works since the end of the financial year have included ongoing replacement of windows in the main building and stable block, new flooring to the gym and repairs and improvements to the gym roof and timbers treated for dry rot and wood worm, installation of a large log cabin for siting of the library area, ongoing upgrades to electrics throughout the school, improvements to perimeter fencing and surrounding walls which were unsafe, replacement of structural beams in stable block area due to dry rot, rebuild of pond due to structural damage, underpinning of part of the main building due to some subsidence, general maintenance and improvements to portacabins due to age of buildings and renovation of several upstairs rooms in the main building.

b. Investment policy and performance

Aside from retaining a prudent amount in reserves each year, most of the charity's funds are to be spent in the short term so there are few funds available for long term investment. Having considered the options available, the Trustees decided that the best use of existing surplus cash was to repay the charity's mortgage in full to benefit from savings on future interest payments. Following ongoing discussions, the Trustees decided to open a savings account in early 2020 and a sum of money to cover any redundancy costs of all staff employed has been transferred into this account. In addition to this a small amount is kept in a second bank account and this will be used for any future building projects. They continue to look at the most efficient ways of investing retained funds and are now actively seeking quotations for new builds to replace the current aging portacabins on site.

Financial review

a. Going concern

After making appropriate enquiries, the trustees have a reasonable expectation that the charitable company has adequate resources to continue in operational existence for the foreseeable future. For this reason they continue to adopt the going concern basis in preparing the financial statements.

It has been confirmed that funding will continue until August 2021 regardless of whether schools are open or closed. The school has been fully open for all students since 22nd February 2021 following vaccination of all staff. The school continues to receive student placement requests from Norfolk County Council and is nearly at full capacity for September 2021 therefore funding will be secure for the next Academic year.

b. Reserves policy

The surplus for the year of £257,128 (2019: £294,009) continues to be invested in the further development of the school facilities.

The Trustees in conjunction with management, regularly review the finances of the school and receive monthly management accounts which give an overview of how well spending is managed against budget. The budget process has received an overhaul and now provides a much more comprehensive budget plan for future years. The level of reserves within the school is reviewed within this framework.

The Trustees have revised their views on the amount of reserves to be held and have decided to hold funds to cover actual redundancy costs due at the end of any academic year plus any existing commitments.

Unrestricted reserves as at the year end were £1,632,667 (2019: £1,379,169). Restricted funds as at the year end were £9,916 (2019: £6,286). Details of the restricted funds can be found at note 14. Free reserves at 31 August 2020 total £679,325 (2019: £421,312).

Structure, governance and management

a. Constitution

The St Andrew's School Trust is a charitable company limited by guarantee, incorporated on the 22 October 2008 and registered as a charity on the 21 April 2009. The company was established under a Memorandum of Association which established the objects and powers of the charitable company and is governed under the Articles of Association. In the event of the company being wound up, the members are required to contribute an amount not exceeding £1.

b. Methods of appointment or election of Trustees

The directors of the company are also charity trustees for the purposes of charity law and under the company's articles, are known as members of the company.

All appointments and resignations are reviewed at the annual general meeting and if necessary, voted upon by the members and decided by a majority vote.

Due to the nature of the charity's work which inevitably focuses upon children and young people, the trustees of the charity seek to ensure that the needs of these groups are appropriately reflected through the diversity of the trustee board. When looking at new appointments, the trustees consider the skills that each potential trustee can bring to the charity in order to maintain a broad mix of skills, qualifications and business knowledge that will assist the charity's growth. In the event that particular skills are lost due to retirements, individuals are approached to offer themselves for election to the trustee board.

c. Senior Management Team Pay Policy

The Trustees review the pay of the Senior Management Team in the Autumn Term. For the last two years they have implemented the pay awards given by Government and have followed the same incremental progression as National Pay Scales for Teachers. The Trustees however have not formally adopted any National pay scales as this then gives them greater flexibility to offer awards above or below national rates to fit the needs of the school and individual performance levels of staff.

Structure, governance and management (continued)

d. Risk management

The Trustees have assessed the major risks to which the charitable company is exposed, in particular those related to the operations and finances of the charitable company, and are satisfied that systems and procedures are in place to mitigate our exposure to the major risks.

Covid – 19 – During March 2020 a significant number of coronavirus cases in the UK began to emerge and this resulted in the Government ordering a lockdown and the shutting of schools (except for the children of key workers and those in vulnerable groups) with effect from 26th March. In the weeks prior to the announcement the school had already taken proactive steps to reduce transmission by introducing regular handwashing as well as temperature taking of all staff, students and visitors to the school. Anyone showing signs of a temperature were immediately sent home and requested to self-isolate in line with Government guidance.

The school initially had just 1 student attending (looked after child) but following the Easter holidays this increased by a further 2 students (1 key worker, 1 vulnerable). Students not attending were sent packs of work on a bi-weekly basis (or more often if needed) as well as being given access to various online learning resources. Work is returned by the students and marked as usual by staff and then students are given feedback.

The school had a large proportion of staff who were shielding or social distancing due to underlying medical conditions and this needed close monitoring once the school was re-opened to ensure that staff/student ratios remained sufficient. Initially it was thought that staff who were shielding/social distancing may be able to be furloughed but further guidance from the Government on the furlough scheme made it clear that as the school receives public funding via Norfolk County Council we were not able to access the scheme. This however did not cause an issue as the school received full funding for the Summer Term.

A further lockdown came into effect in January 2021 and the school was able to offer places to all students who were either vulnerable or children of key workers. At the end of January all staff were offered the opportunity to receive the Pfizer vaccination and 100% of staff took up this offer. This meant that staff were happy to return to work following the February half term break (except for those classed as CEV) and we were able to offer places to all students. By the end of the first week all students who were previously attending had returned.

Since 1st April 2021 further easing of restrictions were made by the Government which has meant that all staff are now back in the workplace.

During the second lockdown laptops and work packs were delivered to each student's home address so that they were able to access learning from home. This was a blend of pre-set work emailed to each student and face to face lessons delivered via zoom. Engagement to learning during the second lockdown was much improved.

Mental health of the students is a particular issue following the second lockdown and the school is supporting each child individually. This is easing as time progresses and suitable interventions have been put in to place for all those students who were requiring additional support. This support has been offered through providing 1:1 counselling sessions, more self-regulation/therapy input, drawing and talking therapy and accessing external help and support as appropriate to meet individual needs.

The school is continuing to invest in resources using Catch Up funding including the purchase of Read, Write, Ink (Literacy programme), additional Teacher input for Maths interventions etc.

The Trustees and SMT are keeping as up to date as possible regarding current guidelines, lifting of restrictions etc and will act on these as and when necessary. The school continues to look at and revise it's risk assessment in light of new guidance.

Structure, governance and management (continued)

Plans for future periods

The Trustees remain committed to ensuring that the students receive the best education possible and feel that it is important to have high quality resources in order to be able to reach their full potential. Therefore a priority for the next few years is to dispense with the old portacabins which require high levels of maintenance due to their age and replace them with new builds.

Renovations to the main house continue and more rooms have now been made safe and habitable so that these now have the potential to be used as additional office space for staff.

The school will also be implementing a rolling programme for IT equipment as some of the original computers that the school still has in place were second hand donations and are no longer fit for purpose. By implementing a rolling programme for replacement it should mean that all computers will be fit for purpose.

The school will continue to invest in new teaching resources and will be expanding it's choice of options for Year 10 and 11 students from next year.

It will also buy in to a local external therapy and consultancy service package offered by Verbatim which is based at Pensthorpe. This will help support both staff and individual students in different areas of need.

It continues to invest in staff development which will enhance the learning experience for the students, part of this development is the rolling program to have all staff trained in TEACCH (Treatment and Education of Autistic and Related Communication Handicapped Children) principles – training that was booked for individual staff in the 2020 year and 2021 year has however been cancelled due to Covid. These bookings have been moved forward to 2022.

Fundraising activities

The charity secured grant funding of £1k towards a running track, £4.35k to create a sensory room and £2.5k for aerial yoga equipment. The charity is not aware of any failures, during the year ended 31 August 2020 (2019: none), by the charity or any person acting on its behalf, to comply with its fundraising standards, nor did it receive any complaints about fundraising activity. The charity's relevant staff have been provided with training on how to protect vulnerable people and other members of the public from behaviour which is an unreasonable intrusion on a person's privacy; is unreasonably persistent; and places undue pressure on a person to give money or other property.

TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2020

Statement of Trustees' responsibilities

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

Company law requires the Trustees to prepare financial statements for each financial . Under company law, the Trustees must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the charitable company and of its incoming resources and application of resources, including its income and expenditure, for that period. In preparing these financial statements, the Trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles of the Charities SORP (FRS 102);
- make judgments and accounting estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards (FRS 102) have been followed, subject to any material departures disclosed and explained in the financial statements;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in business.

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

Disclosure of information to auditors

Each of the persons who are Trustees at the time when this Trustees' report is approved has confirmed that:

- so far as that Trustee is aware, there is no relevant audit information of which the charity's auditors are unaware, and
- that Trustee has taken all the steps that ought to have been taken as a Trustee in order to be aware of any relevant audit information and to establish that the charity's auditors are aware of that information.

Approved by order of the members of the board of Trustees and signed on their behalf by:

John Garner
Trustee
Date:
24/5/21

INDEPENDENT AUDITORS' REPORT TO THE MEMBERS OF THE ST ANDREW'S SCHOOL TRUST

Opinion

We have audited the financial statements of The St Andrew's School Trust (the 'charitable company') for the year ended 31 August 2020 which comprise the Statement of financial activities, the Balance sheet, the Statement of cash flows and the related notes, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

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

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditors' 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 United Kingdom, including the Financial Reporting Council's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

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

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

INDEPENDENT AUDITORS' REPORT TO THE MEMBERS OF THE ST ANDREW'S SCHOOL TRUST (CONTINUED)

Other information

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

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

We have nothing to report in this regard.

Opinion on other matters prescribed by the Companies Act 2006

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

- the information given in the Trustees' report for the financial year for which the financial statements are prepared is consistent with the financial statements.
- the Trustees' report has been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

In the light of our knowledge and understanding of the charitable company and its environment obtained in the course of the audit, we have not identified material misstatements in the Trustees' report.

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

- adequate accounting records have not been kept, or returns adequate for our audit have not been received from branches not visited by us; or
- the financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of Trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit; or
- the Trustees were not entitled to prepare the financial statements in accordance with the small companies regime and take advantage of the small companies' exemptions in preparing the Trustees' report and from the requirement to prepare a Strategic report.

INDEPENDENT AUDITORS' REPORT TO THE MEMBERS OF THE ST ANDREW'S SCHOOL TRUST (CONTINUED)

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.

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

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

Use of our report

This report is made solely to the charitable company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the charitable company's members those matters we are required to state to them in an Auditors' 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 its members, as a body, for our audit work, for this report, or for the opinions we have formed.

Joanne Fox BA FCA (Senior statutory auditor)
for and on behalf of
Larking Gowen LLP
Chartered Accountants
Statutory Auditors
King Street House
15 Upper King Street
Norwich
NR3 1RB

Date: 25.05.2021

STATEMENT OF FINANCIAL ACTIVITIES (INCORPORATING INCOME AND EXPENDITURE ACCOUNT) FOR THE YEAR ENDED 31 AUGUST 2020

	Note	Unrestricted funds 2020 £	Restricted funds 2020 £	Total funds 2020 £	*Total funds 2019 £*
Income from:					
Donations and legacies	2	**11,033**	**2,500**	**13,533**	-
Charitable activities	3	**1,740,366**	**1,299**	**1,741,665**	*1,647,571*
Investments	4	**274**	**-**	**274**	*53*
Other income	5	**8,647**	**15,620**	**24,267**	*27,928*
Total income		**1,760,320**	**19,419**	**1,779,739**	*1,675,552*
Expenditure on:					
Charitable activities:					
Other charitable activities		**1,506,822**	**15,789**	**1,522,611**	*1,381,543*
Total expenditure		**1,506,822**	**15,789**	**1,522,611**	*1,381,543*
Net movement in funds		**253,498**	**3,630**	**257,128**	*294,009*
Reconciliation of funds:					
Total funds brought forward		**1,379,169**	**6,286**	**1,385,455**	*1,091,446*
Net movement in funds		**253,498**	**3,630**	**257,128**	*294,009*
Total funds carried forward		**1,632,667**	**9,916**	**1,642,583**	*1,385,455*

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

The notes on pages 14 to 29 form part of these financial statements.

THE ST ANDREW'S SCHOOL TRUST
(A company limited by guarantee)
REGISTERED NUMBER: 06729913

BALANCE SHEET
AS AT 31 AUGUST 2020

	Note		2020 £		*2019 £*
Fixed assets					
Tangible assets	10		**953,342**		*957,857*
Current assets					
Debtors	11	**17,287**		*578,648*	
Investments	12	**250,199**		-	
Cash at bank and in hand		**1,079,087**		*498,785*	
		1,346,573		*1,077,433*	
Creditors: amounts falling due within one year	13	**(657,332)**		*(649,835)*	
Net current assets			**689,241**		*427,598*
Total net assets			**1,642,583**		*1,385,455*
Charity funds					
Restricted funds	14		**9,916**		*6,286*
Unrestricted funds	14		**1,632,667**		*1,379,169*
Total funds			**1,642,583**		*1,385,455*

The Trustees acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and preparation of financial statements.

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

The financial statements were approved and authorised for issue by the Trustees and signed on their behalf by:

John Garner
Trustee
Date: 24/5/21

The notes on pages 14 to 29 form part of these financial statements.

STATEMENT OF CASH FLOWS
FOR THE YEAR ENDED 31 AUGUST 2020

	2020 £	*2019 £*
Cash flows from operating activities		
Net cash used in operating activities	**913,295**	*(207,650)*
Cash flows from investing activities		
Purchase of tangible fixed assets	**(83,068)**	*(113,419)*
Interest received	**274**	*53*
Net cash used in investing activities	**(82,794)**	**(113,366)**
Cash flows from financing activities		
Repayments of borrowing	**-**	*(231,774)*
Interest paid	**-**	*(4,478)*
Net cash provided by/(used in) financing activities	**-**	**(236,252)**
Change in cash and cash equivalents in the year	**830,501**	**(557,268)**
Cash and cash equivalents at the beginning of the year	**498,785**	*1,056,053*
Cash and cash equivalents at the end of the year	**1,329,286**	*498,785*

The notes on pages 14 to 29 form part of these financial statements

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 AUGUST 2020

1. Accounting policies

1.1 Basis of preparation of financial statements

The financial statements have been prepared in accordance with the Charities SORP (FRS 102) - 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), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

The St Andrew's School Trust meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy.

1.2 Company status

The charitable company is a company limited by guarantee, incorporated in England and Wales, registration number 06729913. The registered office is Aylmerton Hall, Holt Road, Aylmerton, Norfolk, NR11 8QA. The members of the company are the Trustees named on page 1. In the event of the charitable company being wound up, the liability in respect of the guarantee is limited to £1 per member of the charitable company.

1.3 Going concern

After making appropriate enquiries, the trustees have a reasonable expectation that the charitable company has adequate resources to continue in operational existence for the foreseeable future. The Trustees have considered the level of funds held and the expected level of income and expenditure for 12 months from authorising these financial statements. The budgeted income and expenditure is sufficient with the level of reserves for the School to be able to continue as a going concern. For this reason they continue to adopt the going concern basis in preparing the financial statements.

1.4 Income

All income is recognised once the charitable company has entitlement to the income, it is probable that the income will be received and the amount of income receivable can be measured reliably.

Grants are included in the Statement of financial activities on a receivable basis. The balance of income received for specific purposes but not expended during the period is shown in the relevant funds on the Balance sheet. Where income is received in advance of entitlement of receipt, its recognition is deferred and included in creditors as deferred income. Where entitlement occurs before income is received, the income is accrued.

1.5 Expenditure

Expenditure is recognised once there is a legal or constructive obligation to transfer economic benefit to a third party, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably. Expenditure is classified by activity. The costs of each activity are made up of the total of direct costs and shared costs, including support costs involved in undertaking each activity. Direct costs attributable to a single activity are allocated directly to that activity.

1. Accounting policies (continued)

1.5 Expenditure (continued)

Support costs are those costs incurred directly in support of expenditure on the objects of the charitable company. Governance costs are those incurred in connection with administration of the charitable company and compliance with constitutional and statutory requirements.

Charitable activities and Governance costs are costs incurred on the charitable company's educational operations, including support costs and costs relating to the governance of the charitable company apportioned to charitable activities.

1.6 Interest receivable

Interest on funds held on deposit is included when receivable and the amount can be measured reliably by the charitable company; this is normally upon notification of the interest paid or payable by the bank.

1.7 Tangible fixed assets and depreciation

All assets costing £100 or more are capitalised.

Tangible fixed assets are carried at cost or valuation, net of depreciation and any provision for impairment. Depreciation is provided at rates calculated to write off the cost or valuation of fixed assets, less their estimated residual value, over their expected useful lives on the following basis:

Freehold property	- Not depreciated
Fixtures and fittings	- 25% straight line
Office equipment	- 25% straight line

Since acquisition the charity's freehold property has been undergoing a programme of significant enhancement. The property is also subject to regular independent valuation. In view of this the trustees consider it inappropriate to depreciate the property which is instead subject to an annual impairment review to ensure that carrying value does not exceed valuation.

1.8 Debtors

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

1.9 Cash at bank and in hand

Cash at bank and in hand includes cash and short-term highly liquid investments with a short maturity of three months or less from the date of acquisition or opening of the deposit or similar account.

1. Accounting policies (continued)

1.10 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 charitable company anticipates it will pay to settle the debt or the amount it has received as advanced payments for the goods or services it must provide.

Provisions are measured at the best estimate of the amounts required to settle the obligation. Where the effect of the time value of money is material, the provision is based on the present value of those amounts, discounted at the pre-tax discount rate that reflects the risks specific to the liability. The unwinding of the discount is recognised within interest payable and similar charges.

1.11 Financial instruments

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

1.12 Operating leases

Rentals paid under operating leases are charged to the Statement of financial activities on a straight line basis over the lease term.

1.13 Pensions

The charitable company operates a defined contribution pension scheme and the pension charge represents the amounts payable by the charitable company to the fund in respect of the year.

Retirement benefits to teaching staff of the charitable company are provided by the Teachers' Pension Scheme ("TPS"). This is a defined benefit scheme.

The TPS is an unfunded scheme and contributions are calculated so as to spread the cost of pensions over employees' working lives with the School in such a way that the pension cost is a substantially level percentage of current and future pensionable payroll. The contributions are determined by the Government Actuary on the basis of quadrennial valuations using a prospective unit credit method. TPS is an unfunded multi-employer scheme with no underlying assets to assign between employers. Consequently, the TPS is treated as a defined contribution scheme for accounting purposes and the contributions recognised in the period to which they relate.

1. Accounting policies (continued)

1.14 Fund accounting

General funds are unrestricted funds which are available for use at the discretion of the Trustees in furtherance of the general objectives of the charitable company and which have not been designated for other purposes.

Designated funds comprise unrestricted funds that have been set aside by the Trustees for particular purposes. The aim and use of each designated fund is set out in the notes to the financial statements.

Restricted funds are funds which are to be used in accordance with specific restrictions imposed by donors or which have been raised by the charitable company for particular purposes. The costs of raising and administering such funds are charged against the specific fund. The aim and use of each restricted fund is set out in the notes to the financial statements.

2. Income from donations and legacies

	Unrestricted funds 2020 £	Restricted funds 2020 £	Total funds 2020 £	*Total funds 2019 £*
Grants	11,033	2,500	**13,533**	-

3. Income from charitable activities

	Unrestricted funds 2020 £	Restricted funds 2020 £	Total funds 2020 £	*Total funds 2019 £*
NCC Fees	1,740,366	1,299	**1,741,665**	*1,647,571*
Total 2019	*1,646,904*	*667*	*1,647,571*	

4. Investment income

	Unrestricted funds 2020 £	Total funds 2020 £	*Total funds 2019 £*
Interest received	274	**274**	*53*
Total 2019	*53*	*53*	

5. Other incoming resources

	Unrestricted funds 2020 £	Restricted funds 2020 £	Total funds 2020 £	*Total funds 2019 £*
Sundries	6,967	-	**6,967**	*1,052*
LAC pupil premium	-	15,620	**15,620**	*13,865*
Fundraising	1,680	-	**1,680**	*13,011*
	8,647	15,620	**24,267**	*27,928*
Total 2019	*2,950*	*24,978*	*27,928*	

In 2019, £11,113 fundraising costs and all LAC pupil premium were restricted.

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 AUGUST 2020

6. Summary by expenditure type

	Staff costs 2020 £	Depreciation 2020 £	Other costs 2020 £	**Total funds 2020 £**	*Total funds 2019 £*
Charitable activities	1,244,677	87,583	183,981	**1,516,241**	*1,374,149*
Expenditure on governance	-	-	10,300	**10,300**	*7,394*
Total 2020	1,244,677	87,583	194,281	**1,526,541**	*1,381,543*
Total 2019	*1,106,926*	*67,086*	*207,531*	*1,381,543*	

7. Analysis of expenditure by activities

	Activities undertaken directly 2020 £	Support costs 2020 £	**Total funds 2020 £**	*Total funds 2019 £*
Charitable activities	1,366,351	145,960	**1,512,311**	*1,374,149*
Expenditure on governance	-	10,300	**10,300**	*7,394*
Total 2020	1,366,351	156,260	**1,522,611**	*1,381,543*
Total 2019	*1,211,617*	*169,926*	*1,381,543*	

Analysis of direct costs

7. Analysis of expenditure by activities (continued)

Analysis of direct costs (continued)

	Total funds 2020 £	*Total funds 2019 £*
Staff costs	**1,244,677**	*1,106,926*
Depreciation	**87,583**	*67,086*
Classroom subject resources	**17,987**	*20,653*
Rent and rates	**6,602**	*6,320*
Light and heat	**9,187**	*10,325*
DBS costs	**315**	*307*
	1,366,351	*1,211,617*

7. Analysis of expenditure by activities (continued)

Analysis of support costs

	Total funds 2020 £	*Total funds 2019 £*
Life skills and trips	**3,266**	*9,154*
Travel	**4,912**	*11,863*
Free school meals	**12,884**	*9,141*
Repairs and renewals	**5**	*-*
Training costs	**7,287**	*11,618*
Rewards	**4,825**	*8,644*
Maintenance	**24,867**	*38,628*
Telephone	**10,282**	*7,195*
Subscriptions and licenses	**13,273**	*13,434*
Insurance	**19,894**	*19,785*
Sundries	**7,425**	*6,906*
Postage and stationery	**5,705**	*5,067*
Equipment and materials	**7,069**	*3,195*
Audit fees	**10,300**	*7,394*
Mortgage interest	**-**	*4,478*
Professional fees	**19,682**	*4,709*
P.E.	**25**	*130*
ICT	**4,559**	*8,585*
	156,260	*169,926*

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 AUGUST 2020

8. Net income/(expenditure)

	2020 £	*2019 £*
This is stated after charging:		
Depreciation of tangible fixed assets owned by the charity	**87,583**	*67,086*
Auditors' remuneration	**8,100**	*6,600*
Fees payable to the Charity's auditors in respect of other services	**2,200**	*794*
Operating lease rentals	**1,188**	*936*

During the year, no Trustees received any remuneration (2019: £Nil).
During the year, no Trustees received any benefits in kind (2019: £Nil).
During the year, no Trustees received any reimbursement of expenses (2019: £Nil).

9. Staff costs

	2020 £	*2019 £*
Wages and salaries	**992,916**	*928,300*
Social security costs	**100,591**	*73,912*
Pension costs	**151,170**	*104,714*
	1,244,677	*1,106,926*

The average number of persons employed by the charitable company during the year was as follows:

	2020 No.	*2019 No.*
Employees	**43**	*41*

No employee received remuneration amounting to more than £60,000 in either year.

The key management personnel (KMP) includes the trustees and those members of staff who are senior management personnel to whom the trustees have delegated responsibility in the day-to-day running of the charity. The total amount of remuneration received by the 4 members of KMP (2019 - 4) for their services to the school was £266,280 (2019 - £229,083) for the year.

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 AUGUST 2020

10. Tangible fixed assets

	Freehold property £	Fixtures and fittings £	Office equipment £	Total £
Cost or valuation				
At 1 September 2019	**775,218**	**209,380**	**188,923**	**1,173,521**
Additions	**-**	**55,195**	**27,873**	**83,068**
At 31 August 2020	**775,218**	**264,575**	**216,796**	**1,256,589**
Depreciation				
At 1 September 2019	**-**	**106,603**	**109,061**	**215,664**
Charge for the year	**-**	**51,775**	**35,808**	**87,583**
At 31 August 2020	**-**	**158,378**	**144,869**	**303,247**
Net book value				
At 31 August 2020	**775,218**	**106,197**	**71,927**	**953,342**
At 31 August 2019	*775,218*	*102,777*	*79,862*	*957,857*

On 2 June 2016, the company's freehold property (including fixtures) at Aylmerton Hall was independently valued at £850,000 (including fixtures and fittings).

11. Debtors

	2020 £	*2019 £*
Due within one year		
Trade debtors	**-**	*564,833*
Prepayments and accrued income	**17,287**	*13,815*
	17,287	*578,648*

12. Current asset investments

	2020 £	*2019 £*
Cash deposits	**250,199**	*-*

13. Creditors: Amounts falling due within one year

	2020 £	*2019 £*
Trade creditors	**6,853**	*9,979*
Other creditors	**57,142**	*63,759*
Accruals and deferred income	**593,337**	*576,097*
	657,332	*649,835*

	2020 £	*2019 £*
Deferred income at 1 September 2020	**564,833**	*548,667*
Resources deferred during the year	**577,000**	*564,833*
Amounts released from previous periods	**(564,833)**	*(548,667)*
	577,000	*564,833*

Deferred income relates to school fees invoiced in advance.

14. Statement of funds

Statement of funds - current year

	Balance at 1 September 2019 £	Income £	Expenditure £	Transfers in/out £	Balance at 31 August 2020 £
Unrestricted funds					
General funds	**1,349,169**	**1,760,320**	**(1,506,822)**	**(250,000)**	**1,352,667**
Designated funds	**30,000**	**-**	**-**	**250,000**	**280,000**
	1,379,169	**1,760,320**	**(1,506,822)**	**-**	**1,632,667**
Restricted funds					
Year 7 catch up	**-**	**1,299**	**(1,299)**	**-**	**-**
Pupil premium	**980**	**15,620**	**(9,184)**	**-**	**7,416**
Astroturf	**4,213**	**-**	**(4,213)**	**-**	**-**
Running track	**1,000**	**-**	**(1,000)**	**-**	**-**
Sensory equipment	**93**	**-**	**(93)**	**-**	**-**
Yoga equipment	**-**	**2,500**	**-**	**-**	**2,500**
	6,286	**19,419**	**(15,789)**	**-**	**9,916**
Total of funds	**1,385,455**	**1,779,739**	**(1,522,611)**	**-**	**1,642,583**

Year 7 catch up is funding included in the fees receivable from NCC which is restricted for spending on those pupils who require additional academic support upon starting KS3.

Pupil premium is funding restricted for spending on pupils as designated by the Department for Education. The transfer from restricted funds represents the costs of pupil premium activities funded from unrestricted funds.

The running track fund and Astroturf fund represent grants received for the installation of a running track and Astroturf respectively at the school.

The sensory equipment fund is restricted for the purchase of equipment for the sensory room being installed in the school.

The yoga equipment fund is a grant for the creation of a space in the school.

Designated funds represents an amount which is held by the bank to guarantee the sum of £30,000 to the Secretary of State towards Teachers' Pensions should the school fail to meet its liabilities and a further £250,000 provision in respect of future staff restructuring costs.

14. Statement of funds (continued)

Statement of funds - prior year

	Balance at 1 September 2018 £	*Income £*	*Expenditure £*	*Transfers in/out £*	*Balance at 31 August 2019 £*
Unrestricted funds					
General funds	*1,061,446*	*1,649,907*	*(1,373,443)*	*11,259*	*1,349,169*
Designated funds	*30,000*	*-*	*-*	*-*	*30,000*
Restricted funds					
Year 7 catch up	-	*667*	*(667)*	-	-
Pupil premium	-	*13,865*	*(5,733)*	*(7,152)*	*980*
Food technology	-	*766*	*(766)*	-	-
Astroturf	-	*4,213*	-	-	*4,213*
Christmas fayre	-	*934*	*(934)*	-	-
Running track	-	*1,000*	-	-	*1,000*
Sensory equipment	-	*4,200*	-	*(4,107)*	*93*
	-	25,645	(8,100)	*(11,259)*	*6,286*
Total of funds	*1,091,446*	*1,675,552*	*(1,381,543)*	-	*1,385,455*

15. Analysis of net assets between funds

Analysis of net assets between funds - current period

	Unrestricted funds 2020 £	**Restricted funds 2020 £**	**Total funds 2020 £**
Tangible fixed assets	953,342	-	**953,342**
Current assets	1,336,657	9,916	**1,346,573**
Creditors due within one year	(657,332)	-	**(657,332)**
Total	1,632,667	9,916	**1,642,583**

15. Analysis of net assets between funds (continued)

Analysis of net assets between funds - prior period

	Unrestricted funds 2019 £	*Restricted funds 2019 £*	*Total funds 2019 £*
Tangible fixed assets	957,857	-	*957,857*
Current assets	1,071,147	6,286	*1,077,433*
Creditors due within one year	(649,835)	-	*(649,835)*
Total	1,379,169	6,286	*1,385,455*

16. Reconciliation of net movement in funds to net cash flow from operating activities

	2020 £	*2019 £*
Net income for the period (as per Statement of Financial Activities)	**257,128**	*294,009*
Adjustments for:		
Depreciation charges	**87,583**	*67,086*
(Increase)/Decrease in debtors	**565,291**	*(571,262)*
Increase/(decrease) in creditors	**7,497**	*(1,908)*
Mortgage interest	**-**	*4,478*
Bank interest received	**(274)**	*(53)*
Net cash provided by/(used in) operating activities	**917,225**	*(207,650)*

17. Analysis of cash and cash equivalents

	2020 £	*2019 £*
Cash in hand	**1,329,286**	*498,785*
Total cash and cash equivalents	**1,329,286**	*498,785*

18. Analysis of Net Debt

	At 1 September 2019	Cash flows	At 31 August 2020
	£	£	£
Cash at bank and in hand	498,785	580,302	1,079,087
Liquid investments	-	250,199	250,199
	498,785	830,501	1,329,286

19. Pension commitments

Defined benefit scheme

The charitable company operates a defined contribution pension scheme. The assets of the scheme are held separately from those of the charitable company in an independently administered fund. The pension cost charge represents contributions payable by the charitable company to the fund and amounted to £47,122 (2019 - £37,735). Contributions totalling £5,896 (2019 - £4,744) were payable to the fund at the balance sheet date and are included in creditors.

Teachers' Pension Scheme

The Teachers' Pension Scheme (TPS) is a statutory, contributory, defined benefit scheme, governed by the Teachers' Pension Scheme Regulations 2014. Membership is automatic for full-time teachers and, from 1 January 2007, automatic for teachers in part-time employment following appointment or change of contract, although they are able to opt out.

The TPS is an unfunded scheme and members contribute on a 'pay as you go' basis - these contributions along with those made by employers are credited to the Exchequer. Retirement and other pension benefits are paid by public funds provided by Parliament.

Valuation of the Teachers' Pension Scheme

The Government Actuary, using normal actuarial principles, conducts a formal actuarial review of the TPS in accordance with the Public Service Pensions (Valuations and Employer Cost Cap) Directions 2014 published by HM Treasury every 4 years. The aim of the review is to specify the level of future contributions. Actuarial scheme valuations are dependent on assumptions about the value of future costs, design of benefits and many other factors. The latest actuarial valuation of the TPS was carried out as at 31 March 2016. The valuation report was published by the Department for Education on 5 March 2019. The key elements of the valuation and subsequent consultation are:

- employer contribution rates set at 23.68% of pensionable pay (including a 0.08% administration levy)
- total scheme liabilities (pensions currently in payment and the estimated cost of future benefits) for service to the effective date of £218,100 million and notional assets (estimated future contributions together with the notional investments held at the valuation date) of £196,100 million, giving a notional past service deficit of £22,000 million

19. Pension commitments (continued)

- the SCAPE rate, set by HMT, is used to determine the notional investment return. The current SCAPE rate is 2.4% above the rate of CPI, assumed real rate of return is 2.4% in excess of prices and 2% in excess of earnings. The rate of real earnings growth is assumed to be 2.2%. The assumed nominal rate of return including earnings growth is 4.45%.

The next valuation result is due to be implemented from 1 April 2023.

The employer's pension costs paid to TPS in the year amounted to £104,048 (2019: £63,713).

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

Under the definitions set out in FRS 102, the TPS is an unfunded multi-employer scheme. The charity has accounted for its contributions to the scheme as if it were a defined contribution scheme.

20. Operating lease commitments

At 31 August 2020 the charitable company had commitments to make future minimum lease payments under non-cancellable operating leases as follows:

	2020	*2019*
	£	*£*
Not later than 1 year	**675**	*1,188*
Later than 1 year and not later than 5 years	**378**	*927*
	1,053	*2,115*

21. Related party transactions

The charitable company has not entered into any related party transaction during the year, nor are there any outstanding balances owing between related parties and the charitable company at 31 August 2020.