

LICHFIELD CATHEDRAL SCHOOL

England & Wales · Charity number 1137481

Details

Status	Registered
Legal form	Charitable company
Company number	07302696
Registered	2010-08-13
Register	View on the Charity Commission register

Contact

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Activities

Objects: 1 TO ADVANCE EDUCATION IN SUCH WAYS AS THE GOVERNORS SEE FIT, INCLUDING IN PARTICULAR BY THE PROVISION AND CONDUCT OF A SCHOOL FOR BOYS AND GIRLS WHICH SHALL HAVE A RELIGIOUS CHARACTER IN ACCORDANCE WITH THE TENETS OF THE CHURCH OF ENGLAND AND WHICH SHALL IN PARTICULAR (BUT WITHOUT LIMITATION) PROVIDE EDUCATION AND ACCOMMODATION (AS REQUIRED) FOR THE CHORISTERS OF THE CATHEDRAL2 TO ADVANCE RELIGION THROUGH WORSHIP ACCORDING TO THE RITES AND CEREMONIES OF THE CHURCH OF ENGLAND AS OFFERED FROM TIME TO TIME IN THE CATHEDRAL AND ELSEWHERE AND THE PARTICIPATION THEREIN OF THE CHORISTERS, OTHER PUPILS AT THE SCHOOL, FAMILIES OF PUPILS, STAFF AND OTHER PERSONS CONNECTED WITH THE SCHOOL3 TO FURTHER RELIGIOUS, EDUCATIONAL AND OTHER CHARITABLE WORK IN ACCORDANCE WITH THE PRINCIPLES OF THE CHURCH OF ENGLAND IN THE DIOCESE OF LICHFIELD AND THE WIDER COMMUNITY

Activities: To advance education by the provision and conduct of a school for boys and girls which shall have a religious character in accordance with the tenets of the Church of England .To further religious, educational and other charitable work in accordance with the principles of the Church of England in the diocese of Lichfield and the wider community.

Classification

- **How:** Provides Human Resources, Provides Buildings/facilities/open Space
- **What:** Education/training, Religious Activities
- **Who:** Children/young People, The General Public/mankind

Geography

- **Area of benefit:** THE DIOCESE OF LICHFIELD
- Staffordshire

Finances

Period end	Income	Expenditure	Assets	Employees
2024-08-31	£8,210,849	£7,836,440	£2,441,582	146
2023-08-31	£7,196,231	£7,086,692	£2,067,173	143
2022-08-31	£6,336,213	£6,026,784	£1,957,634	133
2021-08-31	£5,741,192	£5,424,190	£1,648,205	123
2020-08-31	£5,809,679	£5,396,641	£1,331,203	130

Trustees

Name	Role	Appointed
Nina Dawes	Chair	2014-06-20
Amanda Smith		2023-12-05
CLIVE RICKART		2012-05-11
Catherine Abbott		2025-06-24
Claire Evans		2023-09-14
David Brown		2023-12-05
ERIC JOHN LUNT		2021-07-01
Jennifer Mason		2012-07-01
Joseph Morris		2023-01-10
Nicola Roy		2017-01-01
Rev Andrew Michael Stead		2017-05-26
Robert Oakley		2017-01-01
Rt Revd Janet Elizabeth McFarlane		2023-07-20

Accounts

Registered number: 07302696
Charity number: 1137481

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(A company limited by guarantee)

GOVERNORS' REPORT AND FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2024

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REFERENCE AND ADMINISTRATIVE DETAILS OF THE SCHOOL, ITS GOVERNORS AND ADVISERS
FOR THE YEAR ENDED 31 AUGUST 2024

Governors	Mr E Lunt BA MA AKC PGCE NPQH ARSM, Acting Chair Ms N Dawes OBE Mrs J Mason ABSM PGCE Mr R Oakley Mr C Rickart BA PGCE Mrs N Roy FCCA The Rev'd Canon A Stead MA Ms J McFarlane Mr J Neville Mr J Morris Ms C Evans (appointed 14 September 2023) Mr D Brown BA ACMA CGMA (appointed 5 December 2023) Ms A Smith (appointed 5 December 2023)
Company registered number	07302696
Charity registered number	1137481
Registered office	The Palace The Close Lichfield Staffordshire WS13 7HL
Head	Mrs S E Hannam BA MA PGCE
Independent auditors	Bates Weston Audit Ltd Statutory Auditors Chartered Accountants The Mills Canal Street Derby DE1 2RJ
Bankers	Santander Corporate Banking 1 Cornwall Street Birmingham B3 2DX National Westminster Bank Plc 47 Market Street Lichfield Staffordshire WS13 6LE

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REFERENCE AND ADMINISTRATIVE DETAILS OF THE SCHOOL, ITS GOVERNORS AND ADVISERS
(CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2024

Solicitors	Pickerings Solicitors (Tamworth) Limited Etchell House Bonehill Road Tamworth Staffordshire B78 3HQ
Insurance Brokers	Hettle Andrews & Associates Ltd Eleven Brindley Place Birmingham B1 2LP

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GOVERNORS' REPORT
FOR THE YEAR ENDED 31 AUGUST 2024

The Governors present their annual report together with the audited financial statements of the School for the year 1 September 2023 to 31 August 2024. The annual report serves the purposes of both a Governors' report and a directors' report under company law. The Governors 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).

The Choristers of Lichfield Cathedral have been provided with an education for many hundreds of years. The school was re-founded in 1942 as an Independent School. A Charity was established in 1981, registered with the Charity Commission under charity number 1078650, however that charity ceased to operate on 5th November 2010 and all the assets and liabilities were transferred into this Charitable Company on that date. The Governors and executive officers of the Charitable Company are listed on page 1 together with particulars of the professional advisers.

Objectives and activities

a. Policies and objectives

Charitable Objects

The Charity's Objects, as set out in its Articles of Association, are:

- To advance education in such ways as the Governors see fit, including in particular by the provision and conduct of a school for boys and girls which shall have a religious character in accordance with the tenets of the Church of England and which shall in particular (but without limitation) provide education for the Choristers of the Cathedral.
- To advance religion through worship according to the rites and ceremonies of the Church of England as offered from time to time in the Cathedral and elsewhere and the participation therein of the Choristers, other pupils at the School, families of the pupils, staff and other persons connected with the School.
- To further religious, educational and other charitable work in accordance with the principles of the Church of England in the diocese of Lichfield and the wider community.

In meeting these Objects, the School aims to create and maintain an educational environment which nurtures, nourishes and stimulates young minds and talents; one where the children may gain a thorough academic foundation and a wealth of experiences and challenges; and one where daily life is conducted according to Christian values. Furthermore, the School aims to provide a secure and ordered framework through which the children may develop their self-esteem and confidence, discover the riches of successful participation and achievement, and develop a spirit of generosity and service to others within the wider community.

Main Objectives

Our objectives are set to reflect our educational aims and the ethos of the School. It is important to us that we enhance the academic success of the School and continue to provide a wide range of co-curricular activities and enrichment opportunities for our pupils.

In the furtherance of these aims and planning our activities, the Governors have given careful consideration to the Charity Commission's public benefit guidance.

Main objectives for the year included:

- To increase pupil recruitment across all year groups, with a specific focus on Pre-School and Sixth Form.
- To improve pupil retention, particularly between Key Stage 2 and 3 and Key Stage 4 and 5.
- To raise achievement and value-added scores across all subjects.

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FOR THE YEAR ENDED 31 AUGUST 2024

- To continue to improve the School's provision for sport, PE and games.
- To expand the physical space and resources available for learning with particular focus on Sixth Form provision.
- To further extend the co-curricular programme.
- To support all aspects of chorister life for all boy and girl choristers of the School.
- To further develop the programme of performance management and appraisal for all teaching and support staff.
- To extend the School's links with other educational, charitable and commercial organisations.
- To expand the School's musical and other outreach work with primary and secondary schools across the diocese.
- To provide continuing support for pupils already in receipt of fee assistance through bursaries.
- To increase the provision of means-tested bursary support.
- To continue participation in the cultural and social life of Lichfield.

In setting objectives and planning for activities, the Governors 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)'

b. Strategies for achieving objectives

The Governors resolved to scrutinise and support the work of the Senior Management and Leadership Groups in shaping the new curriculum, appointing staff, implementing the admissions policy, resourcing and facilitating academic departments, increasing extra-curricular provision and developing links with the wider educational community within clear budgetary guidelines. It was reaffirmed that the appointment of high quality staff in all areas of the School's activities was the key to success.

c. Grant-making policies

The policy of reducing the financial resources provided for awards based on merit (scholarships) and allowing more funds to be provided for the assistance of those in financial need (bursaries) was sustained during the year. With no endowments or restricted funds, the School pays all such awards from income, necessarily requiring in this challenging economic environment that such awards are relatively small, but allowance has been made for the award of a 100% bursary should the appropriate circumstances present themselves.

Achievements and performance

Pupil Numbers and Fees

Robust recruitment into Year 7 demonstrated that the effects of the pandemic were not long-lasting in the senior school, but recruitment into early years still showed signs of parents delaying entry to pre-school classes. In September 2023, the academic year began with 536 pupils enrolled, compared to 540 on roll at the end of 2022-2023. By the end of the 2023-2024 academic year this number had increased to 543.

The annual fees for the year before the deduction of any means-tested bursaries and scholarships were:

Nursery and Pre-Reception full day	£9,945
Reception	£9,945
Years 1 and 2	£10,584
Years 3 and 4	£12,177
Years 5 and 6	£14,313
Years 7 to 9	£14,631
Years 10 to 13	£15,588

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GOVERNORS' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2024

Overview

The most influential issue facing independent schools during the 2023-2024 academic year was the possible introduction of VAT on school fees. As part of their election campaign, Labour stated its intention of introducing VAT on fees as a way to raise funds to support state education. The party initially intended to end the charitable status of independent schools as well, but soon U-turned as it would have resulted a two-tier system within the charity sector. As the overwhelming majority of schools would need to pass the VAT costs onto parents, there was widespread discussion that smaller, specialised, faith and SEND schools would be forced to close, in addition to an expected drop in pupil numbers in schools that remained open. Analysts estimated 100,000 children would move from the private to the state sector. Independent sector professional bodies, such as the ISC, Society of Heads, etc., and the NASUWT and ASCL fought against this policy, but Labour won the General Election on 4th July and soon reiterated its intention to impose VAT on school fees from 1st January 2025. At LCS, we began to see the potential impact on recruitment, when 10 pupils were almost immediately withdrawn from planned entry to Year 7 in September 2024.

Nation-wide, teacher shortages continued to be challenging, with workload, stress levels and the pressure of Ofsted inspections cited as recurring issues for recruitment. A report by Education Support showed teachers felt twice as lonely at work compared to the rest of the population (14% vs 7%). Recruitment at LCS for the most part remained successful, although there are continuing shortages in some subject areas.

At LCS, staff and pupils were significantly impacted by the sudden death of a Sixth Form teacher. Psychology and Criminology tuition was quickly covered, but the effects on staff and student morale were long-lasting. As part of a wider programme to improve staff wellbeing, regular confidential sessions with a qualified school counsellor began in the Lent Term 2024, available to any member of staff.

Academic Performance

Recent research (1) suggests that the COVID-19 pandemic will negatively impact GCSE results into the 2030s, so the School was delighted with the outstanding GCSE results achieved in the summer of 2024. 45% of all grades were 9-7 (A**-A), with 25% of all grades being 9-8 (A**-A*). 92% of all grades were 9-4 (A**-C) and the 100% pass rate was maintained. Demonstrating the value of a broad curriculum, students gained grade 9s in Art, Biology, Business, Chemistry, Drama, Design & Technology, English Language, English Literature, French, Geography, German, History, Latin, Maths, Further Maths, Music, Physics, Religious Studies, Dual Science and Spanish. 88% of students in Music Technology achieved either Distinction* or Distinction. There were some remarkable individual achievements. Several students achieved all 9-7 grades (equivalent to A**-A) and one Year 9 student took GCSE French two years early and achieved a grade 9.

Sixth Form students also achieved significant success in A Level and BTEC examinations, with 89% of all grades being A*-C and 33% of all grades A*-A. 100% of Business students achieved a Distinction and 75% of Applied Law students achieved either a Distinction* or Distinction. Several students achieved outstanding results with all their grades either A* or A. Destinations included many Russell Group universities and prestigious degree apprenticeships, studying a wide range of academic, creative and vocational subjects, such as medicine, music, aerospace engineering, pharmacology, nuclear engineering, philosophy and law.

As a non-selective school, it is particularly impressive to achieve such excellent public examination results, demonstrating the exceptional quality of teaching, the determination and resilience of students, and the value of high standards in a truly creative, supportive and happy learning environment. Post-result analysis of the A Level results placed LCS in the top 10% of schools nationally for value-added – a remarkable achievement.

(1) <https://www.nuffieldfoundation.org/project/covid-19-and-social-mobility>

Co-curricular Programme

Embedded within the curriculum, co-curricular programme, enrichment projects and other School activities (e.g.

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FOR THE YEAR ENDED 31 AUGUST 2024

assemblies, charitable work and services of worship) are creative ways to develop the whole individual, including the 'soft skills' of communication, presentation, public speaking, leadership, team working, coaching and mentoring of others, and interpersonal skills. These skills help students to quickly adapt to university life and in the workplace.

Music

Music remains a specialty of the school, with close to 300 individual music lessons taking place each week, along with a wide range of performance opportunities, including weekly lunchtime recitals, large scale concerts, a GCSE and A Level performance recital, a concerto concert, and three performances of the school musical. The School Orchestra and Jazz Band and 10 smaller instrumental ensembles continued to rehearse weekly – Recorchestra, Brasshoppers, Pizzicato Strings, Guitar Ensemble, Stringtacular, Clarinuts, Jazzbytes, Ukulellipops, Flutata, Feel the Beat and Soul Knights. Choirs included Junior Choir, Harmonics, Sign Language Choir, School Choir, Barbershop and Cantorum.

The Wednesday at 1pm lunchtime concert series provided opportunities for soloists and ensembles to hone their performance skills in front a small audience. Several junior pupils performed for children at the Bright Horizons Nursery. A Year 6 chorister took part in a production of Andrew Lloyd Webber's Love Never Dies at the Grand Theatre in Wolverhampton. A pupil in Year 6 gained a place in the National Children's Orchestra playing violin. The instrumental music programme for Year 2 (cello or violin), Year 3 (flute or clarinet) and Year 4 (trombone or trumpet) pupils based at Longdon offered instrumental teaching in small groups of 4-6 pupils during weekly lessons of 20 minutes. Pupils were able to take their instruments home to practice in between lessons.

Cantorum and Harmonics sang evensong in the Cathedral and St Chad's Church, as well as compline in the Cathedral, while Barbershop sang evensong in the Chapel at the Hospital of St John the Baptist Without the Barrs, a local community of elderly residents. Several choristers took part in the RSCM residential course at Bath Abbey, expanding their skill set and repertoire while making friends with other choristers from around the country. In the autumn, senior choristers and the choral scholars participated in the RSCM Massed Choirs Festival. The busiest times of year for the whole Foundation Choir are always the build-up to Christmas and Holy Week, when in addition to the normal pattern of weekly services, the choristers sing in concerts, carol services and other events across the diocese. After Holy Week, the choristers and choral scholars took part in a singing tour to Dublin where they performed services and concerts at several churches, and explored the city's culture and heritage. In the summer term, the choristers were involved in filming an episode of the BBC's Songs of Praise in the Cathedral, while several choristers achieved Bronze and Silver RSCM Awards.

The Sixth Form soprano Choral Scholars who sang the compline service on Monday evenings were joined by Cantorum twice a term. The Young Singing Leaders group expanded, with the more experienced Leaders taking on teaching responsibilities. Senior choristers and the soprano choral scholars performed JS Bach's St Matthew's Passion with the Birmingham Bach Choir and soloists and choristers from Deans Close School in Cheltenham. The Cathedral Choir released an album featuring Benjamin Britten's A Ceremony of Carols, alongside Katie Salomon on harp, while the Year 11 Music Tech students had the opportunity to record, mix and produce tracks for an album, which was sold to raise funds for the Motor Neurone Disease Association.

Drama and Art

Drama remains extremely popular with pupils and everyone has the opportunity to take part in at least one performance. There were several small-scale productions by year groups prepared during curriculum lessons, such as the Year 3 production of a self-written play about the life of Churchill, constructed around the idea of an appearance on Desert Island Discs, which they performed for their parents. Year 4 performed Shakespeare's A Midsummer Night's Dream for their parents, and Year 7 pupils enjoyed an amazing stage fighting workshop with Mark Ruddick, fight director and stunt man whose credits include Captain America, War Horse and Vikings. West End actor and vocalist, Cameron Sharp (Beautiful, School of Rock, Jesus Christ Superstar, Rock of Ages and Avenue Q), led a workshop on developing stage presence for pupils involved in the school show.

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FOR THE YEAR ENDED 31 AUGUST 2024

A sold-out, whole school production of Matilda the musical took place in October at the Rose Theatre, Rugeley, a professional 160 seat venue. 100 pupils took part in three performances on stage, in the band, backstage and in the lighting and sound gallery. Year 8 pupils created amazing illustrations inspired by Matilda in the style of Quentin Blake admired by audience members in the foyer and bar area of the Rose Theatre during the show.

Of the 100 LAMDA examinations that were taken during the year by pupils in Years 2-13, every result across the whole school achieved either a Merit (29% of grades) or Distinction (71% of grades). Every pupil from the Longdon campus who took an exam achieved a Distinction. A significant number of senior students excelled in Acting and Public Speaking Gold Medal grades, with 73% achieving a Distinction. This accomplishment awards students 30 UCAS points each, with two students achieving 60 points each.

As part of a fundraising March of the Elephants parade to raise funds for St Giles Hospice, LCS students designed and painted an elephant sculpture in the style of artist Rev J L Petit (1801-1868), whose work featured in an exhibition in Lichfield Cathedral during the summer. Year 8 pupils created some low relief tiles also inspired by Rev Petit, which went on permanent display at The Stables in The Close.

Sport

Sport for enjoyment and fitness forms a central part of the curriculum for all age groups and the co-curricular programme. Students benefit from the use of facilities within the school and professional facilities in the local area that enable them to take part in football, rugby, tennis, hockey, table tennis, cricket, netball, badminton, swimming, squash, gymnastics and athletics. The Early Years, Junior and Senior Sports Days were enjoyed by pupils and parents alike. Senior PE students visited St George's Park to experience the sophisticated facilities that support elite athletes. The Junior Sports Awards Evening saw Sophie Capewell, British Sprint Cyclist, deliver a personal and inspiration talk to pupils, staff and parents, before she awarded full and half sporting colours. Team GB Rifle Shooter, Katie Gleeson, presented the Senior Sports Awards and spoke movingly about her sporting journey to overcome challenges and achieve her goals.

LCS placed third in the U15 ISA Rugby 10s competition and first in the Y9-10 ISA Midlands Hockey Tournament. The Year 8 boys' rugby team came second in the District Rugby 7s Tournament, while the Year 9 boys were crowned champions in their category. The School enjoyed considerable success in athletics, with several pupils placing 1st, 2nd and 3rd in events in the Cannock and District Athletics competition, leading to selection for the Staffordshire County Schools Athletics team. In the ISA Midlands Athletics Championships, 5 pupils achieved gold medals, alongside 4 silvers and 4 bronzes, leading to 7 pupils being selected to represent the Midlands in the ISA National Athletics Finals, where one student was awarded silver in the javelin and others set personal bests.

51 pupils from Years 5 to 11 who took part in the SSPA Gotta Dance Show 2024, with 4 dance performances and 4 solo singers all hugely appreciated by a delighted audience. Several pupils progressed in their martial arts development, including Tae Kwan Do, karate and judo.

There were some outstanding individual achievements, notably:

- A Year 7 pole vaulter developed her personal best significantly during the year, moving to 2.60m, making her eligible for the England Athletics National Indoor Championships in the U15 age category, where she placed 6th. Later in the year she won the Mason Trophy in atrocious weather conditions.
- A Year 9 pupil took part in the World Dance Cup in Spain, receiving a Bronze medal.
- A Year 7 pupil achieved first places in modern solo, ballet solo, modern duet, acro duet, lyrical trio, contemporary troupe, ballet troupe and jazz troupe categories in a national dance festival.
- Another Year 7 dancer represented Team England at the Global Dance Open in the Netherlands.
- Two Year 7 pupils were selected to represent Staffordshire in U13 Hockey.
- Two pupils, one from Year 5 and another in Year 9, qualified to represent the Midlands at the national ISA Swimming Finals at the Queen Elizabeth Olympic Park, where the Year 9 pupil placed 1st in the medley

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FOR THE YEAR ENDED 31 AUGUST 2024

- relay and second in the individual butterfly.
- A Year 8 pupil represented LCS at the British Schools Judo Championship, achieving Bronze in his age group.
 - A Year 5 pupil represented Warwickshire in U11 Squash.
 - A Year 7 pupil won all of his matches, contributing to his team winning the Walmley Golf Club annual sixes event.
 - A Year 9 pupil represented the West Midlands in the U14 Regional Water Polo team.
 - A Year 7 pupil qualified for the England and Wales showjumping championships and the British Showjumping National Championships, representing Warwickshire.
 - A Year 9 pupil won the British Riding Clubs' Intermediate Winter Championships with her team-mates at Solihull Riding Club.
 - A Year 11 pupil was selected to represent Staffordshire at the English Schools National Cross-Country Championships.
 - A reception pupil completed a 2km Park Run every Sunday at Beacon Park and was ranked as 'regional level talent'.
 - A Year 12 student placed third at Silverstone in a Formula 4 event for the UK GB\$ championship, becoming the first privateer racing driver ever to achieve a podium position in the championship, made even more remarkable considering it was only the second weekend he had been in a single seater car. Due to this achievement, he was offered a position in the Official British F3 Championship in Belgium.

Careers education

Careers continued through Personal, Social and Health Education lessons and a series of in-school and external events, such as guest speakers talking about routes into law, medicine and creative arts; the National Apprenticeship Show and the National What University? What Career? Show at the NEC. Year 10 enjoyed an interesting and informative talk from an HR expert. The school continues to use Xello, an online career education and planning tool for pupils that can be accessed at any time. In March, LCS hosted a careers fair at the Lichfield Guildhall for Year 9-12 students from local schools, featuring 18 local employers and 4 universities.

Enrichment activities and personal development

A group of students represent LCS on the Global School Alliance Student Council which seeks to combine online collaboration and immersive experiences to develop transformational international partnerships. This year the group discussed the theme of Peace, Justice and Strong Organisations (sustainable development goal 16), with LCS focusing on migration, as people migrate to other countries to seek peace, to find justice and to become of part of strong institutions. Equally, countries which are at peace and which have strong institutions can provide justice for those seeking sanctuary.

Several pupils joined the Chaplaincy Team to support services in the Chapel and the Cathedral, along with taking responsibility for maintaining and improving the facilities in the Chapel. On St Chad's Day, pupils from Years 5-7 completed a procession from St Chad's Shrine in the Cathedral to the well at St Chad's Church.

Educational trips and visits followed their usual pattern during the academic year, with trips including residential trips for Year 6 (outward bound centre); Year 9 to Dearne Valley featuring multiple outdoor team-building activities; Year 3 to Ilam in Derbyshire; and Year 7 to York to focus on team-building as so many new pupils had joined at the start of the year. Senior biologists completed a three-day residential course at FSC Margam in South Wales, researching succession across sand dunes, the effect of wave exposure on limpet size on a rocky shore, the effect of abiotic factors on the distribution of top shell snails and the effect of water velocity on biodiversity in a local stream. Year 1 pupils scaled the battlements of Tamworth Castle, and were joined by Year 2 pupils to meet exotic animals such as a hissing cockroach, geckos, lesser tenrecs, pythons, owls and a skunk, cementing learning they had undertaken in Science and English lessons. Year 2 visited Blists Hill to transform into Victorians for the day, while Year 3 became Romans for a day and later visited Staffordshire Regiment

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GOVERNORS' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2024

Museum to learn about Anderson shelters, air raids and rationing, while Year 4 pupils enjoyed an Anglo-Saxon day and became Ancient Egyptians. Year 4 also visited the National Justice Museum, developing their understanding of history topic 'crime through the ages'. A Level biology and psychology students enjoyed a fascinating day-long practical seminar on the brain led by Professor Guy Sutton.

A wide range of educational activities took place around specific days, such as the European Day of Languages, World Book Day, Holocaust Memorial Day, Burns' Night, Chinese New Year, Pi Day, Black History Month and Diversity Awareness Week. Tamworth-based poet Daniel Thompson hosted creative workshops for Reception to Year 6 children, while Staffordshire Poet Laureate, Dawn Jutton, worked with pupils in Years 7 to celebrate National Poetry Day.

Leadership achievements included several pupils becoming Library Champions; a Year 3 pupil achieving the Chief Scout Bronze Award for Beavers and a Year 6 pupil achieving the Cubs Scout Silver Award (the highest awards in both groups); a Year 9 pupil reached the 200 hours volunteering milestone and completed the officiating course for England Netball. A group of Year 7 pupils are buddies to Year 6 pupils, helping them prepare for the transition to secondary education. Year 8 pupils developed their mentoring skills working with Year 2 pupils to improve Maths skills.

A Year 1 pupil continued to publish children's books and lead events in local schools and libraries encouraging children to engage with literacy. He won an Inspire Award from the British Youth International College, an educational organisation that supports children's learning.

British Science Week was celebrated at the Longdon site with a focus on the work of different scientists and their discoveries, with hands-on workshops on gravitational forces (Sir Isaac Newton), space (Mae Jemison), materials (Ole Kirk Christiansen), liquid densities (Archimedes), fossils (Mary Anning), and genetic mutation (Charles Darwin). A STEM Challenge saw Year 5 pupils working with Year 3 to complete a series of activities based on improving problem-solving, engineering and computer coding skills, while Year 10 linguists participated in the online National Language Competition organised by GCHQ, which included some challenging code breaking. Year 8 pupils took part when LCS hosted the Faraday STEM Challenge, competing against teams from local schools on a real-life challenge set by National Highways. Year 4 visited the Thinktank Museum in Birmingham for a materials workshop and the 'Earth and Beyond' show in the planetarium.

Students undertaking the Bronze, Silver and Gold Duke of Edinburgh Award completed their expeditions. Forest School lessons ensured pupils continued to develop useful outdoor skills, whilst building self-confidence, resilience and an appreciation of the natural environment. Forest School pupils from Years 5 to 9 contributed to the Churches Count on Nature initiative to count the native flora and fauna found in churchyards across the nation, with the results accessible to those interested across the world.

The Debating Club continued to prosper, supported by excellent guest speakers, and topped their group in the English-Speaking Union Schools' Mace, an annual debating tournament for secondary schools in England, Ireland, Scotland and Wales. The LCS Journal, a regular publication of poetry, short stories, essays and articles by students and staff, encouraged readers to see the world from a different perspective.

Competition successes

Year 10 Drama students gave a stunning performance of Vivienne Franzmann's *The IT* at the Independent Schools Association Drama competition, with the soundtrack also created by a Year 10 student. For the second year running, they were awarded 'Best Senior School Production' as well as an honourable mention for one student in the 'Senior Individual Performer' category.

A Year 13 student won the Song Composition Prize at the Staffordshire Young Composer of the Year competition and was 'Highly Commended' for an essay submitted as part of the Cambridge University Homerton College Essay Programme. A group of pupils won the Special Commendation Award in the Stephen Spender Trust poetry translation competition for their translation from Ukrainian to British Sign Language.

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GOVERNORS' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2024

A team of three LCS debaters (Year 10 and 11) won the Lichfield Rotary Schools Speaking Competition at the Guildhall, competing against Sixth Formers from other schools.

A Year 7 pupil was part of the winning crew awarded the Junior Commodore's Cup at the Manor Park Sailing Club. Junior pupils' success in online Times Table Rock Stars competitions continued, with LCS placed 3rd in the country in the all-through schools category, putting it in the top 1% of the 4,359 schools that took part. Two teams of LCS Geographers competed in the West Midlands Geographical Association Worldwide Quiz at Staffordshire University, achieving an agonizingly-close second place, just 5 points behind Haberdashers Adams Grammar Newport.

Supporting mental health

A considerable amount of time by the Wellbeing Co-ordinator and other pastoral staff was spent supporting the mental health of pupils, ranging from individual sessions to PSHE lessons and topic-based work. Parents were provided with regular and detailed advice on how to protect their children online and support their general mental health.

Details of bursary and scholarship awards

Bursaries

This year the value of means-tested bursaries totalled £197,736 and represented 3.6% of our gross fees and provided assistance to 38 of our pupils.

The school has supported 4 pupils and students from Ukraine on large bursaries (up to 100%) to ensure their education can be continued, and to provide them with support for language learning.

Scholarships

In addition, the School awarded scholarships to 150 pupils, based on their educational merit and potential, totalling £276,472 and representing 5.03% of our gross fees. Of this number, 13 qualified for means-tested bursary support and are included in the figures relating to bursary awards. The progress of pupils receiving scholarships is reviewed at least annually to ensure their progress is in line with their abilities. No scholarships were withdrawn in the year as a result of reviews.

Service to the Community

Fundraising

A large amount of fundraising was undertaken throughout the year on behalf of several regularly-supported charities including the Royal British Legion, BBC's Children in Need, Children's Air Ambulance, Comic Relief, Staffordshire Search and Rescue, MIND, St Giles Hospice, the NSPCC and Guide Dogs. In addition, the school collected food for the Lichfield and Rugeley Foodbanks, as well as food and Christmas gifts for Helping Each Other Lichfield and Surrounding Areas, and raised funds for Education For All to assist the people of the High Atlas region of Morocco affected by a severe earthquake. The Longdon pupils continued their close links with the We Love Lichfield charitable organisation, by raising funds through carol singing. Several events themed around National Poetry Day and World Book Day enabled the School to provide three primary schools in Walsall with books for their libraries.

Music outreach

Music outreach activities enable the School to share its expertise with local schools and encourage children from across the region to engage with new forms of making music. The School's award-winning MusicShare

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GOVERNORS' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2024

programme, which is supported by Entrust (Staffordshire's Music Service), the Music Partnership and the Arts Council, has continued to grow and reach more children across the Midlands. When it started, MusicShare worked with 3 schools per term, now it works with 150 schools per year in core projects and one-off workshops and has positively impacted the lives of 25,000+ children.

MusicShare offers a weekly parent and toddler music group Mini Voices for the under 5s - these valuable sessions enable children to build confidence and social skills, as well as developing the early phonics building blocks for literacy and numeracy. There are four weekly community choirs - Young Voices (ages 6-11), Youth Voices (ages 12-18), Ladies Who Lark (age 18+) and Ukrainian Voices – who work towards regular performances in Lichfield and beyond. MusicShare also provides a range of CPD training videos for non-specialist teachers, and delivered a considerable number of live online training sessions, along with access to a wealth of new (royalty-free) songs for all key stages, complete with a full set of teaching videos, sheet music and lyrics, plus backing and performance tracks for schools to access free of charge. MusicShare celebrated its 20th anniversary with two performances of Noye's Fludde by Benjamin Britten. LCS pupils joined choirs from several primary schools, along with LCS instrumentalists in the orchestra and soloists performing the main parts.

MusicShare hosted six organ workshops delivered by former LCS student Jeremy Sampson. The Willows Primary School and St Peter and Paul Primary took part in a morning workshop, while the afternoon, saw the culmination of MusicShare's work with 4 special educational needs and disabilities schools. These schools rehearsed in the afternoon (70 students joined by the Ladies who Lark), attended evensong and then gave a concert in the Cathedral in the evening.

The school has established a relationship with the local dementia charity, with Year 5 and 6 pupils supporting the dementia-friendly services in Lichfield Cathedral. Year 2 visited Bowbrook Care Home to sing Christmas carols for the residents.

Access to facilities and expertise

The school offered two parent and toddler groups to the community: Toddler Rhyme Time on Tuesdays each week during term time and Forest Tots, a weekly outdoor session for under 5s and their parents learning about the natural environment on Fridays. Practical activities stimulate creative thinking, problem-solving and skill development, while fostering confidence, learning to co-operate and how to identify and manage risk. In addition, Saturday workshops focused on STEM and creative subjects were offered to children under 5 years of age.

A one-day singing workshop was held in conjunction with Lichfield Cathedral for children aged 6-11 years, introducing them to choral singing, good vocal health and the joy of performing in a choir. All vocal tuition (provided by highly qualified and experienced teachers), refreshments and activities were provided free of charge for around 60 children. The School continued to open its doors free of charge to community groups, such as The Johnson Society who hold their monthly meetings at the school, and The Guild of Stewards of Lichfield Cathedral to host dinners and social events at the School.

Volunteers

The School is fortunate to have a dedicated, experienced Board of Governors who have given increased time and thought to the governance of the School during this academic year.

The Friends of the Cathedral School is run by a committee of highly enthusiastic and dedicated parents. Their principal twin aims are to provide good quality social events throughout the year for parents and pupils to enjoy, whilst also raising funds for the School in order to provide items that might not otherwise be afforded. Their policy for the allocation of funds is to provide for special items that would not naturally fall within the school's budget, and to ensure that all children in the school, throughout the age range, benefit from the projects supported. The Friends hosted in-person events including a Bonfire Night, film nights, discos and an Easter treasure hunt for the children, plus a Summer Ball for parents. In addition, the Friends continue to provide the school's second-hand uniform shop. All proceeds were spent on projects that benefit pupils.

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GOVERNORS' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2024

The Governors and Senior Leadership Team greatly appreciate the valuable contribution of all volunteers.

Sustainability

All activities of the Governing Body during the year have been dedicated to the sustainment, improvement and general development of a school which provides an education for a broader range of boys and girls aged 2 to 18, in particular the Cathedral choristers, within the context of its Christian ethos. The Governing Body expanded its number to broaden the representation of skills and experience, and will continue to fill any identified gaps.

The GAIA installation in Lichfield Cathedral inspired a group of students to take action in a number of areas of the school to improve sustainability and reduce the School's carbon footprint. The LCS Changemakers focused on increasing the amount of waste that is recycled in the School, with new facilities made available across the School.

Financial review

a. Going concern

The Governors assess whether the use of going concern is appropriate, that is, whether there are any material uncertainties related to events or conditions that may cast significant doubt on the ability of the school to continue as a going concern. The Governors make this assessment in respect of a period of at least one year from the date of authorisation for issue of the financial statements and have concluded that the school has adequate resources to continue as a going concern, thus they continue to adopt the going concern basis of accounting in preparing the financial statements.

The Governors have prepared cashflow forecasts and projections. These show that the school should be able to operate within the level of its current facility.

A new loan facility was agreed on 5 May 2021 which is repayable over a 15 year period.

b. Reserves policy

The Governors have established a policy whereby the unrestricted funds held by the School should be enough to cover one school term of expenditure. At this level the Governors feel that they would be able to continue the current activities of the School. At 31 August 2024 the unrestricted free reserves of the School were in deficit by £317,670. The charity restricted funds are represented by fixed assets and current assets. The purposes of these funds are detailed in note 13 to the accounts.

c. Risk management objectives and policies

The Governors are responsible for the management of risks faced by the School. Detailed considerations of financial risk are undertaken by the Finance and General Purposes Committee, and that of children's welfare and workplace risk by the School's Health and Safety Committee which in turn reports to the Finance and General Purposes Committee. Risks are identified and assessed, and controls established, throughout the year. In all specialised areas, relevant qualified and experienced experts are employed to give advice. A formal financial audit by an external body is carried out each year and their report is considered by the Governors. The Charitable Company adopts a system of formal agendas and minutes for all committee and full meetings, as well as comprehensive strategic planning, budgeting and management accounting, clear organisational structure and lines of reporting, formal written policies, clear authorisation and approval systems, and vetting procedures as required by law for the protection of the vulnerable. Through the risk management processes established for the School, the Governors are satisfied that the major risks identified have been adequately mitigated.

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GOVERNORS' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2024

d. Financial review

The accounting year of the Charitable Company has resulted in a surplus of funds for the year of £374,409.

The principal financial management policies adopted include:

- the production of regular termly management accounts which are scrutinised by the Finance and General Purposes Committee;
- the preparation of detailed annual budgets which include comparison to actual performance;
- a detailed audit carried out by a firm of Chartered Accountants who report their findings direct to the Governors at a formal Governors meeting;
- regular meetings between the Chair of the Finance and General Purposes Committee and the Director of Finance;
- the authorisation of all expenditure by either the Head Teacher or the Director of Finance; and
- regular weekly meetings between the Head Teacher and the Director of Finance.

Structure, governance and management

a. Constitution

Lichfield Cathedral School is registered as a charitable company limited by guarantee and was set up by a Memorandum of Association on 2 July 2010.

b. Methods of appointment or election of Governors

The management of the School is the responsibility of the Governors who are elected and co-opted under the terms of the Memorandum of Association.

c. Organisational structure and decision-making policies

The day to day running of the School is delegated to the Head Teacher and Senior Management Team. The Head Teacher attends all meetings of Governors.

The board of Governors meet at least once each term. It has two working committees: Finance and General Purposes and Education. Each committee meets formally every term in advance of the full governing body meeting, and holds further meetings as necessary.

d. Policies adopted for the induction and training of Governors

The board of Governors consists of up to fifteen individuals, up to five are appointed by the Chapter of Lichfield Cathedral and of such five, at least two shall be members of Chapter; up to ten are appointed by the Governors. At the end of the last meeting of each academic year, the Governors appoint one of their number to act as Chairman to chair the meetings until the last meeting of the following academic year. The Governors may revoke at any time any such appointment.

All new Governors are inducted into the workings of the Charitable Company by the Head Teacher and the Clerk to Governors. All Governors are welcome to visit the School and training is available through AGBIS and other organisations, as required.

e. Governors' indemnities

The School has taken out Professional Indemnity/Governors Liability insurance as part of the public liability policy. The insurance provides cover up to £2,000,000 (2023 - £2,000,000).

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GOVERNORS' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2024

Plans for future periods

In addition to continuing to meet the primary objectives of the School as itemised above, the key objectives for the next five years are to:

1. the quality of systems of governance and strengthen the accountability of management;
2. achieve the highest standards of learning throughout the School, particularly in preparation for public examinations;
3. ensure that the curriculum from Pre-school to Year 13 is balanced and effective;
4. continue the development of the Sixth Form by increasing the pupil numbers;
5. continue to develop a realistic longer term business strategy, which includes the improvement of the facilities at the School;
6. foster the relationship of the boy and girl choristers to the Cathedral Foundation;
7. continue to develop inspirational opportunities both within and beyond the curriculum including partnerships with the wider educational and Christian community.

Members' liability

The Members of the School guarantee to contribute an amount not exceeding £10 to the assets of the School in the event of winding up.

Statement of Governors' responsibilities

The Governors (who are also the directors of the School for the purposes of company law) are responsible for preparing the Governors' report including the strategic 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 Governors to prepare financial statements for each financial year. Under company law, the Governors must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the School and of its incoming resources and application of resources, including its income and expenditure, for that period. In preparing these financial statements, the Governors are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles of the Charities SORP (FRS 102);
- make judgements 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 School will continue in business.

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

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GOVERNORS' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2024

Disclosure of information to auditor

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

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

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



.....
Mr E Lunt BA MA AKC PCGE NPQH ARSM

Date: 28/03/2025

Lichfield Cathedral School
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INDEPENDENT AUDITORS' REPORT TO THE MEMBERS OF LICHFIELD CATHEDRAL SCHOOL

Opinion

We have audited the financial statements of Lichfield Cathedral School (the 'school') 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. 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 Governors' 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 Governors with respect to going concern are described in the relevant sections of this report.

Other information

The other information comprises the information included in the Annual report other than the financial statements and our Auditors' report thereon. The Governors 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.

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INDEPENDENT AUDITORS' REPORT TO THE MEMBERS OF LICHFIELD CATHEDRAL SCHOOL
(CONTINUED)

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 Governors' report including the Strategic report for the financial year for which the financial statements are prepared is consistent with the financial statements.
- the Governors' report and the Strategic report have 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 Governors' report including the Strategic 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 Governors' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit.

Responsibilities of trustees

As explained more fully in the Governors' responsibilities statement, the Governors (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 Governors 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 Governors 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 Governors 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:

Based on our understanding of the charity and sector in which it operates, we considered those laws and regulations that have a direct impact on the preparation of the financial statements such as the Companies Act 2006. Audit procedures performed by the engagement team included:

- Enquiry of management around actual and potential litigation and claims;

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INDEPENDENT AUDITORS' REPORT TO THE MEMBERS OF LICHFIELD CATHEDRAL SCHOOL
(CONTINUED)

- Reviewing financial statement disclosures and testing to supporting documentation to assess compliance with applicable laws and regulations;
- Performing audit work over the risk of management override of controls, including testing of journal entries and other adjustments for appropriateness, evaluating the business rationale of significant transactions outside the normal course of business and reviewing accounting estimates for bias.

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.

Wayne Thomas FCA (Senior Statutory Auditor)

for and on behalf of

Bates Weston Audit Ltd

Statutory Auditors

Chartered Accountants

The Mills

Canal Street

Derby

DE1 2RJ

Date: 21 May 2025

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

	Note	Restricted funds 2024 £	Unrestricted funds 2024 £	Total funds 2024 £	<i>Total funds 2023 £</i>
Income from:					
Donations and legacies	2	24,316	-	24,316	33,215
Charitable activities	3	52,356	8,051,995	8,104,351	7,238,107
Investments		-	82,182	82,182	42,903
Total income		76,672	8,134,177	8,210,849	7,314,225
Expenditure on:					
Charitable activities	4	108,216	7,728,224	7,836,440	7,204,686
Total expenditure		108,216	7,728,224	7,836,440	7,204,686
Net (expenditure)/income		(31,544)	405,953	374,409	109,539
Transfers between funds	13	932	(932)	-	-
Net movement in funds		(30,612)	405,021	374,409	109,539
Reconciliation of funds:					
Total funds brought forward		151,312	1,915,861	2,067,173	1,957,634
Net movement in funds		(30,612)	405,021	374,409	109,539
Total funds carried forward		120,700	2,320,882	2,441,582	2,067,173

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

The notes on pages 22 to 37 form part of these financial statements.

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REGISTERED NUMBER: 07302696

BALANCE SHEET
AS AT 31 AUGUST 2024

	Note	2024 £	2023 £
Fixed assets			
Tangible assets	9	2,638,552	2,315,304
		<u>2,638,552</u>	<u>2,315,304</u>
Current assets			
Debtors	10	2,204,299	2,102,784
Cash at bank and in hand		2,976,757	1,978,974
		<u>5,181,056</u>	<u>4,081,758</u>
Creditors: amounts falling due within one year	11	(3,987,156)	(3,341,281)
Net current assets		<u>1,193,900</u>	<u>740,477</u>
Total assets less current liabilities		<u>3,832,452</u>	<u>3,055,781</u>
Creditors: amounts falling due after more than one year	12	(1,390,870)	(988,608)
Total net assets		<u><u>2,441,582</u></u>	<u><u>2,067,173</u></u>
Charity funds			
Restricted funds	13	120,700	151,312
Unrestricted funds	13	2,320,882	1,915,861
Total funds		<u><u>2,441,582</u></u>	<u><u>2,067,173</u></u>

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

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



.....
Mr E Lunt BA MA AKC PCGE NPQH ARSM

Date: 28/03/2025

The notes on pages 22 to 37 form part of these financial statements.

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STATEMENT OF CASH FLOWS
FOR THE YEAR ENDED 31 AUGUST 2024

	Note	2024 £	2023 £
Cash flows from operating activities			
Net cash used in operating activities	16	1,506,751	7,139
Cash flows from investing activities			
Purchase of tangible fixed assets	9	(435,386)	(87,595)
Investment income		82,182	42,903
Net cash used in investing activities		(353,204)	(44,692)
Cash flows from financing activities			
Repayments of borrowing		(95,328)	(102,938)
Bank and loan interest paid		(60,436)	(50,884)
Net cash used in financing activities		(155,764)	(153,822)
Change in cash and cash equivalents in the year		997,783	(191,375)
Cash and cash equivalents at the beginning of the year		1,978,974	2,170,349
Cash and cash equivalents at the end of the year	17	2,976,757	1,978,974

The notes on pages 22 to 37 form part of these financial statements

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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.

Lichfield Cathedral School 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 Income

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

For donations to be recognised the School will have been notified of the amounts and the settlement date in writing. If there are conditions attached to the donation and this requires a level of performance before entitlement can be obtained then income is deferred until those conditions are fully met or the fulfilment of those conditions is within the control of the School and it is probable that they will be fulfilled.

Investment income is earned through holding assets for investment purposes such as shares and property. It includes dividends, interest and rent. Where it is not practicable to identify investment management costs incurred within a scheme with reasonable accuracy the investment income is reported net of these costs. Investment management costs are included when the amount can be measured reliably. Interest income is recognised using the effective interest method and dividend and rent income is recognised as the School's right to receive payment is established.

Income tax recoverable in relation to investment income is recognised at the time the investment income is receivable.

1.3 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. Shared costs which contribute to more than one activity and support costs which are not attributable to a single activity are apportioned between those activities on a basis consistent with the use of resources.

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

All expenditure is inclusive of irrecoverable VAT.

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

1. Accounting policies (continued)

1.4 Taxation

The School is considered to pass the tests set out in Paragraph 1 Schedule 6 of the Finance Act 2010 and therefore it meets the definition of a charitable company for UK corporation tax purposes. Accordingly, the School is potentially exempt from taxation in respect of income or capital gains received within categories covered by Chapter 3 Part 11 of the Corporation Tax Act 2010 or Section 256 of the Taxation of Chargeable Gains Act 1992, to the extent that such income or gains are applied exclusively to charitable purposes.

1.5 Tangible fixed assets and depreciation

Tangible fixed assets are initially recognised at cost. After recognition, under the cost model, tangible fixed assets are measured at cost less accumulated depreciation and any accumulated impairment losses. All costs incurred to bring a tangible fixed asset into its intended working condition should be included in the measurement of cost.

Assets in the course of construction are included at costs incurred to date. Depreciation on these assets is not charged until they are brought into use.

At each reporting date the School assesses whether there is any indication of impairment. If such indication exists, the recoverable amount of the asset is determined to be the higher of its fair value less costs to sell and its value in use. An impairment loss is recognised where the carrying amount exceeds the recoverable amount.

Depreciation is charged so as to allocate the cost of tangible fixed assets less their residual value over their estimated useful lives.

Depreciation is provided on the following basis:

Freehold property	-	2.0% straight line
Long-term leasehold property	-	2.0% straight line
Short-term leasehold property	-	over the lease period
Motor vehicles	-	20.0% straight line
Furniture and fittings	-	12.5% straight line
Office equipment	-	20.0% straight line

1.6 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.

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

1. Accounting policies (continued)

1.7 Liabilities and provisions

Liabilities are recognised when there is an obligation at the Balance Sheet date as a result of a past event, it is probable that a transfer of economic benefit will be required in settlement, and the amount of the settlement can be estimated reliably.

Liabilities are recognised at the amount that the School anticipates it will pay to settle the debt or the amount it has received as advanced payments for the goods or services it must provide.

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.

1.8 Lease of school premises

The School enjoys the benefit of having a long term lease from Lichfield Cathedral for the Palace and School House. The lease was taken out on 1 September 1981 for a period of 99 years of which 56 years remain. No lease premium was paid and as such this has not been capitalised.

Rental payments are charged to the Statement of Financial Activities in the period in which they relate.

On 28 August 2003, the School acquired a further long-term lease of 76 years for Dimble House, Beacon Street, Lichfield, from Lichfield Cathedral. The cost of the lease has been capitalised and is being amortised over the term of the lease. Lichfield Cathedral have agreed to an extension of the term of the lease to 125 years at no additional cost.

- The change in lease payments resulting in revised consideration for the lease that is less than the consideration for the lease immediately preceding the change;
- any reduction in lease payments affecting only payments originally due on or before 30 June 2022;
- there being no significant change to other terms and conditions of the lease.

1.9 Pensions

The School operates a defined contribution pension scheme for non-teaching staff. A defined contribution plan is a pension plan under which the School pays fixed contributions into a separate entity. Once the contributions have been paid the School has no further payment obligations.

The contributions are recognised as an expense in the Statement of Financial Activities when they fall due. Amounts not paid are shown in other creditors as a liability in the Balance Sheet. The assets of the plan are held separately from the School in independently administered funds.

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

Lichfield Cathedral School
(A company limited by guarantee)

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

1. Accounting policies (continued)

1.9 Pensions (continued)

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. The TPS is a multi-employer scheme and there is insufficient information available to use defined benefit accounting. The TPS is therefore treated as a defined contribution scheme for accounting purposes and the contributions recognised in the period to which they relate.

1.10 Fund accounting

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

Designated funds comprise unrestricted funds that have been set aside by the Governors 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 School 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.

Investment income, gains and losses are allocated to the appropriate fund.

2. Income from donations and legacies

	Restricted funds 2024 £	Total funds 2024 £	<i>Total funds 2023 £</i>
Donations	24,316	24,316	33,215
<i>Total 2023</i>	33,215	33,215	

Lichfield Cathedral School
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**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2024**

3. Income from charitable activities

	Restricted funds 2024 £	Unrestricted funds 2024 £	Total funds 2024 £	<i>Total funds 2023 £</i>
Fees receivable	-	7,344,768	7,344,768	6,483,235
Other educational income	52,356	707,227	759,583	754,872
	<u>52,356</u>	<u>8,051,995</u>	<u>8,104,351</u>	<u>7,238,107</u>
<i>Total 2023</i>	<u>83,393</u>	<u>7,154,714</u>	<u>7,238,107</u>	
			2024 £	<i>2023 £</i>
School Fees Receivable				
Fees receivable			8,459,132	7,470,820
Less: Remissions			(1,114,364)	(995,921)
			<u>7,344,768</u>	<u>6,474,899</u>

4. Analysis of expenditure on charitable activities

Summary by fund type

	Restricted funds 2024 £	Unrestricted funds 2024 £	Total 2024 £	<i>Total 2023 £</i>
Teaching costs	-	4,414,135	4,414,135	4,104,227
Welfare	-	739,618	739,618	669,962
Premises	-	1,042,594	1,042,594	963,833
Support costs of schooling	108,216	1,436,152	1,544,368	1,417,138
Governance costs	-	95,725	95,725	49,526
	<u>108,216</u>	<u>7,728,224</u>	<u>7,836,440</u>	<u>7,204,686</u>
<i>Total 2023</i>	<u>63,452</u>	<u>7,141,234</u>	<u>7,204,686</u>	

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

5. Analysis of expenditure by activities

	Staff costs 2024 £	Depreciation 2024 £	Other costs 2024 £	Total funds 2024 £	<i>Total funds 2023 £</i>
Teaching costs	3,896,693	-	517,442	4,414,135	4,104,227
Welfare	123,550	-	616,068	739,618	669,962
Premises	246,331	60,149	736,114	1,042,594	963,833
Support costs of schooling	754,804	51,989	737,575	1,544,368	1,417,138
Governance costs	-	-	95,725	95,725	49,526
	<u>5,021,378</u>	<u>112,138</u>	<u>2,702,924</u>	<u>7,836,440</u>	<u>7,204,686</u>
<i>Total 2023</i>	<u><u>4,685,344</u></u>	<u><u>117,515</u></u>	<u><u>2,401,827</u></u>	<u><u>7,204,686</u></u>	

6. Auditors' remuneration

	2024 £	<i>2023 £</i>
Fees payable to the School's auditor for the audit of the School's annual accounts	5,000	4,725
Fees payable to the School's auditor in respect of: All non-audit services not included above	<u>1,200</u>	<u>1,125</u>

7. Staff costs

	2024 £	<i>2023 £</i>
Wages and salaries	3,982,307	3,781,767
Social security costs	386,910	362,209
Contribution to defined contribution pension schemes	664,990	608,348
	<u>5,034,207</u>	<u>4,752,324</u>

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

7. Staff costs (continued)

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

	2024	2023
Head and teachers	95	95
Welfare and maintenance	32	29
Bursary and administration	19	19
	<u>146</u>	<u>143</u>

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

	2024	2023
In the band £60,001 - £70,000	2	2
In the band £70,001 - £80,000	1	-
In the band £90,001 - £100,000	-	1
In the band £120,001 - £130,000	-	1
In the band £130,001 - £140,000	1	-

The School considers its key management personnel to comprise the Head Teacher, the Director of Finance, the Deputy Head, the Head of Junior School, the Assistant Heads, the Director of Operations and the Director of Marketing and Admissions. The aggregate remuneration and benefits received by key management personnel was £704,219 (2023: £709,191).

8. Governors' remuneration and expenses

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

During the year ended 31 August 2024, no Governor expenses have been incurred (2023 - £NIL).

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

9. Tangible fixed assets

	Freehold property £	Long-term leasehold property £	Short-term leasehold property £	Motor vehicles £	Furniture and fittings £	Total £
Cost or valuation						
At 1 September 2023	1,504,409	1,439,033	139,894	10,350	1,186,603	4,280,289
Additions	-	11,682	325,844	-	97,860	435,386
At 31 August 2024	1,504,409	1,450,715	465,738	10,350	1,284,463	4,715,675
Depreciation						
At 1 September 2023	309,350	528,420	120,716	10,350	996,149	1,964,985
Charge for the year	25,088	28,781	6,280	-	51,989	112,138
At 31 August 2024	334,438	557,201	126,996	10,350	1,048,138	2,077,123
Net book value						
At 31 August 2024	1,169,971	893,514	338,742	-	236,325	2,638,552
At 31 August 2023	1,195,059	910,613	19,178	-	190,454	2,315,304

10. Debtors

	2024 £	2023 £
Due within one year		
Outstanding fees	1,991,475	1,915,067
Other debtors	24,934	54,607
Prepayments and accrued income	187,890	133,110
	2,204,299	2,102,784

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

11. Creditors: Amounts falling due within one year

	2024 £	2023 £
Bank loans	63,552	111,631
Pupil deposits	157,450	155,300
Trade creditors	185,559	147,035
Other taxation and social security	89,529	94,571
Other creditors	664,734	167,143
Accruals and deferred income	2,826,332	2,665,601
	<u>3,987,156</u>	<u>3,341,281</u>
	2024 £	2023 £
Deferred income at 1 September 2023	2,511,873	2,253,717
Resources deferred during the year	2,502,822	2,511,873
Amounts released from previous periods	(2,511,873)	(2,253,717)
	<u>2,502,822</u>	<u>2,511,873</u>

Deferred income relates to the Michaelmas fees that are billed in advance.

12. Creditors: Amounts falling due after more than one year

	2024 £	2023 £
Bank loans	941,359	988,608
Other creditors	449,511	-
	<u>1,390,870</u>	<u>988,608</u>

Security

National Westminster Bank PLC hold a first legal mortgage and first legal charge on the freehold property relating to the land and premises at Longdon Green, Longdon, Staffordshire, and the leasehold interest property relating to Dimble House, Beacon Street, Lichfield.

Lichfield Cathedral School
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**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2024**

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					
Designated funds					
Musicshare Core	-	39,227	(42,107)	9,803	6,923
General funds					
General funds	1,915,861	8,094,950	(7,686,117)	(10,735)	2,313,959
Total Unrestricted funds	1,915,861	8,134,177	(7,728,224)	(932)	2,320,882
Restricted funds					
Head's Strategic fund	2,589	-	-	-	2,589
Chorister fund	896	-	-	-	896
Hardship Bursary fund	8,081	-	-	-	8,081
Arts Council funding	10,565	52,356	(48,213)	3,026	17,734
Tim Henman funding	2,094	-	-	(2,094)	-
Friends of LCS	3,592	24,066	(27,658)	-	-
Prizes - Organ fund	300	150	-	-	450
John Heath Musical Endowment fund	90,662	-	-	-	90,662
Ukrainian Music fund	188	100	-	-	288
Jane Holmes restricted fund	32,345	-	(32,345)	-	-
	151,312	76,672	(108,216)	932	120,700
Total of funds	2,067,173	8,210,849	(7,836,440)	-	2,441,582

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

13. Statement of funds (continued)

Statement of funds - prior year

	<i>Balance at 1 September 2022 £</i>	<i>Income £</i>	<i>Expenditure £</i>	<i>Balance at 31 August 2023 £</i>
Unrestricted funds				
General funds	1,859,478	7,197,617	(7,141,234)	1,915,861
Restricted funds				
Head's Strategic fund	2,589	-	-	2,589
Chorister fund	896	-	-	896
Hardship Bursary fund	8,081	-	-	8,081
Arts Council funding	13,421	25,239	(28,095)	10,565
Tim Henman funding	2,094	-	-	2,094
Friends of LCS	(14,025)	27,462	(9,845)	3,592
Prizes - Organ fund	100	200	-	300
John Heath Musical Endowment fund	85,000	21,250	(15,588)	90,662
Ukrainian Music fund	-	938	(750)	188
Jane Holmes restricted fund	-	41,519	(9,174)	32,345
	98,156	116,608	(63,452)	151,312
Total of funds	1,957,634	7,314,225	(7,204,686)	2,067,173

Lichfield Cathedral School
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**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2024**

13. Statement of funds (continued)

Musicshare Core

Monies received to run several of the Musicshare choirs.

Arts Council funding

Restricted funding from MusicShare Hub which is a partnership between LCS, Lichfield Cathedral and The Music Partnership with the aim of promoting participation in singing for local primary, secondary and special schools.

Tim Henman funding

Restricted funding received in relation to tennis coaching from the Tim Henman Foundation.

Friends of LCS

Friends are a parent association that fundraise on behalf of the School and kindly agree to fund specified expenditure.

John Heath Musical Endowment fund

The John Heath Musical Endowment fund is received for the purposes of covering school fees for students with serious musical commitments and outstanding attainment in music.

Ukrainian music fund

The Ukrainian music fund was received from an anonymous donor to be used to cover the music lessons of a Ukrainian pupil at LCS.

Jane Holmes fund

These funds were donated to cover the purchase of a new grand piano as well as the procurement of personalised hymn books for the School.

14. Summary of funds

Summary of funds - current year

	Balance at 1 September 2023 £	Income £	Expenditure £	Transfers in/out £	Balance at 31 August 2024 £
Designated funds	-	39,227	(42,107)	9,803	6,923
General funds	1,915,861	8,094,950	(7,686,117)	(10,735)	2,313,959
Restricted funds	151,312	76,672	(108,216)	932	120,700
	<u>2,067,173</u>	<u>8,210,849</u>	<u>(7,836,440)</u>	<u>-</u>	<u>2,441,582</u>

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

14. Summary of funds (continued)

Summary of funds - prior year

	<i>Balance at 1 September 2022 £</i>	<i>Income £</i>	<i>Expenditure £</i>	<i>Balance at 31 August 2023 £</i>
General funds	1,859,478	7,197,617	(7,141,234)	1,915,861
Restricted funds	98,156	116,608	(63,452)	151,312
	<u>1,957,634</u>	<u>7,314,225</u>	<u>(7,204,686)</u>	<u>2,067,173</u>

15. Analysis of net assets between funds

Analysis of net assets between funds - current period

	Restricted funds 2024 £	Unrestricted funds 2024 £	Total funds 2024 £
Tangible fixed assets	-	2,638,552	2,638,552
Current assets	120,700	5,060,356	5,181,056
Creditors due within one year	-	(3,987,156)	(3,987,156)
Creditors due in more than one year	-	(1,390,870)	(1,390,870)
Total	<u>120,700</u>	<u>2,320,882</u>	<u>2,441,582</u>

Analysis of net assets between funds - prior period

	<i>Restricted funds 2023 £</i>	<i>Unrestricted funds 2023 £</i>	<i>Total funds 2023 £</i>
Tangible fixed assets	-	2,315,304	2,315,304
Current assets	151,312	3,930,446	4,081,758
Creditors due within one year	-	(3,341,281)	(3,341,281)
Creditors due in more than one year	-	(988,608)	(988,608)
Total	<u>151,312</u>	<u>1,915,861</u>	<u>2,067,173</u>

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

16. 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)	374,409	109,539
Adjustments for:		
Depreciation charges	112,138	117,515
Increase in debtors	(101,515)	(255,103)
Increase in creditors	1,143,465	27,207
Bank interest received	(82,182)	(42,903)
Bank and loan interest paid	60,436	50,884
Net cash provided by operating activities	1,506,751	7,139

17. Analysis of cash and cash equivalents

	2024 £	2023 £
Cash in hand	2,976,757	1,978,974
Total cash and cash equivalents	2,976,757	1,978,974

18. Analysis of changes in net debt

	At 1 September 2023 £	Cash flows £	At 31 August 2024 £
Cash at bank and in hand	1,978,974	997,783	2,976,757
Debt due within 1 year	(111,631)	48,079	(63,552)
Debt due after 1 year	(988,608)	47,249	(941,359)
	878,735	1,093,111	1,971,846

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

19. Pension commitments

The School's employees belong to two principal pension schemes: the Teachers' Pension Scheme England and Wales (TPS) for academic and related staff; and a defined contribution scheme for non-teaching staff.

In reference to the defined contribution pension scheme, the assets of the scheme are held separately from those of the School in an independently administered fund. The pension cost charge represents contributions payable by the School to the fund and amounted to £40,620 (2023 - £39,432). Contributions totalling £9,559 (2023 - £9,428) were payable to the fund at the balance sheet date and are included in other creditors.

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.

The pension charge for the year includes contributions payable to the TPS of £624,371 (2023 - £568,916).

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 and in accordance with the Public Service Pensions (Valuations and Employer Cost Cap) Directions 2014. The valuation report was published by the Department for Education on 27 October 2023, with the SCAPE rate, set by HMT, applying a notional investment return based on 1.7% above the rate of CPI. The key elements of the valuation and subsequent consultation are:

- employer contribution rates set at 28.68% of pensionable pay, including a 0.08% employer administration charge.
- 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 contribution 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 valuation for 2020 determined an employer rate of 28.68%, which was payable from 1 April 2024.

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

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

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

20. Operating lease commitments

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

	2024 £	2023 £
Not later than 1 year	189,399	185,566
Later than 1 year and not later than 5 years	497,026	560,454
Later than 5 years	2,719,925	2,773,988
	<u>3,406,350</u>	<u>3,520,008</u>

21. Members' liability

Each member of the charitable company undertakes to contribute to the assets of the company in the event of it being wound up while he/she is a member, or within one year after he/she ceases to be a member, such amount as may be required, not exceeding £10 for the debts and liabilities contracted before he/she ceases to be a member.

22. Related party transactions

Lichfield Cathedral contributed £106,161 (2023 - £86,136) towards the fees of the choristers during the year and provide an annual chaplaincy mentoring service at a cost of £7,000.

23. Controlling party

The School is controlled by the board of Governors.

Accounts

Registered number: 07302696
Charity number: 1137481

Lichfield Cathedral School
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GOVERNORS' REPORT AND FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2023

Lichfield Cathedral School
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**REFERENCE AND ADMINISTRATIVE DETAILS OF THE SCHOOL, ITS GOVERNORS AND ADVISERS
FOR THE YEAR ENDED 31 AUGUST 2023**

Governors	Mr E Lunt BA MA AKC PGCE NPQH ARSM, Acting Chair Ms N Dawes OBE The Very Rev'd A Dorber BA MTh FRSA (resigned 31 March 2023) The Right Rev'd J E Mcfarlane (appointed 20 July 2023) Mrs J Mason ABSM PGCE Mr R Oakley Mr C Rickart BA PGCE Mrs N Roy FCCA The Rev'd Canon A Stead MA Ms C S Shaw BEd (resigned 14 April 2023) The Rev'd Canon Dr G Platten (resigned 23 June 2023) Mr J Neville Mr J Morris (appointed 10 January 2023)
Company registered number	07302696
Charity registered number	1137481
Registered office	The Palace The Close Lichfield Staffordshire WS13 7HL
Bursar	Mrs P A Sharratt FCCA (resigned 1 August 2023)
Head	Mrs S E Hannam BA MA PGCE
Independent auditors	Bates Weston Audit Ltd Statutory Auditors Chartered Accountants The Mills Canal Street Derby DE1 2RJ
Bankers	Santander Corporate Banking 1 Cornwall Street Birmingham B3 2DX National Westminster Bank Plc 47 Market Street Lichfield Staffordshire WS13 6LE

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REFERENCE AND ADMINISTRATIVE DETAILS OF THE SCHOOL, ITS GOVERNORS AND ADVISERS
(CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2023

Solicitors	Pickerings Solicitors (Tamworth) Limited Etchell House Bonehill Road Tamworth Staffordshire B78 3HQ
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Insurance Brokers	Hettle Andrews & Associates Ltd Eleven Brindley Place Birmingham B1 2LP
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GOVERNORS' REPORT
FOR THE YEAR ENDED 31 AUGUST 2023

The Governors present their annual report together with the audited financial statements of the School for the year 1 September 2022 to 31 August 2023. The annual report serves the purposes of both a Governors' report and a directors' report under company law. The Governors 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).

The Choristers of Lichfield Cathedral have been provided with an education for many hundreds of years. The school was re-founded in 1942 as an Independent School. A Charity was established in 1981, registered with the Charity Commission under charity number 1078650, however that charity ceased to operate on 5th November 2010 and all the assets and liabilities were transferred into this Charitable Company on that date. The Governors and executive officers of the Charitable Company are listed on page 1 together with particulars of the professional advisers.

Objectives and activities

a. Policies and objectives

Charitable Objects

The Charity's Objects, as set out in its Articles of Association, are:

- To advance education in such ways as the Governors see fit, including in particular by the provision and conduct of a school for boys and girls which shall have a religious character in accordance with the tenets of the Church of England and which shall in particular (but without limitation) provide education for the Choristers of the Cathedral.
- To advance religion through worship according to the rites and ceremonies of the Church of England as offered from time to time in the Cathedral and elsewhere and the participation therein of the Choristers, other pupils at the School, families of the pupils, staff and other persons connected with the School.
- To further religious, educational and other charitable work in accordance with the principles of the Church of England in the diocese of Lichfield and the wider community.

In meeting these Objects, the School aims to create and maintain an educational environment which nurtures, nourishes and stimulates young minds and talents; one where the children may gain a thorough academic foundation and a wealth of experiences and challenges; and one where daily life is conducted according to Christian values. Furthermore, the School aims to provide a secure and ordered framework through which the children may develop their self-esteem and confidence, discover the riches of successful participation and achievement, and develop a spirit of generosity and service to others within the wider community.

Main Objectives

Our objectives are set to reflect our educational aims and the ethos of the School. It is important to us that we enhance the academic success of the School and continue to provide a wide range of co-curricular activities and enrichment opportunities for our pupils.

In the furtherance of these aims and planning our activities, the Governors have given careful consideration to the Charity Commission's public benefit guidance.

Main objectives for the year included:

- To increase pupil recruitment across all year groups, with a specific focus on Pre-School and Sixth Form.
- To improve pupil retention, particularly between Key Stage 2 and 3 and Key Stage 4 and 5.
- To raise achievement and value-added scores across all subjects.

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

- To continue to improve the School's provision for sport, PE and games.
- To expand the physical space and resources available for learning with particular focus on Sixth Form provision.
- To further extend the co-curricular programme.
- To support all aspects of chorister life for all boy and girl choristers of the School.
- To further develop the programme of performance management and appraisal for all teaching and support staff.
- To extend the School's links with other educational, charitable and commercial organisations.
- To expand the School's musical and other outreach work with primary and secondary schools across the diocese.
- To provide continuing support for pupils already in receipt of fee assistance through bursaries.
- To increase the provision of means-tested bursary support.
- To continue participation in the cultural and social life of Lichfield.

In setting objectives and planning for activities, the Governors 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)'

b. Strategies for achieving objectives

The Governors resolved to scrutinise and support the work of the Senior Management and Leadership Groups in shaping the new curriculum, appointing staff, implementing the admissions policy, resourcing and facilitating academic departments, increasing extra-curricular provision and developing links with the wider educational community within clear budgetary guidelines. It was reaffirmed that the appointment of high quality staff in all areas of the School's activities was the key to success.

c. Grant-making policies

The policy of reducing the financial resources provided for awards based on merit (scholarships) and allowing more funds to be provided for the assistance of those in financial need (bursaries) was sustained during the year. With no endowments or restricted funds, the School pays all such awards from income, necessarily requiring in this challenging economic environment that such awards are relatively small, but allowance has been made for the award of a 100% bursary should the appropriate circumstances present themselves.

Achievements and performance

Pupil Numbers and Fees

Robust recruitment into Year 7 demonstrated that the effects of the pandemic were not long-lasting in the senior school, but recruitment into early years still showed signs of parents delaying entry to pre-school classes. In September 2022, the academic year began with 536 pupils enrolled, compared to 540 on roll at the end of 2021-2022. By the end of the 2022-2023 academic year this number had increased to 543.

The annual fees for the year before the deduction of any means-tested bursaries and scholarships were:

Nursery and Pre-Reception full day	£9,945
Reception	£9,945
Years 1 and 2	£10,584
Years 3 and 4	£12,177
Years 5 and 6	£14,313
Years 7 to 9	£14,631
Years 10 to 13	£15,588

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

Overview

Between September and December in 2022 the UK experienced significant Governmental upheaval with three different Prime Ministers and three different Secretaries of State for Education (actually five over the previous twelve months). 2022 and 2023 also saw a series of teacher strikes take place across the UK's state schools, with unions calling for better pay and working conditions. In addition, the Government outlined immediate next steps towards the ambition for all state schools to be in a strong multi-academy trust, or with plans to join or form one, by 2030. Recruitment into specific subject areas for teaching and for support staff continued to be challenging, mirroring problems within the entire UK education and wider job markets. Exam boards continued to trial computer-based assessments, with a view to moving to completely digital public exams in the future. Pressure mounted on Ofsted (and by association, ISI) over the impact of its inspection regime on school leaders following the tragic death of headteacher Ruth Perry.

A small number of children had, and continue to have, difficulty returning to school following the pandemic lockdowns. A phased return to in-person teaching worked for some, while more complex strategies were required for others. As experienced in schools across the UK, mental health issues continue to have a significant impact on students' attendance, behaviour and learning. The rising cost of living affected a small number of families who moved their children to state education, but had a larger impact on early years parents who chose to keep their children at home rather than enrol them in nursery or pre-reception.

Public examinations returned to normal, with no consideration made for the disruption experienced by Year 11 and Year 13 students during the pandemic. For example, for Year 13 students, this year's A Levels were their first experience of public exams. Grade boundaries returned to pre-pandemic levels, resulting in a drop in the number of top and passing grades awarded.

Academic Performance

In the face of unprecedented challenges and two years of pandemic disruption, GCSE and A Level students demonstrated determination and resilience to achieve an excellent set of results, comparable to the pre-pandemic results from 2019.

At GCSE level, a 100% pass rate was maintained and 61% of students achieved top grades (9-7, Distinction or Merit), while 96% of students gained at least 5 GCSEs at grades 9-4. Demonstrating the value of a broad curriculum, students gained grade 9 in Maths, English, Biology, Chemistry, Physics, French, German, Spanish, Geography, History, Religious Education, Business Studies, Design & Technology and Music. Students of GCSE French achieved outstanding results with all being awarded 9-7 (A** to A) grades. The performance of BTEC Music Technology students was similarly brilliant, with 50% awarded a Distinction while the remaining students all achieved a Merit.

There were some remarkable individual achievements, in contrast to the nation-wide reduction in top grades being awarded. Students who achieved grades equivalent to A**-A in all subjects included Evie L who gained eight grade 9s and one grade 8; Luke P who achieved seven grade 9s and two 8s; and Bailey H who was awarded five grade 9s, two grade 8s and two grade 7s. In addition, Iona L was awarded three grade 9s, four grade 8s and one grade 7, while Raphael C gained three grade 9s, one grade 8, two grade 7s and a Distinction*. Two of our Year 9 pupils took language GCSEs early and both achieved grade 9s: Jasmine G (German) and Jessica M (Spanish).

The post-16 students also maintained a 100% pass rate in A Levels and BTECs: 31% of students achieved A* and Distinction* to A, while 64% of all grades were A*/Distinction* to B. These are excellent results given that they missed entirely the experience of sitting GCSE exams.

There were some outstanding results achieved by individuals. Benjamin W A*A*A*A (Physics, Maths, Further Maths, Chemistry) will now study Theoretical Physics at Birmingham University. Harry S A*A*A* (Philosophy & Ethics, Law, Criminology) will also be going to Birmingham University to study Law. Evie K achieved A*A*A

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(Biology, History, English Lit) plus A* in the Extended Project Qualification (EPQ) is heading to Durham University to study Law. Henry S A*A A (History, Politics, English Lit) will study Politics at Exeter University and Andrew L who achieved A A A (Computing, Maths, Physics) is moving on to a degree apprenticeship with Amazon in cybersecurity.

As a non-academically selective school, some students entered the Sixth Form with modest GCSE results, so it is a testament to the dedication and commitment of students and staff that the leavers achieved grades high enough to gain places on challenging university courses that will prepare them for ambitious career paths.

Co-curricular Programme

Embedded within the curriculum, the co-curricular programme, the Ethical Leadership programme and other School activities (e.g. assemblies, charitable work and services of worship) are creative ways to develop the whole individual, including the 'soft skills' of presentation, public speaking, leadership, team working, coaching and mentoring of others, and interpersonal skills. These skills help students to quickly adapt to university life and in the workplace.

Music

Music remains a specialty of the School, with close to 300 individual music lessons taking place each week, along with a wide range of performance opportunities, including weekly lunchtime recitals, large scale concerts, a GCSE and A Level performance recital, a concerto concert, and three performances of the school musical. The School Orchestra and Jazz Band were reformed, following the pandemic restrictions, and 10 smaller instrumental ensembles continued to rehearse weekly – Recorchestra, Brasshoppers, Pizzicato Strings, Guitar Ensemble, Stringtacular, Clarinuts, Jazzbytes, Ukulellipops, Flutata and Feel the Beat. Choirs included Junior Choir, Harmonics, Sign Language Choir, School Choir, Barbershop and Cantorum.

An amazing instrumental music programme for Year 2, 3 and 4 pupils based at Longdon was introduced offering instrumental teaching in small groups of 4-6 pupils during weekly lessons of 20 minutes. Pupils were able to take their instruments home to practice in between lessons. Year 2 pupils play either Cello or Violin; Year 3 play Toots (flute) and Doods (clarinet); and Year 4 play either Pbones (trombone) or Ptrumpets. In addition, Year 1 pupils receive aural training influenced by the Kodaly method – working on pulse, rhythm and pitch, with Mrs Lamb. This is a hugely exciting and innovative development for music-making at LCS.

Cantorum, the School's senior choir, visited Sidney Sussex College at Cambridge University where they sang evensong and learned about opportunities for choral scholars. At the Society of Heads conference near Chester, Cantorum sang compline as a pre-dinner entertainment. Cantorum, Barbershop and Harmonics have all sung evensong in the Cathedral and in the Chapel at the Hospital of St John the Baptist without the Barrs, a local community of elderly residents.

Several choristers took part in the RSCM course at Bath Abbey, expanding their skill set and repertoire while making friends with other choristers from around the country. The choristers were heavily involved in the Cathedral's commemoration services marking the death of Queen Elizabeth II, the Proclamation of King Charles III and his Coronation, as well as the RSCM Massed Choirs Festival in Wolverhampton. The whole Foundation Choir took part in the Reinstatement of Saint Chad's Shrine in the Cathedral, in a profoundly moving ecumenical service during which a relic of Saint Chad was translated by the Catholic Archdiocese of Birmingham to the new shrine, 484 years after it was moved. The choristers also took part in a short service for the Duke and Duchess of Gloucester (the Duchess is the patron of the national Cathedrals' Music Trust), which included an anthem composed by Josie S (Year 12), and sang in a concert in Symphony Hall in Birmingham. The busiest times of year for the choristers are always the build-up to Christmas and Holy Week, when in addition to the normal pattern of weekly services, the choristers are singing in concerts, carol services and other events across the diocese, but they also found time to record a CD of Benjamin Britten's A Ceremony of Carols.

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The Sixth Form soprano Choral Scholars who sang the compline service on Monday evenings were joined by Cantorum twice a term. The Young Singing Leaders group expanded again, with the more experienced Leaders taking on teaching responsibilities. Former chorister and violinist Felix C (Year 10) successfully applied to join the City of Birmingham Symphony Orchestra Youth Ensemble Project Remix, with weekly rehearsals culminating in a concert in Symphony Hall at the end of February. He also joined the CBSO Youth Orchestra, the National Youth Folk Ensemble and the Lichfield Sinfonia. Former chorister Aaliyah (Year 11) gained a place in the National Youth Training Choir of Great Britain.

Year 13 Music Tech students had the opportunity to record and mix tracks at the professional-grade studios at Derby University, while alumnus Jake Wright, who is studying Music Technology at Bath Spa University, returned to talk to the Year 10 and 11 Music Tech students about his experience so far and to play some of his compositions. Chris Hoyle, Head of Strings at the Royal Northern College of Music, and Catherine Yates, Deputy Head of Strings, delivered a strings workshop working with four students as demonstrators.

Drama and Art

Drama remains extremely popular with pupils and everyone has the opportunity to take part in at least one performance. There were several small-scale productions by year groups prepared during curriculum lessons, such as the Year 3 production of Treachery at Traitors' Quay, which they performed for their parents and for children at Saxon Hill School. A sold-out, whole School production of Joseph and the Amazing Technicolor Dreamcoat took place in March at the Rose Theatre, Rugeley, a professional 160 seat venue. 100 pupils from Years 1 to 13 took part in three performances on stage, in the orchestra, backstage and in the lighting and sound gallery.

Students in Year 10 won Best Senior Production at the Independent Schools Association Drama Competition and Savannah A-D won Best Individual Performance in the senior category. Pupils throughout the Junior School devised, prepared and performed a play in a day, an enrichment activity that saw them creating costumes and masks, painting the set and learning choreography. A group of Year 9 students collected the Poetry By Heart Special Award for their performance of Mother It's Already Winter in spoken Ukrainian and British Sign Language.

Sport

Sport for enjoyment and fitness forms a central part of the curriculum for all age groups and the co-curricular programme. The number of children participating in sport fixtures certainly improved as local schools returned to their competitive schedules. Students benefit from the use of facilities within the School and professional facilities in the local area that enable them to take part in football, rugby, tennis, hockey, table tennis, cricket, netball, badminton, swimming, squash, gymnastics and athletics. The Early Years, Junior and Senior Sports Days were enjoyed by pupils and parents alike. Senior PE students visited St George's Park to experience the sophisticated facilities that support elite athletes.

Hockey is a real strength in the School, with the majority of the Lichfield Hockey Club teams composed of LCS players. At the Club, Katy R (Year 6) was U10 Girls Player of the Season; Abby McC (Year 8) won Player of the Year; Alex F (Year 6) won Boys U10 Player of the Year; while Tiya L (Year 4) won U8 Player of the Year. The Year 10 girls team became District Rugby 7s champions, while the boys Year 7 team were runners up in their District Rugby 7s tournament.

The Junior Sports Awards Evening saw Team GB Para-Canoeist, Para-Nordic skier and Paralympian Hope Gordon deliver a personal and inspiration talk to pupils, staff and parents, before she awarded full and half sporting colours. Former England netball player, Eboni Esoro-Brown, presented the Senior Sports Awards and spoke movingly about her sporting journey to overcome adversity and achieve her goals.

At the Midland Independent Schools Association Athletics Championships in Leicester, LCS students won 12 medals, with Henry D (Year 9) winning gold in the 100m and hurdles events which earned his place in the

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Midlands Independent Schools' team at the National Championships. The Year 6 girls cross country team were crowned County School Games Champions. In June, the boys team won the Independent Schools Association U11 Tennis Championship, and the U15 boys became the Cannock & District Boys Doubles Champions.

There were some outstanding individual achievements, notably:

- Lexi K (Year 7) won the Derbyshire County Tennis Championships U11 and U12 titles.
- Henry D (Year 9) won gold in the 100m at the Independent Schools National Athletics Championships.
- Otto H (Year 10) won silver in the County Athletics Championships, placing him 5th in the West Midlands and in the top 50 in the UK.
- George H (Year 7) won gold medals in Judo at the AJA Buyen Tournament, the AJA National Championship and the BJA British Kata Championship.
- Daisy A (Year 8) continued to win multiple awards in contemporary dance at events across the UK and Europe.
- Izzy W won silver in the Year 7 girls 4 x 100m relay at the Independent Schools National Athletics Championships.
- Nicola P (Year 8) was selected to play for the West Midlands U16 water polo team.
- Charlotte M (Year 8) was selected for the Regional Development Programme for Swim England.
- Ruby C (Year 8) gained a place in the U13 Staffordshire Netball Player Development Pathway.
- Seb L (Year 11) was selected for the Greater Birmingham County rugby squad.
- Casper F (Year 10) signed an U16 football contract with Walsall FC.
- Harry P (Year 5) placed 10th overall in the U12 boys Stubby Gates skiing event.
- Luella H (Year 8) placed 6th in the Schools Equestrian Games 2-day event.

Careers education

Careers continued through Personal, Social and Health Education lessons and a series of in-school and external events, such as guest speakers talking about routes into law, medicine and creative arts; the National Apprenticeship Show and the National What University? What Career? Show at the NEC. The School continues to use Xello, an online career education and planning tool for pupils that can be accessed at any time.

Enrichment activities and personal development

A group of students represent LCS on the Global School Alliance Student Council which seeks to combine online collaboration and immersive experiences to develop transformational international partnerships. During the year, the students worked on a project to become 'Economic Champions', promoting knowledge and understanding of a range of financial issues and contributed to a discussion on mental health. Six senior students were elected to represent LCS on the Lichfield District Youth Council, with Tom W also securing the position of Chair of the Youth Council for a year.

Several pupils became the first to join the new Chaplaincy Team to support services in the Chapel and the Cathedral, along with taking responsibility for maintaining and improving the facilities in the Chapel. On St Chad's Day, pupils from Years 5-7 completed a procession from The Close to the well at St Chad's Church.

Educational trips and visits followed their usual pattern during the academic year, with trips including residential trips for Year 9 to Dearne Valley featuring multiple outdoor team-building activities; Year 3 to Ilam in Derbyshire; and Year 7 to York to focus on team-building as so many new pupils had joined at the start of the year. In addition to visiting the Large Hadron Collider at CERN in Switzerland, the Einstein Museum in Bern and the United Nations in Geneva, Sixth Form scientists were encouraged to think critically about famous experiments and scientific achievements during a lecture by Professor Gregory Radick, hosted by the Lichfield Science and Engineering Society.

Year 1 pupils scaled the battlements of Tamworth Castle, while Sixth Form Philosophy, Ethics and Theology

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students attend a conference on the topic of Religious Experience run by renowned philosopher and author Peter Vardy at Coventry Cathedral. Year 8 pupils visited the Guru Nanak Gurdwara in Smethwick to deepen their understanding of Sikhism. Year 1 and 2 pupils enjoyed meeting exotic animals such as a hissing cockroach, geckos, lesser tenrecs, pythons, owls and a skunk, cementing learning they had undertaken in Science and English lessons. Year 3 became Romans for a day, while Year 4 pupils enjoyed an Anglo-Saxon day and became Ancient Egyptians. Year 11, 12 and 13 students were fascinated by the harrowing and inspirational testimony of Dr Mindu Hornick MBE, a Holocaust survivor. Year 3 travelled back in time at the Staffordshire Regimental Museum learning about Anderson shelters, air raids and rationing.

A wide range of activities took place around specific days, such as World and European Languages Days, World Book Day, Holocaust Memorial Day, Burns' Night, Chinese New Year, Pi Day, Black History Month and Diversity Awareness Week. Poet Laureate Emeritus Brenda Read-Brown hosted creative workshops for Reception to Year 4 children, while poet Simon Fletcher worked with pupils in Years 5-7 to celebrate National Poetry Day.

British Science Week was celebrated at the Longdon site with hands-on workshops on magnetic and gravitational forces, space, materials, water displacement and liquid densities, categorising species and discovering fossils. A STEM Challenge saw Year 5 pupils working with Year 3 to complete a series of activities based on improving problem-solving, engineering and computer coding skills, while Year 10 linguists participated in the online National Language Competition organised by GCHQ, which included some challenging code breaking. Year 7 and 8 pupils took part in the Faraday STEM Challenge, competing against teams from local schools to design, engineer and budget a drone delivery system. Year 4 visited the Thinktank Museum in Birmingham for a materials workshop and the 'Earth and Beyond' show in the planetarium.

Students undertaking the Bronze, Silver and Gold Duke of Edinburgh Award completed their expeditions. Forest School lessons ensured pupils continued to develop useful outdoor skills, whilst building self-confidence, resilience and an appreciation of the natural environment. Forest School pupils from Years 5 to 9 contributed to the Church's Count on Nature initiative to count the native flora and fauna found in churchyards across the nation, with the results accessible to those interested across the world.

The Debating Club continued to prosper, supported by excellent guest speakers, and topped their group in the English-Speaking Union Schools' Mace, an annual debating tournament for secondary schools in England, Ireland, Scotland and Wales. Debaters also took part in the Oxford Schools' competition, the largest British Parliamentary school-level debate competition in the world, and the Lichfield Rotary Schools Speaking Competition.

The LCS Journal, a regular publication of poetry, short stories, essays and articles by students and staff, encouraged readers to see the world from a different perspective. During Refugee Week, pupils were privileged to welcome Emeka, Cedric, Akram and Tawasol to the school to learn about their extraordinary experiences fleeing from oppression and torture in their home countries. Year 11 Music Tech students recorded and mixed an album of cover hits from the 1970s and 80s to raise money for the One by One charity which seeks to prevent exploitation of vulnerable people across the world.

Competition successes

Sophie M (Year 12) won an Arkwright Scholarship Award from the Institute of Engineering and Technology, sponsored by the Royal Electrical and Mechanical Engineers, in recognition of her outstanding potential as future leader in engineering. Maisie H (Year 12) was awarded first place in the Sixth Form category of the prestigious Independent Schools Association Essay Competition.

Three Year 11 Geographers competed in the West Midlands Geographical Association Worldwide Quiz at Staffordshire University, achieving an agonizingly-close second place. Ben W (Year 13) was awarded a gold medal in the British Physics Olympiad, which put him in the top 8% of entrants.

James S (Year 9) was runner up in the national finals of the Independent Schools Association Young Musician

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Competition (Middle Age Group category), performing an outstanding samba by Graham Lyons on clarinet. Georgina G (Year 12) achieved a special commendation in the international Philosophy Essay Competition organised by the University of Lincoln.

Pupils in Years 3 and 4 entered a national competition on Times Tables Rock Stars and achieved remarkable success: LCS placed 3rd nationally out of similar all-through schools, achieving 32,902 correct answers in one hour, in a competition involving nearly 500,000 pupils across the country.

Isla B and Millie R (both Year 10) won a national competition to create a short film on the theme of 'a view on the world' organised by RE:ONLINE. Sam G and Oscar T (both Year 3) achieved second place in the Society of Heads National Animation Competition with their stop-motion film telling the inspiring story of Rosa Parks.

Supporting mental health

A considerable amount of staff time was spent supporting the mental health of pupils, ranging from regular individual sessions to PSHE lessons and topic-based work. Parents were provided with regular and detailed advice on how to protect their children online and support their general mental health. A Wellbeing Co-ordinator was appointed to focus on support for pupils and staff.

Details of bursary and scholarship awards

Bursaries

This year the value of means-tested bursaries totalled £352,111 and represented 4.7% of our gross fees and provided assistance to 62 of our pupils.

The School has supported 5 pupils and students from Ukraine on large bursaries (up to 100%) to ensure their education can be continued, and to provide them with support for language learning.

Scholarships

In addition, the School awarded scholarships to 152 pupils, based on their educational merit and potential, totalling £321,706 and representing 4.3% of our gross fees. Of this number, 20 qualified for means-tested bursary support and are included in the figures relating to bursary awards. The progress of pupils receiving scholarships is reviewed at least annually to ensure their progress is in line with their abilities. No scholarships were withdrawn in the year as a result of reviews.

Service to the Community

Fundraising

A large amount of fundraising was undertaken throughout the year on behalf of the Royal British Legion, BBC's Children in Need, The Children's Society, the Pathway Project, the RSCPA, Macmillan, Children's Air Ambulance, Twycross Zoo, Comic Relief, Staffordshire Search and Rescue, Stand Up to Cancer and Guide Dogs. In addition, the School collected food for the Lichfield and Rugeley Foodbanks, as well as food and Christmas gifts for Helping Each Other Lichfield and Surrounding Areas. What started with donating and medical and hygiene equipment, plus clothes and blankets for to be shipped to Ukraine families, evolved into the school working towards becoming a School of Sanctuary as part of the City of Sanctuary scheme supporting all refugees. The Longdon pupils continued their close links with the We Love Lichfield charitable organisation, by raising funds through carol singing.

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Music outreach

Music outreach activities enable the School to share its expertise with local schools and encourage children from across the region to engage with new forms of making music. The School's award-winning MusicShare programme, which is supported by Entrust (Staffordshire's Music Service), the Music Partnership and the Arts Council, has continued to grow and reach more children across the Midlands. When it started, MusicShare worked with 3 schools per term, now it works with 150 schools per year in core projects and one-off workshops and has positively impacted the lives of 25,000+ children.

MusicShare offers two weekly parent and toddler music groups Mini Voices and Toddler Rhyme Time for the under 5s - these valuable sessions enable children to build confidence and social skills, as well as developing the early phonics building blocks for literacy and numeracy. There are three weekly community choirs - Young Voices (ages 6-11), Youth Voices (ages 12-18) and Ladies Who Lark (age 18+) – who work towards regular performances in Lichfield and beyond. MusicShare also provides a range of CPD training videos for non-specialist teachers, and delivered a considerable number of live online training sessions, along with access to a wealth of new (royalty-free) songs for all key stages, complete with a full set of teaching videos, sheet music and lyrics, plus backing and performance tracks for schools to access free of charge.

Access to facilities and expertise

The School offered two parent and toddler groups to the community: Toddler Rhyme Time on Tuesdays each week during term time and Forest Tots, a weekly outdoor session for under 5s and their parents learning about the natural environment on Fridays. Practical activities stimulate creative thinking, problem-solving and skill development, while fostering confidence, learning to co-operate and how to identify and manage risk. The sessions are led by a qualified Forest School practitioner.

LCS hosted a unique Bach event when Libby Burgess chose the Longdon site for the Staffordshire performance of her epic tour of Bach's 48 Preludes and Fugues. The three sessions over two days raised funds for music charities.

The School continued to open its doors free of charge to community groups, such as The Johnson Society who hold their monthly meetings at the school, and The Guild of Stewards of Lichfield Cathedral to host dinners and social events at the School.

Volunteers

The School is fortunate to have a dedicated, experienced Board of Governors who have given increased time and thought to the governance of the School during this academic year.

The Friends of the Cathedral School is run by a committee of highly enthusiastic and dedicated parents. Their principal twin aims are to provide good quality social events throughout the year for parents and pupils to enjoy, whilst also raising funds for the School in order to provide items that might not otherwise be afforded. Their policy for the allocation of funds is to provide for special items that would not naturally fall within the school's budget, and to ensure that all children in the School, throughout the age range, benefit from the projects supported. For the first time in two years The Friends were able to host in-person events including a Bonfire Night, film nights, discos and an Easter treasure hunt for the children, plus a quiz night for adults and a fantastic Circus and Summer Fair. In addition, the Friends support the library at the Longdon site as well as continuing to provide the School's second-hand uniform shop. A significant amount of money was raised with all proceeds spent on projects that benefit pupils.

The Governors and Senior Leadership Team greatly appreciate the valuable contribution of all volunteers.

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Sustainability

All activities of the Governing Body during the year have been dedicated to the sustainment, improvement and general development of a School which provides an education for a broader range of boys and girls aged 21/2 to 18, in particular the Cathedral choristers, within the context of its Christian ethos. The Governing Body expanded its number to broaden the representation of skills and experience, and will continue to fill any identified gaps.

Financial review

a. Going concern

The Governors assess whether the use of going concern is appropriate, that is, whether there are any material uncertainties related to events or conditions that may cast significant doubt on the ability of the school to continue as a going concern. The Governors make this assessment in respect of a period of at least one year from the date of authorisation for issue of the financial statements and have concluded that the school has adequate resources to continue as a going concern, thus they continue to adopt the going concern basis of accounting in preparing the financial statements.

The Governors have prepared cashflow forecasts and projections. These show that the school should be able to operate within the level of its current facility.

A new loan facility was agreed on 5 May 2021 which is repayable over a 15 year period.

b. Reserves policy

The Governors have established a policy whereby the unrestricted funds held by the School should be enough to cover one school term of expenditure. At this level the Governors feel that they would be able to continue the current activities of the School. At 31 August 2023 the unrestricted free reserves of the School were in deficit by £399,443. The charity restricted funds are represented by fixed assets and current assets. The purposes of these funds are detailed in note 13 to the accounts.

c. Risk management objectives and policies

The Governors are responsible for the management of risks faced by the School. Detailed considerations of financial risk are undertaken by the Finance and General Purposes Committee, and that of children's welfare and workplace risk by the School's Health and Safety Committee which in turn reports to the Finance and General Purposes Committee. Risks are identified and assessed, and controls established, throughout the year. In all specialised areas, relevant qualified and experienced experts are employed to give advice. A formal financial audit by an external body is carried out each year and their report is considered by the Governors. The Charitable Company adopts a system of formal agendas and minutes for all committee and full meetings, as well as comprehensive strategic planning, budgeting and management accounting, clear organisational structure and lines of reporting, formal written policies, clear authorisation and approval systems, and vetting procedures as required by law for the protection of the vulnerable. Through the risk management processes established for the School, the Governors are satisfied that the major risks identified have been adequately mitigated.

d. Financial review

The accounting year of the Charitable Company has resulted in a surplus of funds for the year of £109,539.

The principal financial management policies adopted include:

- the production of regular termly management accounts which are scrutinised by the Finance and General Purposes Committee;
- the preparation of detailed annual budgets which include comparison to actual performance;

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- a detailed audit carried out by a firm of Chartered Accountants who report their findings direct to the Governors at a formal Governors meeting;
- regular meetings between the Chair of the Finance and General Purposes Committee and the Director of Finance;
- the authorisation of all expenditure by either the Head Teacher or the Director of Finance; and
- regular weekly meetings between the Head Teacher and the Director of Finance.

Structure, governance and management

a. Constitution

Lichfield Cathedral School is registered as a charitable company limited by guarantee and was set up by a Memorandum of Association on 2 July 2010.

b. Methods of appointment or election of Governors

The management of the School is the responsibility of the Governors who are elected and co-opted under the terms of the Memorandum of Association.

c. Organisational structure and decision-making policies

The day to day running of the School is delegated to the Head Teacher and Senior Management Team. The Head Teacher attends all meetings of Governors.

The board of Governors meet at least once each term. It has two working committees: Finance and General Purposes and Education. Each committee meets formally every term in advance of the full governing body meeting, and holds further meetings as necessary.

d. Policies adopted for the induction and training of Governors

The board of Governors consists of up to fifteen individuals, up to five are appointed by the Chapter of Lichfield Cathedral and of such five, at least two shall be members of Chapter; up to ten are appointed by the Governors. At the end of the last meeting of each academic year, the Governors appoint one of their number to act as Chairman to chair the meetings until the last meeting of the following academic year. The Governors may revoke at any time any such appointment.

All new Governors are inducted into the workings of the Charitable Company by the Head Teacher and the Clerk to Governors. All Governors are welcome to visit the School and training is available through AGBIS and other organisations, as required.

e. Governors' indemnities

The School has taken out Professional Indemnity/Governors Liability insurance as part of the public liability policy. The insurance provides cover up to £2,000,000 (2022 - £2,000,000).

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Plans for future periods

In addition to continuing to meet the primary objectives of the School as itemised above, the key objectives for the next five years are to:

1. the quality of systems of governance and strengthen the accountability of management;
2. achieve the highest standards of learning throughout the School, particularly in preparation for public examinations;
3. ensure that the curriculum from Pre-school to Year 13 is balanced and effective;
4. continue the development of the Sixth Form by increasing the pupil numbers;
5. continue to develop a realistic longer term business strategy, which includes the improvement of the facilities at the School;
6. foster the relationship of the boy and girl choristers to the Cathedral Foundation;
7. continue to develop inspirational opportunities both within and beyond the curriculum including partnerships with the wider educational and Christian community.

Members' liability

The Members of the School guarantee to contribute an amount not exceeding £10 to the assets of the School in the event of winding up.

Statement of Governors' responsibilities

The Governors (who are also the directors of the School for the purposes of company law) are responsible for preparing the Governors' report including the strategic 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 Governors to prepare financial statements for each financial . Under company law, the Governors must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the School and of its incoming resources and application of resources, including its income and expenditure, for that period, In preparing these financial statements, the Governors are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles of the Charities SORP (FRS 102);
- make judgements 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 School will continue in business.

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

Lichfield Cathedral School
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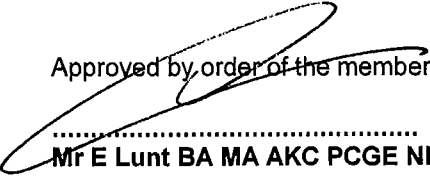
GOVERNORS' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2023

Disclosure of information to auditor

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

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

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



.....
Mr E Lunt BA MA AKC PCGE NPQH ARSM

Date: 19 February 2024

Lichfield Cathedral School
(A company limited by guarantee)

INDEPENDENT AUDITORS' REPORT TO THE MEMBERS OF LICHFIELD CATHEDRAL SCHOOL

Opinion

We have audited the financial statements of Lichfield Cathedral School (the 'school') 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. 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 Governors' 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 Governors with respect to going concern are described in the relevant sections of this report.

Other information

The other information comprises the information included in the Annual report other than the financial statements and our Auditors' report thereon. The Governors 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.

Lichfield Cathedral School
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INDEPENDENT AUDITORS' REPORT TO THE MEMBERS OF LICHFIELD CATHEDRAL SCHOOL
(CONTINUED)

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 Governors' report including the Strategic report for the financial year for which the financial statements are prepared is consistent with the financial statements.
- the Governors' report and the Strategic report have 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 Governors' report including the Strategic 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 Governors' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit.

Responsibilities of trustees

As explained more fully in the Governors' responsibilities statement, the Governors (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 Governors 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 Governors 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 Governors 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

Lichfield Cathedral School
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INDEPENDENT AUDITORS' REPORT TO THE MEMBERS OF LICHFIELD CATHEDRAL SCHOOL
(CONTINUED)

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:

Based on our understanding of the charity and sector in which it operates, we considered those laws and regulations that have a direct impact on the preparation of the financial statements such as the Companies Act 2006. Audit procedures performed by the engagement team included:

- Enquiry of management around actual and potential litigation and claims;
- Reviewing financial statement disclosures and testing to supporting documentation to assess compliance with applicable laws and regulations;
- Performing audit work over the risk of management override of controls, including testing of journal entries and other adjustments for appropriateness, evaluating the business rationale of significant transactions outside the normal course of business and reviewing accounting estimates for bias.

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.

Wayne Thomas ACA (Senior Statutory Auditor)

for and on behalf of

Bates Weston Audit Ltd

Statutory Auditors

Chartered Accountants

The Mills

Canal Street

Derby

DE1 2RJ

Date: 21 February 2024

Lichfield Cathedral School
(A company limited by guarantee)

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

	Note	Restricted funds 2023 £	Unrestricted funds 2023 £	Total funds 2023 £	Total funds 2022 £
Income from:					
Donations and legacies	2	33,215	-	33,215	85,100
Charitable activities	3	83,393	7,036,720	7,120,113	6,246,303
Investments		-	42,903	42,903	4,810
Total income		116,608	7,079,623	7,196,231	6,336,213
Expenditure on:					
Charitable activities	4	63,452	7,023,240	7,086,692	6,026,784
Total expenditure		63,452	7,023,240	7,086,692	6,026,784
Net movement in funds		53,156	56,383	109,539	309,429
Reconciliation of funds:					
Total funds brought forward		98,156	1,859,478	1,957,634	1,648,205
Net movement in funds		53,156	56,383	109,539	309,429
Total funds carried forward		151,312	1,915,861	2,067,173	1,957,634

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

The notes on pages 22 to 37 form part of these financial statements.

Lichfield Cathedral School
(A company limited by guarantee)
REGISTERED NUMBER: 07302696

BALANCE SHEET
AS AT 31 AUGUST 2023

	Note	2023 £	2022 £
Fixed assets			
Tangible assets	9	2,315,304	2,345,224
		<u>2,315,304</u>	<u>2,345,224</u>
Current assets			
Debtors	10	2,102,784	1,847,681
Cash at bank and in hand		1,978,974	2,170,349
		<u>4,081,758</u>	<u>4,018,030</u>
Creditors: amounts falling due within one year	11	(3,341,281)	(3,312,796)
Net current assets		<u>740,477</u>	<u>705,234</u>
Total assets less current liabilities		<u>3,055,781</u>	<u>3,050,458</u>
Creditors: amounts falling due after more than one year	12	(988,608)	(1,092,824)
Total net assets		<u><u>2,067,173</u></u>	<u><u>1,957,634</u></u>
Charity funds			
Restricted funds	13	151,312	98,156
Unrestricted funds	13	1,915,861	1,859,478
Total funds		<u><u>2,067,173</u></u>	<u><u>1,957,634</u></u>

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

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

.....
Mr E Lunt BA MA AKC PCGE NPQH ARSM

Date: 19 February 2024

The notes on pages 22 to 37 form part of these financial statements.

Lichfield Cathedral School
(A company limited by guarantee)

STATEMENT OF CASH FLOWS
FOR THE YEAR ENDED 31 AUGUST 2023

	Note	2023 £	2022 £
Cash flows from operating activities			
Net cash used in operating activities	16	7,139	727,765
Cash flows from investing activities			
Purchase of tangible fixed assets	9	(87,595)	(21,690)
Investment income		42,903	4,810
Net cash used in investing activities		(44,692)	(16,880)
Cash flows from financing activities			
Repayments of borrowing		(102,938)	(71,357)
Bank and loan interest paid		(50,884)	(30,883)
Net cash used in financing activities		(153,822)	(102,240)
Change in cash and cash equivalents in the year		(191,375)	608,645
Cash and cash equivalents at the beginning of the year		2,170,349	1,561,704
Cash and cash equivalents at the end of the year	17	1,978,974	2,170,349

The notes on pages 22 to 37 form part of these financial statements

Lichfield Cathedral School
(A company limited by guarantee)

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.

Lichfield Cathedral School 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 Income

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

For donations to be recognised the School will have been notified of the amounts and the settlement date in writing. If there are conditions attached to the donation and this requires a level of performance before entitlement can be obtained then income is deferred until those conditions are fully met or the fulfilment of those conditions is within the control of the School and it is probable that they will be fulfilled.

Investment income is earned through holding assets for investment purposes such as shares and property. It includes dividends, interest and rent. Where it is not practicable to identify investment management costs incurred within a scheme with reasonable accuracy the investment income is reported net of these costs. Investment management costs are included when the amount can be measured reliably. Interest income is recognised using the effective interest method and dividend and rent income is recognised as the School's right to receive payment is established.

Income tax recoverable in relation to investment income is recognised at the time the investment income is receivable.

1.3 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. Shared costs which contribute to more than one activity and support costs which are not attributable to a single activity are apportioned between those activities on a basis consistent with the use of resources.

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

All expenditure is inclusive of irrecoverable VAT.

Lichfield Cathedral School
(A company limited by guarantee)

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

1. Accounting policies (continued)

1.4 Taxation

The School is considered to pass the tests set out in Paragraph 1 Schedule 6 of the Finance Act 2010 and therefore it meets the definition of a charitable company for UK corporation tax purposes. Accordingly, the School is potentially exempt from taxation in respect of income or capital gains received within categories covered by Chapter 3 Part 11 of the Corporation Tax Act 2010 or Section 256 of the Taxation of Chargeable Gains Act 1992, to the extent that such income or gains are applied exclusively to charitable purposes.

1.5 Tangible fixed assets and depreciation

Tangible fixed assets are initially recognised at cost. After recognition, under the cost model, tangible fixed assets are measured at cost less accumulated depreciation and any accumulated impairment losses. All costs incurred to bring a tangible fixed asset into its intended working condition should be included in the measurement of cost.

Assets in the course of construction are included at costs incurred to date. Depreciation on these assets is not charged until they are brought into use.

At each reporting date the School assesses whether there is any indication of impairment. If such indication exists, the recoverable amount of the asset is determined to be the higher of its fair value less costs to sell and its value in use. An impairment loss is recognised where the carrying amount exceeds the recoverable amount.

Depreciation is charged so as to allocate the cost of tangible fixed assets less their residual value over their estimated useful lives.

Depreciation is provided on the following basis:

Freehold property	-	2.0% straight line
Long-term leasehold property	-	2.0% straight line
Short-term leasehold property	-	over the lease period
Motor vehicles	-	20.0% straight line
Furniture and fittings	-	12.5% straight line
Office equipment	-	20.0% straight line

1.6 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.

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

1. Accounting policies (continued)

1.7 Liabilities and provisions

Liabilities are recognised when there is an obligation at the Balance Sheet date as a result of a past event, it is probable that a transfer of economic benefit will be required in settlement, and the amount of the settlement can be estimated reliably.

Liabilities are recognised at the amount that the School anticipates it will pay to settle the debt or the amount it has received as advanced payments for the goods or services it must provide.

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.

1.8 Lease of school premises

The School enjoys the benefit of having a long term lease from Lichfield Cathedral for the Palace and School House. The lease was taken out on 1 September 1981 for a period of 99 years of which 57 years remain. No lease premium was paid and as such this has not been capitalised.

Rental payments are charged to the Statement of Financial Activities in the period in which they relate.

On 28 August 2003, the School acquired a further long-term lease of 76 years for Dimble House, Beacon Street, Lichfield, from Lichfield Cathedral. The cost of the lease has been capitalised and is being amortised over the term of the lease. Lichfield Cathedral have agreed to an extension of the term of the lease to 125 years at no additional cost.

- The change in lease payments resulting in revised consideration for the lease that is less than the consideration for the lease immediately preceding the change;
- any reduction in lease payments affecting only payments originally due on or before 30 June 2022;
- there being no significant change to other terms and conditions of the lease.

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

1. Accounting policies (continued)

1.9 Pensions

The School operates a defined contribution pension scheme for non-teaching staff. A defined contribution plan is a pension plan under which the School pays fixed contributions into a separate entity. Once the contributions have been paid the School has no further payment obligations.

The contributions are recognised as an expense in the Statement of Financial Activities when they fall due. Amounts not paid are shown in other creditors as a liability in the Balance Sheet. The assets of the plan are held separately from the School in independently administered funds.

Retirement benefits to certain members of the teaching staff 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. The TPS is a multi-employer scheme and there is insufficient information available to use defined benefit accounting. The TPS is therefore treated as a defined contribution scheme for accounting purposes and the contributions recognised in the period to which they relate.

1.10 Fund accounting

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

Restricted funds are funds which are to be used in accordance with specific restrictions imposed by donors or which have been raised by the School 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.

Investment income, gains and losses are allocated to the appropriate fund.

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

2. Income from donations and legacies

	Restricted funds 2023 £	Total funds 2023 £	Total funds 2022 £
Donations	33,215	33,215	85,100
<i>Total 2022</i>	<i>85,100</i>	<i>85,100</i>	

3. Income from charitable activities

	Restricted funds 2023 £	Unrestricted funds 2023 £	Total funds 2023 £	Total funds 2022 £
Fees receivable	-	6,483,235	6,483,235	5,812,149
Other educational income	83,393	553,485	636,878	434,154
	83,393	7,036,720	7,120,113	6,246,303
<i>Total 2022</i>	<i>40,467</i>	<i>6,205,836</i>	<i>6,246,303</i>	

	2023 £	2022 £
School Fees Receivable		
Fees receivable	7,470,820	6,751,163
Less: Remissions	(995,921)	(939,014)
	6,474,899	5,812,149

Lichfield Cathedral School
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**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2023**

4. Analysis of expenditure on charitable activities

Summary by fund type

	Restricted funds 2023 £	Unrestricted funds 2023 £	Total 2023 £	Total 2022 £
Teaching costs	-	4,104,227	4,104,227	3,610,538
Welfare	-	669,962	669,962	558,440
Premises	-	963,833	963,833	906,425
Support costs of schooling	63,452	1,235,692	1,299,144	905,925
Governance costs	-	49,526	49,526	45,456
	<u>63,452</u>	<u>7,023,240</u>	<u>7,086,692</u>	<u>6,026,784</u>
<i>Total 2022</i>	<u>55,813</u>	<u>5,970,971</u>	<u>6,026,784</u>	

5. Analysis of expenditure by activities

	Staff costs 2023 £	Depreciation 2023 £	Other costs 2023 £	Total funds 2023 £	Total funds 2022 £
Teaching costs	3,633,052	-	471,175	4,104,227	3,610,538
Welfare	92,020	-	577,942	669,962	558,440
Premises	230,536	64,783	668,514	963,833	906,425
Support costs of schooling	729,736	52,732	516,676	1,299,144	905,925
Governance costs	-	-	49,526	49,526	45,456
	<u>4,685,344</u>	<u>117,515</u>	<u>2,283,833</u>	<u>7,086,692</u>	<u>6,026,784</u>
<i>Total 2022</i>	<u>4,051,770</u>	<u>115,433</u>	<u>1,859,581</u>	<u>6,026,784</u>	

Lichfield Cathedral School
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**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2023**

6. Auditors' remuneration

	2023	2022
	£	£
Fees payable to the School's auditor for the audit of the School's annual accounts	4,725	4,500
Fees payable to the School's auditor in respect of: All non-audit services not included above	1,125	1,075

7. Staff costs

	2023	2022
	£	£
Wages and salaries	3,781,767	3,223,138
Social security costs	362,209	304,862
Contribution to defined contribution pension schemes	608,348	523,770
	4,752,324	4,051,770

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

	2023	2022
Head and teachers	95	87
Welfare and maintenance	19	20
Bursary and administration	29	26
	143	133

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

	2023	2022
In the band £60,001 - £70,000	2	-
In the band £70,001 - £80,000	-	1
In the band £90,001 - £100,000	1	1
In the band £120,001 - £130,000	1	1

The School considers its key management personnel to comprise the Head Teacher, the Director of Finance, the Deputy Head, the Head of Junior School, the Assistant Heads, the Director of Operations and the Director of Marketing and Admissions. The aggregate remuneration and benefits received by key management personnel was £709,191 (2022: £587,489).

Lichfield Cathedral School
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**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2023**

8. Governors' remuneration and expenses

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

During the year ended 31 August 2023, no Governor expenses have been incurred (2022 - £NIL).

9. Tangible fixed assets

	Freehold property £	Long-term leasehold property £	Short-term leasehold property £	Motor vehicles £	Furniture and fittings £	Total £
Cost or valuation						
At 1 September 2022	1,504,409	1,439,033	139,894	10,350	1,099,008	4,192,694
Additions	-	-	-	-	87,595	87,595
At 31 August 2023	1,504,409	1,439,033	139,894	10,350	1,186,603	4,280,289
Depreciation						
At 1 September 2022	284,262	499,639	109,802	10,350	943,417	1,847,470
Charge for the year	25,088	28,781	10,914	-	52,732	117,515
At 31 August 2023	309,350	528,420	120,716	10,350	996,149	1,964,985
Net book value						
At 31 August 2023	1,195,059	910,613	19,178	-	190,454	2,315,304
At 31 August 2022	1,220,147	939,394	30,092	-	155,591	2,345,224

Lichfield Cathedral School
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NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2023

10. Debtors

	2023 £	2022 £
Due within one year		
Outstanding fees	1,915,067	1,751,660
Other debtors	54,607	408
Prepayments and accrued income	133,110	95,613
	<u>2,102,784</u>	<u>1,847,681</u>

11. Creditors: Amounts falling due within one year

	2023 £	2022 £
Bank loans	111,631	110,353
Pupil deposits	155,300	169,810
Trade creditors	147,035	57,287
Other taxation and social security	94,571	87,364
Other creditors	167,143	159,670
Accruals and deferred income	2,665,601	2,728,312
	<u>3,341,281</u>	<u>3,312,796</u>

	2023 £	2022 £
Deferred income at 1 September 2022	2,253,717	1,958,354
Resources deferred during the year	2,511,873	2,253,717
Amounts released from previous periods	(2,253,717)	(1,958,354)
	<u>2,511,873</u>	<u>2,253,717</u>

Deferred income relates to the Michaelmas fees that are billed in advance.

Lichfield Cathedral School
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**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2023**

12. Creditors: Amounts falling due after more than one year

	2023 £	2022 £
Bank loans	<u>988,608</u>	<u>1,092,824</u>

Security

National Westminster Bank PLC hold a first legal mortgage and first legal charge on the freehold property relating to the land and premises at Longdon Green, Longdon, Staffordshire, and the leasehold interest property relating to Dimble House, Beacon Street, Lichfield.

13. Statement of funds

Statement of funds - current year

	Balance at 1 September 2022 £	Income £	Expenditure £	Balance at 31 August 2023 £
Unrestricted funds				
General Funds - all funds	<u>1,859,478</u>	<u>7,079,623</u>	<u>(7,023,240)</u>	<u>1,915,861</u>
Restricted funds				
Head's Strategic Fund	2,589	-	-	2,589
Chorister Fund	896	-	-	896
Hardship Bursary Fund	8,081	-	-	8,081
Arts Council funding	13,421	25,239	(28,095)	10,565
Tim Henman funding	2,094	-	-	2,094
Friends of LCS	(14,025)	27,462	(9,845)	3,592
Prizes - Organ fund	100	200	-	300
John Heath Musical Endowment	85,000	21,250	(15,588)	90,662
Ukrainian Music	-	938	(750)	188
Jane Holmes restricted funds	-	41,519	(9,174)	32,345
	<u>98,156</u>	<u>116,608</u>	<u>(63,452)</u>	<u>151,312</u>
Total of funds	<u>1,957,634</u>	<u>7,196,231</u>	<u>(7,086,692)</u>	<u>2,067,173</u>

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

13. Statement of funds (continued)

Statement of funds - prior year

	<i>Balance at 1 September 2021 £</i>	<i>Income £</i>	<i>Expenditure £</i>	<i>Balance at 31 August 2022 £</i>
Unrestricted funds				
General Funds - all funds	1,619,803	6,210,646	(5,970,971)	1,859,478
Restricted funds				
Head's Strategic Fund	2,589	-	-	2,589
Chorister Fund	896	-	-	896
Hardship Bursary Fund	8,081	-	-	8,081
MUGA Project	5,833	-	(5,833)	-
Arts Council funding	6,532	37,685	(30,796)	13,421
Tim Henman funding	5,251	2,782	(5,939)	2,094
Friends of LCS	(780)	-	(13,245)	(14,025)
Prizes - Organ fund	-	100	-	100
John Heath Musical Endowment	-	85,000	-	85,000
	<u>28,402</u>	<u>125,567</u>	<u>(55,813)</u>	<u>98,156</u>
Total of funds	<u><u>1,648,205</u></u>	<u><u>6,336,213</u></u>	<u><u>(6,026,784)</u></u>	<u><u>1,957,634</u></u>

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

13. Statement of funds (continued)

MUGA Project

Restricted funding comprising of donations received and expended on the MUGA Project in the year to 31 August 2017.

Arts Council funding

Restricted funding from MusicShare Hub which is a partnership between LCS, Lichfield Cathedral and The Music Partnership with the aim of promoting participation in singing for local primary, secondary and special schools.

Tim Henman funding

Restricted funding received in relation to tennis coaching from the Tim Henman Foundation.

Friends of LCS

Friends are a parent association that fundraise on behalf of the School and kindly agree to fund specified expenditure.

John Heath Musical Endowment fund

The John Heath Musical Endowment fund is received for the purposes of covering school fees for students with serious musical commitments and outstanding attainment in music.

Ukrainian music fund

The Ukrainian music fund was received from an anonymous donor to be used to cover the music lessons of a Ukrainian pupil at LCS.

Jane Holmes fund

These funds were donated to cover the purchase of a new grand piano as well as the procurement of personalised hymn books for the School.

14. Summary of funds

Summary of funds - current year

	Balance at 1 September 2022 £	Income £	Expenditure £	Balance at 31 August 2023 £
General funds	1,859,478	7,079,623	(7,023,240)	1,915,861
Restricted funds	98,156	116,608	(63,452)	151,312
	<u>1,957,634</u>	<u>7,196,231</u>	<u>(7,086,692)</u>	<u>2,067,173</u>

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

14. Summary of funds (continued)

Summary of funds - prior year

	<i>Balance at 1 September 2021 £</i>	<i>Income £</i>	<i>Expenditure £</i>	<i>Balance at 31 August 2022 £</i>
General funds	1,619,803	6,210,646	(5,970,971)	1,859,478
Restricted funds	28,402	125,567	(55,813)	98,156
	<u>1,648,205</u>	<u>6,336,213</u>	<u>(6,026,784)</u>	<u>1,957,634</u>

15. Analysis of net assets between funds

Analysis of net assets between funds - current year

	Restricted funds 2023 £	Unrestricted funds 2023 £	Total funds 2023 £
Tangible fixed assets	-	2,315,304	2,315,304
Current assets	151,312	3,930,446	4,081,758
Creditors due within one year	-	(3,341,281)	(3,341,281)
Creditors due in more than one year	-	(988,608)	(988,608)
Total	<u>151,312</u>	<u>1,915,861</u>	<u>2,067,173</u>

Analysis of net assets between funds - prior year

	<i>Restricted funds 2022 £</i>	<i>Unrestricted funds 2022 £</i>	<i>Total funds 2022 £</i>
Tangible fixed assets	-	2,345,224	2,345,224
Current assets	98,156	3,919,874	4,018,030
Creditors due within one year	-	(3,312,796)	(3,312,796)
Creditors due in more than one year	-	(1,092,824)	(1,092,824)
Total	<u>98,156</u>	<u>1,859,478</u>	<u>1,957,634</u>

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

16. 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)	109,539	309,429
Adjustments for:		
Depreciation charges	117,515	117,505
Increase in debtors	(255,103)	(320,740)
Increase in creditors	27,207	595,498
Bank interest received	(42,903)	(4,810)
Bank and loan interest paid	50,884	30,883
Net cash provided by operating activities	7,139	727,765

17. Analysis of cash and cash equivalents

	2023 £	2022 £
Cash in hand	1,978,974	2,170,349
Total cash and cash equivalents	1,978,974	2,170,349

18. Analysis of changes in net debt

	At 1 September 2022 £	Cash flows £	At 31 August 2023 £
Cash at bank and in hand	2,170,349	(191,375)	1,978,974
Debt due within 1 year	(110,353)	(1,278)	(111,631)
Debt due after 1 year	(1,092,824)	104,216	(988,608)
	967,172	(88,437)	878,735

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

19. Pension commitments

The School's employees belong to two principal pension schemes: the Teachers' Pension Scheme England and Wales (TPS) for academic and related staff; and a defined contribution scheme for non-teaching staff.

In reference to the defined contribution pension scheme, the assets of the scheme are held separately from those of the School in an independently administered fund. The pension cost charge represents contributions payable by the School to the fund and amounted to £39,432 (2022 - £31,560). Contributions totalling £9,428 (2022 - £6,544) were payable to the fund at the balance sheet date and are included in other creditors.

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.

The pension charge for the year includes contributions payable to the TPS of £568,916 (2022 - £490,431).

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. 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 and in accordance with the Public Service Pensions (Valuations and Employer Cost Cap) Directions 2014. 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% employer administration charge;
- 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
- the 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 is 4.45%.

The TPS valuation for 2016 determined an employer rate of 23.68%, which was payable from 1 September 2019. The next valuation result is due to be implemented from 1 April 2024

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

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

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

20. Operating lease commitments

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

	2023 £	2022 £
Not later than 1 year	185,566	205,016
Later than 1 year and not later than 5 years	560,454	427,250
Later than 5 years	2,773,988	2,650,552
	<u>3,520,008</u>	<u>3,282,818</u>

21. Members' liability

Each member of the charitable company undertakes to contribute to the assets of the company in the event of it being wound up while he/she is a member, or within one year after he/she ceases to be a member, such amount as may be required, not exceeding £10 for the debts and liabilities contracted before he/she ceases to be a member.

22. Related party transactions

Lichfield Cathedral contributed £86,136 (2022 - £116,527) towards the fees of the choristers during the year and provide an annual chaplaincy mentoring service at a cost of £7,000.

23. Controlling party

The School is controlled by the board of Governors.

Accounts

Lichfield Cathedral School
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GOVERNORS' REPORT AND FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2022

Lichfield Cathedral School
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**REFERENCE AND ADMINISTRATIVE DETAILS OF THE SCHOOL, ITS GOVERNORS AND ADVISERS
FOR THE YEAR ENDED 31 AUGUST 2022**

Governors	Ms N Dawes OBE, Chair The Very Rev'd A Dorber BA MTh FRSA Mrs R Hadley-Leonard (resigned 10 March 2022) Mrs J Mason ABSM PGCE Mr R Oakley Mr C Rickart BA PGCE Mrs N Roy FCCA The Rev'd Canon A Stead MA Ms C S Shaw BEd Mr E Lunt BA MA AKC PGCE NPQH ARSM The Rev'd Canon Dr G Platten (appointed 7 September 2021) Mr J Neville (appointed 4 April 2022) Mr J Morris (appointed 10 January 2023)
Company registered number	07302696
Charity registered number	1137481
Registered office	The Palace The Close Lichfield Staffordshire WS13 7HL
Bursar	Mrs P A Sharratt FCCA
Head	Mrs S E Hannam BA MA PGCE
Independent auditors	Bates Weston Audit Ltd Statutory Auditors Chartered Accountants The Mills Canal Street Derby DE1 2RJ
Bankers	Santander Corporate Banking 1 Cornwall Street Birmingham B3 2DX National Westminster Bank Plc 47 Market Street Lichfield Staffordshire WS13 6LE

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REFERENCE AND ADMINISTRATIVE DETAILS OF THE SCHOOL, ITS GOVERNORS AND ADVISERS
(CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2022

Solicitors	Pickerings Solicitors (Tamworth) Limited Etchell House Bonehill Road Tamworth Staffordshire B78 3HQ
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Insurance Brokers	Hettle Andrews & Associates Ltd Eleven Brindley Place Birmingham B1 2LP
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Lichfield Cathedral School
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GOVERNORS' REPORT
FOR THE YEAR ENDED 31 AUGUST 2022

The Governors present their annual report together with the audited financial statements of the School for the year 1 September 2021 to 31 August 2022. The annual report serves the purposes of both a Governors' report and a directors' report under company law. The Governors 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).

The Choristers of Lichfield Cathedral have been provided with an education for many hundreds of years. The school was re-founded in 1942 as an Independent School. A Charity was established in 1981, registered with the Charity Commission under charity number 1078650, however that charity ceased to operate on 5th November 2010 and all the assets and liabilities were transferred into this Charitable Company on that date. The governors and executive officers of the Charitable Company are listed on page 1 together with particulars of the professional advisers.

Objectives and activities

a. Policies and objectives

Charitable Objects

The Charity's Objects, as set out in its Articles of Association, are:

- To advance education in such ways as the Governors see fit, including in particular by the provision and conduct of a school for boys and girls which shall have a religious character in accordance with the tenets of the Church of England and which shall in particular (but without limitation) provide education for the Choristers of the Cathedral.
- To advance religion through worship according to the rites and ceremonies of the Church of England as offered from time to time in the Cathedral and elsewhere and the participation therein of the Choristers, other pupils at the School, families of the pupils, staff and other persons connected with the School.
- To further religious, educational and other charitable work in accordance with the principles of the Church of England in the diocese of Lichfield and the wider community.

In meeting these Objects, the School aims to create and maintain an educational environment which nurtures, nourishes and stimulates young minds and talents; one where the children may gain a thorough academic foundation and a wealth of experiences and challenges; and one where daily life is conducted according to Christian values. Furthermore, the School aims to provide a secure and ordered framework through which the children may develop their self-esteem and confidence, discover the riches of successful participation and achievement, and develop a spirit of generosity and service to others within the wider community.

Main Objectives

Our objectives are set to reflect our educational aims and the ethos of the School. It is important to us that we enhance the academic success of the School and continue to provide a wide range of co-curricular activities and enrichment opportunities for our pupils.

In the furtherance of these aims and planning our activities, the Governors have given careful consideration to the Charity Commission's public benefit guidance.

Main objectives for the year included:

- To increase pupil recruitment across all year groups, with a specific focus on Pre-School and Sixth Form.
- To improve pupil retention, particularly between Key Stage 2 and 3 and Key Stage 4 and 5.
- To raise achievement and value-added scores across all subjects.

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

- To continue to improve the School's provision for sport, PE and games.
- To expand the physical space and resources available for learning with particular focus on Sixth Form provision.
- To further extend the co-curricular programme.
- To support all aspects of chorister life for all boy and girl choristers of the school.
- To further develop the programme of performance management and appraisal for all teaching and support staff.
- To extend the School's links with other educational, charitable and commercial organisations.
- To expand the School's musical and other outreach work with primary and secondary schools across the diocese.
- To provide continuing support for pupils already in receipt of fee assistance through bursaries.
- To increase the provision of means-tested bursary support.
- To continue participation in the cultural and social life of Lichfield.

In setting objectives and planning for activities, the Governors 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)'.

b. Strategies for achieving objectives

The governors resolved to scrutinise and support the work of the Senior Management and Leadership Groups in shaping the new curriculum, appointing staff, implementing the admissions policy, resourcing and facilitating academic departments, increasing extra-curricular provision and developing links with the wider educational community within clear budgetary guidelines. It was reaffirmed that the appointment of high quality staff in all areas of the school's activities was the key to success.

c. Grant-making policies

The policy of reducing the financial resources provided for awards based on merit (scholarships) and allowing more funds to be provided for the assistance of those in financial need (bursaries) was sustained during the year. With no endowments or restricted funds, the School pays all such awards from income, necessarily requiring in this challenging economic environment that such awards are relatively small, but allowance has been made for the award of a 100% bursary should the appropriate circumstances present themselves.

Strategic report

Achievements and performance

Pupil Numbers and Fees

In September 2021, the academic year began with 513 pupils enrolled, compared to 521 on roll at the end of 2020-2021. By the end of the 2021-2022 academic year this number had increased to 521.

The annual fees for the year before the deduction of any means-tested bursaries and scholarships were:

Nursery and Pre-Reception full day	£9,360
Reception	£9,360
Years 1 and 2	£9,960
Years 3 and 4	£11,460
Years 5 and 6	£13,470
Years 7 to 9	£13,770
Years 10 to 13	£14,670

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

Overview

While the day-to-day logistical impact of the pandemic eased (e.g. no more lockdowns or bubbles, removal of legal requirements and testing), it continued to affect many aspects of school life. Recruitment into Year 7 and Early Years, in particular, was lower than hoped due to a variety of factors such as parents' ability to view potential new schools in the previous year being restricted; parents preferring to choose schools located close to home; the preference for children to stay with their friends when progressing to secondary school due to the effects of the pandemic on socialisation; and parents preferring to keep younger children at home rather than use early years facilities.

A small number of children had, and continue to have, difficulty returning to school following the lockdowns. A phased return to in-person teaching worked for some, while more complex strategies are required for others. The NHS School Age Immunisation Team administered COVID-19 vaccinations for pupils in school. Public examinations resumed with alterations to mitigate the impact of interrupted education, such as prior notice of subjects to be covered and removal of the requirement for fieldwork. The need to remain vigilant in group settings and the underlining concerns still felt by parents and staff resulted in a cautious reintroduction of in-person activities, but by the end of the school year large-scale events such as Speech Day were back in the calendar.

In January, the school celebrated 80 years in its current form on Foundation Day. From its beginnings as a boarding school for 19 boys, launched at the height of the Second World War, the school has undergone significant evolution to become a co-educational day school of 521 pupils. In the same month, the school was presented with a copy of the Yale Anthology of Johnson's works and a sapling from the 5th generation of the famous Johnson Willow.

Academic Performance

In the face of unprecedented challenges and a disrupted education, GCSE and A Level students demonstrated determination and resilience to achieve an excellent set of results, comparable to the pre-pandemic results from 2019.

At GCSE level, a 100% pass rate was maintained and 84% of students achieved top grades (9-7, Distinction or Merit), while 93% of students gained at least 5 GCSEs at grades 9-4. Demonstrating the value of a broad curriculum, students gained grade 9 in Maths, English, Biology, Chemistry, Physics, French, German, Portuguese, Spanish, Geography, History, Religious Education, Computer Science, Business Studies, Design & Technology, Art and Music.

Students of GCSE French achieved outstanding results with all being awarded 9-7 (A** to A) grades. The performance of BTEC Music Technology students was similarly brilliant, with 71% awarded a Distinction while the remaining students all achieved a Merit. There were some remarkable individual achievements, in contrast to the nation-wide reduction in top grades being awarded:

- One pupil achieved nine Grade 9 GCSEs.
- One pupil was awarded eight Grade 9s and one Grade 8.
- One pupil achieved seven Grade 9s and two Grade 8s.
- One pupil was awarded six Grade 9s and three Grade 8s.
- One pupil achieved four Grade 9s and four Grade 8s.

The post-16 students also maintained a 100% pass rate in A Levels and BTECs: 21% of students achieved A* and Distinction*, while 46% of all grades were A*/Distinction* to A/Distinction.

There were some outstanding results achieved by individuals. Two pupils three A*'s with pupils securing places at King's College London, Nottingham University and Bath University along with other top universities studying a variety of subjects.

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

One of our pupils who had already achieved three A*'s last year took a year out to work with the school's MusicShare programme, also gained an A Level in Music Technology, completing the course in one year and will now study Music at Oxford University.

As a non-academically selective school, some students entered the Sixth Form with modest GCSE results, so it is a testament to the dedication and commitment of students and staff that the leavers achieved grades high enough to gain places on challenging university courses that will prepare them for ambitious career paths.

Co-curricular Programme

Embedded within the curriculum, co-curricular programme, the Ethical Leadership qualification and other School activities (e.g. assemblies, charitable work and services of worship) are creative ways to develop the whole individual, including the 'soft skills' of presentation, public speaking, leadership, team working, coaching and mentoring of others, and social skills. These activities became even more significant as the school sought to maximise opportunities for children to socialise with each other following the previous two years of disruption.

Music

To the delight of everyone, singing and ensembles returned, with some restrictions initially and individual music lessons continued with maximum protective measures in place for pupils and teachers. Weekly lunchtime recitals in the Chapel (Wednesdays at 1pm) proved extremely popular and provided an excellent opportunity for performance experience for soloists and ensembles. New music IT equipment substantially increased both the number of pupils able to work individually on composition and the speed with which scores can be created.

The school's first Music, Art, Dance and Drama Festival took place in March and was a huge success, with pupils (and some family members) performing in multiple venues across the Lichfield campus simultaneously, with audience members able to move between venues. Taking Back Winter, a band formed of students and one member of staff, performed at several school events and venues across Lichfield and district, to considerable acclaim. Cantorum, the school's senior choir, visited Oxford University and sang evensong at Merton College. In March they performed alongside English Touring Opera's semi-staged version of Bach's 'St John Passion' and as part of a massed choir performance of 'Jubilee' with the Stoke City Music Service. Cantorum, Barbershop and Harmonics have all sung evensong in the Cathedral and in the Chapel at the Hospital of St John the Baptist without the Barrs, a local community of elderly residents. Year 5 and 6 pupils performed Zimbel as part of Entrust's 75th anniversary concert in Lichfield Cathedral. A year 9 pupil successfully auditioned for a place with the City of Birmingham Symphony Youth Orchestra.

Of note are the significant achievements of a year 10 pupil who won not only his class, but the overall trophy for woodwind, brass and string entries to the Mansfield Music Festival after playing a complex classical/jazz improvisation piece on his alto sax. This pupil also achieved a distinction in the ARSM Diploma, during which he had to perform a 30 minute clarinet recital.

Drama & Art

Drama remains extremely popular with pupils and everyone has the opportunity to take part in at least one performance. There were several small-scale productions by year groups prepared during curriculum lessons and a whole school production of School of Rock at the Garrick Theatre, Lichfield. A cast of 120 delighted audiences for two nights at this professional, 480-seat venue. Individual LAMDA lessons remain extremely popular with pupils, with many achieving significant success in examinations. Artworks created by LCS pupils inspired by the paintings of Revd John Louis Petit (1801-1868) featured on the website dedicated to his life and work.

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

Sport

Sport for enjoyment and fitness forms a central part of the curriculum for all age groups and the co-curricular programme. The number of children participating in sport fixtures certainly improved, but was still lower than in the years prior to the pandemic, as local schools slowly returned to their competitive schedules. Students benefit from the use of facilities within the school and professional facilities in the local area that enable them to take part in football, rugby, tennis, hockey, table tennis, cricket, netball, badminton, squash, gymnastics and athletics. In addition, swimming returned as pools reopened. The Early Years, Junior and Senior Sports Days saw a welcome return of parent spectators (and occasional participants). Olympic and Commonwealth medal-winning gymnast Sam Oldham visited the Longdon campus to teach pupils about the importance of being fit and healthy and the qualities and skills needed to become a gymnast. Senior PE students visited St George's Park to experience the sophisticated facilities that support elite athletes.

Sports achievements included the Year 11 Tennis Team reaching the Midland quarter finals of the LTA Youth Cup; the LCS Equestrian Team had some notable successes in the NSEA competitions; the U13 girls hockey team progressed to the Midlands finals; LCS pupils provided the lion's share of players for Lichfield Hockey Club's success in the Staffordshire In2Hockey competition, with the U10 boys winning and the U10 girls being runners-up. Both teams represented Staffordshire in the Midlands Finals. The LCS U11 girls hockey team also reached the Midlands Finals. The LCS Equestrian Team gained valuable experience and achieved some notable successes. A series of athletics competitions for schools in the region saw successes for many pupils, a year 10 pupil placing first in shot and discus, a year 8 pupil placing first in hurdles and 100m, and first in long jump and first and third in 100m. A year 7 pupil placing first in hurdles, 100m and long jump. The pupils' dedication to participate in multiple events led to LCS achieving 4th place overall in the Cannock & District Athletic Competition, ahead of much larger schools. The U12/13 cricket team remained undefeated all season.

Cross country remains a strength of the school. In February LCS hosted an U11 Primary Schools Cross Country event with more than 80 children from schools across the district taking part; the LCS girls team won overall and the LCS boys achieved third place. The Year 7 girls winning gold at the Cannock and District competition team event. On the basis of outstanding results at school level, 10 LCS pupils were chosen to represent the District Team at regional events. In May, LCS hosted the Independent Schools' Cross-Country Competition, with one of our pupils winning the U11 boys' race and one placed 3rd in the U11 girls race, and the U11 team winning the team trophy. In June, the Year 3 and 4 pupils competed in the School Games Lichfield and Burntwood U8/U9 Cross Country competition, with LCS placing 3rd in both girls and boys team events, with one pupil placing 1st in the Year 4 girls' race.

There were some outstanding individual achievements, notably one pupil playing for Derby County U14s team; one successfully defending his title as Young Driver of the Year; and a year 8 pupil setting county-leading times for 50m swimming in backstroke, front crawl and butterfly, while a year 7 pupil achieved county times for 200m fly, breast stroke and freestyle and then went on to compete in 12 events at the Staffordshire County Championships, winning a remarkable 9 gold and 2 silver medals and subsequently won a gold medal in the 50m butterfly at the West Midlands Regional Championships; a year 11 pupil was selected for the Staffordshire U18 Junior Tennis County Cup squad; a year 5 pupil won gold at the Karate Interclub Championships in the Kumite (fight) category; a year 5 pupil won the Classic Cup Final in karting; a year 10 pupil was selected to play for Leicester Tigers rugby team and a year 6 pupil was selected to play for Derbyshire in the U11 girls County Tennis Cup.

Careers education

Careers continued through Personal, Social and Health Education lessons and a series of in-school and external events (e.g. guest speakers talking about routes into law, medicine and creative arts, the National Apprenticeship Show and the National What University? What Career? Show at the NEC). The school continues to use Xello, an online career education and planning tool for pupils that can be accessed at any time.

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

Enrichment activities and personal development

Educational trips and visits slowly resumed their usual pattern during the academic year, with trips including: Year 10 catching up on their missed Dearne Valley residential featuring multiple outdoor team-building activities; Year 8 visited the Botanical Gardens in Birmingham to further their understanding of ecosystems, rainforests and hot desert biomes; Years 3 and 4 undertook a residential visit to Ilam in Derbyshire; and Year 2 travelling back in time to the Victorian era at the Black Country Living Museum; Year 12 Economists visited the Bank of England.

Pupils undertaking the Bronze, Silver and Gold Duke of Edinburgh Award were able to complete their expeditions at the end of the academic year. Forest School lessons ensured pupils continued to develop useful outdoor skills, whilst building self-confidence, resilience and an appreciation of the natural environment. Forest School pupils from Years 5 to 9 contributed to the Churches Count on Nature initiative to count the native flora and fauna found in churchyards across the nation, with the results accessible to those interested across the world. Longdon pupils helped to plant the Jubilee Walk of 100 trees gifted to the school by Longdon Community Group.

A fabulous enrichment day based around the HM The Queen's Platinum Jubilee by Years 5 and 6 grew to epic proportions, as a recreation of the Coronation, including a procession complete with horse guard and tractor, resulted in The Close being closed and quite a large number of family and tourists gathering to applaud. This, plus a full coronation service in the School Chapel, was captured by an ITV Central News camera crew, with footage being broadcast on the 6pm news.

The Debating Club progressed significantly throughout the year, tackling issues such as capital punishment, euthanasia and the effectiveness of education provision in the modern world, and was supported by excellent guest speakers. They performed brilliantly in the Inter-Schools Speaking Competition and the club has become one of the most popular in school. The Lichfield Cathedral School Lecture Series launched with a series of guest speakers who shared their knowledge and expertise with pupils, staff and parents alike. The LCS Journal, a regular publication of poetry, short stories, essays and articles by students and staff, encouraged readers to see the world from a different perspective. For the second year running, the LCS Book Club won the Staffordshire Young Teen Fiction Award for their knowledge of books.

A wide range of activities took place around specific days, such as World and European Languages Days, World Book Day, National Poetry Day, Holocaust Memorial Day, Burns' Night, Chinese New Year, Science Week, Pi Day, Black History Month and Diversity Awareness Week. A STEM Challenge saw Year 5 pupils working with Year 3 to complete a series of activities based on improving problem-solving, engineering and computer coding skills; while Year 2 pupils spent an afternoon as super scientists investigating materials. Year 9 pupils visited Reception children to help with learning Spanish. After learning about the damaging impact of plastic on our oceans, Year 3 pupils were inspired to make a difference and set up their own club – Climate Kids – to promote reduce, reuse and recycle; Year 3 became Romans for a day, while Year 4 pupils enjoyed an Anglo-Saxon day; and the Year 11 Music Tech students recorded and mixed an album of cover hits with a summer theme to raise money for the Red Cross Ukraine Emergency Appeal.

A year 11 pupil was appointed as the Lichfield Mayor's Army Cadet, a prestigious role representing Lichfield, the Army and the school at events across the district; a year 6 pupil achieved the Chief Scout Silver Award (the highest award a cub can achieve); and a year 5 pupil earned her fifth Blue Peter Badge. Pupils in Years 7 and 9 have made pen pal-style links with children from Casco High School in Panama.

Competition successes

Four pupils each won their category for the West Midlands in the National Anthea Bell Prize for Young Translators, organised by Queen's College, Oxford University. The pupils translated literary works from French, German and Spanish. Four pupils entered the Oxford German Olympiad and were praised for their work. Pupils in Years 3, 4 and 5 entered a national competition on Times Tables Rock Stars and achieved remarkable success: LCS placed 4th nationally out of similar 'all through' schools, a year 4 pupil was placed 13th out of

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

416,342 pupils and Form 4H finished in the top 50 of 60, 240 classes. A piece of creative writing by a year 6 pupil was selected for publication in a Young Writers' Anthology.

Supporting mental health

A considerable amount of staff time was spent supporting the mental health of pupils, ranging from regular individual sessions to PSHE lessons and topic-based work. Parents were provided with regular and detailed advice on how to protect their children online and support their general mental health. The Staff Well-Being Team organised social events and provided resources in school to brighten the day of colleagues.

Details of bursary and scholarship awards

Bursaries

This year the value of means-tested bursaries totalled £286,727 and represented 4.6% of our gross fees and provided assistance to 54 of our pupils.

Scholarships

In addition, the School awarded scholarships to 122 pupils, based on their educational merit and potential, totalling £296,982 and representing 4.8% of our gross fees. Of this number, 6 qualified for means-tested bursary support and are included in the figures relating to bursary awards. The progress of pupils receiving scholarships is reviewed at least annually to ensure their progress is in line with their abilities. No scholarships were withdrawn in the year as a result of reviews.

Service to the Community

Fundraising

A large amount of fundraising was undertaken throughout the year on behalf of the Royal British Legion, The Children's Society, the Samaritans, JDRF (tackling Type 1 Diabetes), Ukraine Relief Fund, the Fairtrade Foundation, Midlands Air Ambulance, Comic Relief, and Guide Dogs. In addition, the school collected food for the Lichfield and Rugeley Foodbanks, as well as food and Christmas gifts for Helping Each Other Lichfield and Surrounding Areas which began during the first lockdown and was founded by a grandparent of an LCS pupil. What started with donating and medical and hygiene equipment, plus clothes and blankets for to be shipped to Ukraine families, evolved into the school working towards becoming a School of Sanctuary as part of the City of Sanctuary scheme supporting all refugees.

A year 5 pupil was named Young Fundraiser of the Year at the Birmingham Children's Hospital awards, for his outstanding work to support of the treatment and care of children provided by the hospital, as well as vital research. This pupil took part in a sponsored 10K run and was the inspiration behind Brave the Shave that so many of his school mates and their fathers took part in during lockdown. In addition to the gold balloon in recognition of the amazing work of the Carter the Brave charity, which has raised nearly £300,000 for Birmingham Children's Hospital.

Music outreach

Music outreach activities enable the School to share its expertise with local schools and encourage children from across the region to engage with new forms of making music. The School's award-winning MusicShare programme, which is supported by Entrust (Staffordshire's Music Service), the Music Partnership and the Arts Council, has continued to grow and reach more children across the Midlands. When it started, MusicShare worked with 3 schools per term, now it works with 50 schools per year in core projects and one-off workshops and has positively impacted the lives of 25,000+ children.

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

MusicShare offers two weekly parent and toddler music groups Mini Voices and Toddler Rhyme Time for the under 5s - these valuable sessions enable children to build confidence and social skills, as well as developing the early phonics building blocks for literacy and numeracy. There are three weekly community choirs - Young Voices (ages 6-11), Youth Voices (ages 12-18) and Ladies Who Lark (age 18+) – who work towards regular performances in Lichfield and beyond. A professional performance of Peter and the Wolf as part of the Lichfield Festival featured Youth Voices, and they also sang Evensong in the same week, albeit outside on the Palace lawn! Young Voices, Youth Voices and Ladies Who Lark joined together for an evening of joyous singing at Middleton Hall.

Our Director of Performance created a wealth of new songs for all key stages, complete with a full set of teaching videos, sheet music and lyrics, plus backing and performance tracks for schools to access free of charge, as it was funded by The Music Partnership. She also created a range of CPD training videos for non-specialist teachers, and delivered a considerable number of live online training sessions.

Sport outreach

The school successfully ran an outstanding and award-winning tennis outreach programme in partnership with the Tim Henman Foundation. The programme consisted of a free 6-week tennis programme delivered in local primary schools for the benefit of both pupils and staff. The funding enabled a qualified, experienced tennis coach to visit 9 schools per term to deliver focused lessons building tennis techniques, and provided a supply of tennis equipment to enable the schools to continue to deliver tennis within their sport curriculum.

Access to facilities and expertise

The school offered two parent and toddler groups to the community: Toddler Rhyme Time on Tuesdays each week during term time and Forest Tots, a weekly outdoor session for under 5s and their parents learning about the natural environment on Fridays. Practical activities stimulate creative thinking, problem-solving and skill development, while fostering confidence, learning to co-operate and how to identify and manage risk. The sessions are led by a qualified Forest School practitioner.

Although there were fewer events held during the academic year, the School continued to open its doors free of charge to community groups, such as:

- The Johnson Society hold their monthly meetings at the school, as well as hosting a summer event to celebrate Johnson's birthday during which the new President (cartoonist and illustrator Posy Simmonds MBE) was installed.
- The Guild of Stewards of Lichfield Cathedral to host dinners and social events at the School.

Volunteers

The School is fortunate to have a dedicated, experienced Board of Governors who have given increased time and thought to the governance of the School during this academic year.

The Friends of the Cathedral School is run by a committee of highly enthusiastic and dedicated parents. Their principal twin aims are to provide good quality social events throughout the year for parents and pupils to enjoy, whilst also raising funds for the School in order to provide items that might not otherwise be afforded. Their policy for the allocation of funds is to provide for special items that would not naturally fall within the school's budget, and to ensure that all children in the school, throughout the age range, benefit from the projects supported. For the first time in two years The Friends were able to host in-person events including film nights, discos and an Easter treasure hunt for the children, plus a quiz night for adults, as well as continuing to provide the school's second hand uniform shop. While some events were not possible, a significant amount of money was raised with all proceeds spent on projects that benefit pupils.

The Governors and Senior Management Team greatly appreciate the valuable contribution of all volunteers.

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

Sustainability

All activities of the Governing Body during the year have been dedicated to the sustainment, improvement and general development of a school which provides an education for a broader range of boys and girls aged 2 and a half to 18, in particular the Cathedral choristers, within the context of its Christian ethos. The Governing Body expanded its number to broaden the representation of skills and experience, and will continue to fill any identified gaps.

Financial review

a. Going concern

The Governors assess whether the use of going concern is appropriate, that is, whether there are any material uncertainties related to events or conditions that may cast significant doubt on the ability of the school to continue as a going concern. The Governors make this assessment in respect of a period of at least one year from the date of authorisation for issue of the financial statements and have concluded that the school has adequate resources to continue as a going concern, thus they continue to adopt the going concern basis of accounting in preparing the financial statements.

The Governors have prepared cashflow forecasts and projections, taking account of reasonably possible changes in financial performance as a result of the COVID-19 pandemic, these show that the school should be able to operate within the level of its current facility.

A new loan facility was agreed on 5 May 2021 which is repayable over a 15 year period.

b. Reserves policy

The Governors have established a policy whereby the unrestricted funds held by the School should be enough to cover one school term of expenditure. At this level the Governors feel that they would be able to continue the current activities of the School. At 31 August 2022 the unrestricted free reserves of the School were in deficit by £485,746. The charity restricted funds are represented by fixed assets and current assets. The purposes of these funds are detailed in note 13 to the accounts.

c. Risk management objectives and policies

The Governors are responsible for the management of risks faced by the School. Detailed considerations of financial risk are undertaken by the Finance and General Purposes Committee, and that of children's welfare and workplace risk by the School's Health and Safety Committee which in turn reports to the Finance and General Purposes Committee. Risks are identified and assessed, and controls established, throughout the year. In all specialised areas, relevant qualified and experienced experts are employed to give advice. A formal financial audit by an external body is carried out each year and their report is considered by the Governors. The Charitable Company adopts a system of formal agendas and minutes for all committee and full meetings, as well as comprehensive strategic planning, budgeting and management accounting, clear organisational structure and lines of reporting, formal written policies, clear authorisation and approval systems, and vetting procedures as required by law for the protection of the vulnerable. Through the risk management processes established for the School, the Governors are satisfied that the major risks identified have been adequately mitigated.

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

d. Financial review

The accounting year of the Charitable Company has resulted in a surplus of funds for the year of £309,429.

The principal financial management policies adopted include:

- the production of regular termly management accounts which are scrutinised by the Finance and General Purposes Committee;
- the preparation of detailed annual budgets which include comparison to actual performance;
- a detailed audit carried out by a firm of Chartered Accountants who report their findings direct to the Governors at a formal Governors meeting;
- regular meetings between the Chairman of the Finance and General Purposes Committee and the Bursar;
- the authorisation of all expenditure by either the Head Teacher or the Bursar; and
- regular weekly meetings between the Head Teacher and the Bursar.

Structure, governance and management

a. Constitution

Lichfield Cathedral School is registered as a charitable company limited by guarantee and was set up by a Memorandum of Association on 2 July 2010.

b. Methods of appointment or election of Governors

The management of the School is the responsibility of the Governors who are elected and co-opted under the terms of the Memorandum of Association.

c. Organisational structure and decision-making policies

The day to day running of the School is delegated to the Head Teacher, Bursar and Senior Management Team. The Head Teacher and Bursar attend all meetings of Governors.

The board of Governors meet at least once each term. It has two working committees: Finance and General Purposes and Education. Each committee meets formally every term in advance of the full governing body meeting, and holds further meetings as necessary.

d. Policies adopted for the Induction and training of Governors

The board of Governors consists of up to fifteen individuals, up to five are appointed by the Chapter of Lichfield Cathedral and of such five, at least two shall be members of Chapter; up to ten are appointed by the Governors. At the end of the last meeting of each academic year, the Governors appoint one of their number to act as Chairman to chair the meetings until the last meeting of the following academic year. The Governors may revoke at any time any such appointment.

All New Governors are inducted into the workings of the Charitable Company by the Head Teacher and Bursar. All Governors are welcome to visit the School and training is available through AGBIS and other organisations, as required.

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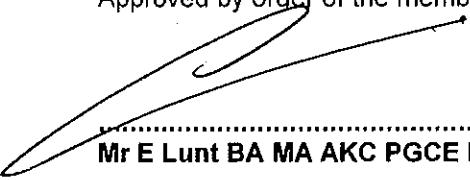
GOVERNORS' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2022

Disclosure of information to auditor

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

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

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



.....
Mr E Lunt BA MA AKC PGCE NPQH ARSM

Date: 10 March 2023

Lichfield Cathedral School
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GOVERNORS' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2022

e. Governors' indemnities

The School has taken out Professional Indemnity/Governors Liability insurance as part of the public liability policy. The insurance provides cover up to £2,000,000 (2021 - £2,000,000).

Plans for future periods

In addition to continuing to meet the primary objectives of the School as itemised above, the key objectives for the next five years are to:

1. develop the quality of systems of governance and strengthen the accountability of management;
2. achieve the highest standards of learning throughout the school, particularly in preparation for public examinations;
3. ensure that the curriculum from Pre-school to Year 13 is balanced and effective;
4. continue the development of the Sixth Form by increasing the pupil numbers;
5. continue to develop a realistic longer term business strategy, which includes the improvement of the facilities at the School;
6. foster the relationship of the boy and girl choristers to the Cathedral Foundation;
7. continue to develop inspirational opportunities both within and beyond the curriculum including partnerships with the wider educational and Christian community.

Members' liability

The Members of the School guarantee to contribute an amount not exceeding £10 to the assets of the School in the event of winding up.

Statement of Governors' responsibilities

The Governors (who are also the directors of the School for the purposes of company law) are responsible for preparing the Governors' report including the strategic 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 Governors to prepare financial statements for each financial . Under company law, the Governors must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the School and of its incoming resources and application of resources, including its income and expenditure, for that period, In preparing these financial statements, the Governors are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles of the Charities SORP (FRS 102);
- make judgements 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 School will continue in business.

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

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INDEPENDENT AUDITORS' REPORT TO THE MEMBERS OF LICHFIELD CATHEDRAL SCHOOL

Opinion

We have audited the financial statements of Lichfield Cathedral School (the 'school') 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 Governors' 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 Governors with respect to going concern are described in the relevant sections of this report.

Other information

The other information comprises the information included in the Annual report other than the financial statements and our Auditors' report thereon. The Governors 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.

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INDEPENDENT AUDITORS' REPORT TO THE MEMBERS OF LICHFIELD CATHEDRAL SCHOOL
(CONTINUED)

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 Governors' report including the Strategic report for the financial year for which the financial statements are prepared is consistent with the financial statements.
- the Governors' report and the Strategic report have 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 Governors' report including the Strategic 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 Governors' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit.

Responsibilities of trustees

As explained more fully in the Governors' responsibilities statement, the Governors (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 Governors 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 Governors 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 Governors 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

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INDEPENDENT AUDITORS' REPORT TO THE MEMBERS OF LICHFIELD CATHEDRAL SCHOOL
(CONTINUED)

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:

Based on our understanding of the charity and sector in which it operates, we considered those laws and regulations that have a direct impact on the preparation of the financial statements such as the Companies Act 2006. Audit procedures performed by the engagement team included:

- Enquiry of management around actual and potential litigation and claims;
- Reviewing financial statement disclosures and testing to supporting documentation to assess compliance with applicable laws and regulations;
- Performing audit work over the risk of management override of controls, including testing of journal entries and other adjustments for appropriateness, evaluating the business rationale of significant transactions outside the normal course of business and reviewing accounting estimates for bias.

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.

Wayne Thomas ACA (Senior Statutory Auditor)

for and on behalf of
Bates Weston Audit Ltd
Statutory Auditors
Chartered Accountants
The Mills
Canal Street
Derby
DE1 2RJ

Date:

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

	Note	Restricted funds 2022 £	Unrestricted funds 2022 £	Total funds 2022 £	Total funds 2021 £
Income from:					
Donations and legacies	2	85,100	-	85,100	60,245
Charitable activities	3	40,467	6,205,836	6,246,303	5,680,134
Investments		-	4,810	4,810	813
Total income		125,567	6,210,646	6,336,213	5,741,192
Expenditure on:					
Charitable activities	4	55,813	5,970,971	6,026,784	5,424,190
Total expenditure		55,813	5,970,971	6,026,784	5,424,190
Net movement in funds		69,754	239,675	309,429	317,002
Reconciliation of funds:					
Total funds brought forward		28,402	1,619,803	1,648,205	1,331,203
Net movement in funds		69,754	239,675	309,429	317,002
Total funds carried forward		98,156	1,859,478	1,957,634	1,648,205

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

The notes on pages 21 to 36 form part of these financial statements.

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REGISTERED NUMBER: 07302696

BALANCE SHEET
AS AT 31 AUGUST 2022

	Note	2022 £	2021 £
Fixed assets			
Tangible assets	9	2,345,224	2,441,039
		<u>2,345,224</u>	<u>2,441,039</u>
Current assets			
Debtors	10	1,847,681	1,526,941
Cash at bank and in hand		2,170,349	1,561,704
		<u>4,018,030</u>	<u>3,088,645</u>
Creditors: amounts falling due within one year	11	(3,312,796)	(2,678,348)
Net current assets		<u>705,234</u>	<u>410,297</u>
Total assets less current liabilities		<u>3,050,458</u>	<u>2,851,336</u>
Creditors: amounts falling due after more than one year	12	(1,092,824)	(1,203,131)
Total net assets		<u><u>1,957,634</u></u>	<u><u>1,648,205</u></u>
Charity funds			
Restricted funds	13	98,156	28,402
Unrestricted funds	13	1,859,478	1,619,803
Total funds		<u><u>1,957,634</u></u>	<u><u>1,648,205</u></u>

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

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



Mr E Lunt BA MA AKC PGCE NPQH ARSM

Date: 10 MARCH 2023

The notes on pages 21 to 36 form part of these financial statements.

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STATEMENT OF CASH FLOWS
FOR THE YEAR ENDED 31 AUGUST 2022

	2022 £	2021 £
Cash flows from operating activities		
Net cash used in operating activities	727,765	429,808
Cash flows from investing activities		
Proceeds from the sale of tangible fixed assets	-	4,175
Purchase of tangible fixed assets	(21,690)	(21,832)
Investment income	4,810	813
Net cash used in investing activities	(16,880)	(16,844)
Cash flows from financing activities		
Cash inflows from new borrowing	-	250,000
Repayments of borrowing	(71,357)	(19,189)
Bank and loan interest paid	(30,883)	(28,439)
Net cash (used in)/provided by financing activities	(102,240)	202,372
Change in cash and cash equivalents in the year	608,645	615,336
Cash and cash equivalents at the beginning of the year	1,561,704	946,368
Cash and cash equivalents at the end of the year	2,170,349	1,561,704

The notes on pages 21 to 36 form part of these financial statements

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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.

Lichfield Cathedral School 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 Income

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

For donations to be recognised the School will have been notified of the amounts and the settlement date in writing. If there are conditions attached to the donation and this requires a level of performance before entitlement can be obtained then income is deferred until those conditions are fully met or the fulfilment of those conditions is within the control of the School and it is probable that they will be fulfilled.

Investment income is earned through holding assets for investment purposes such as shares and property. It includes dividends, interest and rent. Where it is not practicable to identify investment management costs incurred within a scheme with reasonable accuracy the investment income is reported net of these costs. Investment management costs are included when the amount can be measured reliably. Interest income is recognised using the effective interest method and dividend and rent income is recognised as the School's right to receive payment is established.

Income tax recoverable in relation to investment income is recognised at the time the investment income is receivable.

1.3 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. Shared costs which contribute to more than one activity and support costs which are not attributable to a single activity are apportioned between those activities on a basis consistent with the use of resources.

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

All expenditure is inclusive of irrecoverable VAT.

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

1. Accounting policies (continued)

1.4 Government grants

Government grants are recognised in income when the grant proceeds are received or receivable unless future performance-related conditions are specified that have not been met. Grants received before the income recognition criteria are satisfied are recognised as a liability.

1.5 Taxation

The School is considered to pass the tests set out in Paragraph 1 Schedule 6 of the Finance Act 2010 and therefore it meets the definition of a charitable company for UK corporation tax purposes. Accordingly, the School is potentially exempt from taxation in respect of income or capital gains received within categories covered by Chapter 3 Part 11 of the Corporation Tax Act 2010 or Section 256 of the Taxation of Chargeable Gains Act 1992, to the extent that such income or gains are applied exclusively to charitable purposes.

1.6 Tangible fixed assets and depreciation

Tangible fixed assets are initially recognised at cost. After recognition, under the cost model, tangible fixed assets are measured at cost less accumulated depreciation and any accumulated impairment losses. All costs incurred to bring a tangible fixed asset into its intended working condition should be included in the measurement of cost.

Assets in the course of construction are included at costs incurred to date. Depreciation on these assets is not charged until they are brought into use.

At each reporting date the School assesses whether there is any indication of impairment. If such indication exists, the recoverable amount of the asset is determined to be the higher of its fair value less costs to sell and its value in use. An impairment loss is recognised where the carrying amount exceeds the recoverable amount.

Depreciation is charged so as to allocate the cost of tangible fixed assets less their residual value over their estimated useful lives.

Depreciation is provided on the following basis:

Freehold property	-	2.0% straight line
Long-term leasehold property	-	2.0% straight line
Short-term leasehold property	-	over the lease period
Motor vehicles	-	20.0% straight line
Furniture and fittings	-	12.5% straight line

1.7 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.

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

1. Accounting policies (continued)

1.8 Liabilities and provisions

Liabilities are recognised when there is an obligation at the Balance sheet date as a result of a past event, it is probable that a transfer of economic benefit will be required in settlement, and the amount of the settlement can be estimated reliably.

Liabilities are recognised at the amount that the School anticipates it will pay to settle the debt or the amount it has received as advanced payments for the goods or services it must provide.

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.

1.9 Lease of school premises

The School enjoys the benefit of having a long term lease from Lichfield Cathedral for the Palace and School House. The lease was taken out on 1 September 1981 for a period of 99 years of which 58 years remain. No lease premium was paid and as such this has not been capitalised.

Rental payments are charged to the Statement of Financial Activities in the period in which they relate.

On 28 August 2003, the School acquired a further long-term lease of 76 years for Dimble House, Beacon Street, Lichfield, from Lichfield Cathedral. The cost of the lease has been capitalised and is being amortised over the term of the lease. Lichfield Cathedral have agreed to an extension of the term of the lease to 125 years at no additional cost.

- the change in lease payments resulting in revised consideration for the lease that is less than the consideration for the lease immediately preceding the change;
- any reduction in lease payments affecting only payments originally due on or before 30 June 2022;
- there being no significant change to other terms and conditions of the lease.

1.10 Pensions

The School operates a defined contribution pension scheme for non-teaching staff. A defined contribution plan is a pension plan under which the School pays fixed contributions into a separate entity. Once the Contributions have been paid the School has no further payment obligations.

The contributions are recognised as an expense in the Statement of Financial Activities when they fall due. Amounts not paid are shown in other creditors as a liability in the Balance Sheet. The assets of the plan are held separately from the School in independently administered funds.

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

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

1. Accounting policies (continued)

1.10 Pensions (continued)

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. The TPS is a multi-employer scheme and there is insufficient information available to use defined benefit accounting. The TPS is therefore treated as a defined contribution scheme for accounting purposes and the contributions recognised in the period to which they relate.

1.11 Fund accounting

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

Restricted funds are funds which are to be used in accordance with specific restrictions imposed by donors or which have been raised by the School 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.

Investment income, gains and losses are allocated to the appropriate fund.

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

2. Income from donations and legacies

	Restricted funds 2022 £	Unrestricted funds 2022 £	Total funds 2022 £	<i>Total funds 2021 £</i>
Government grants				
Coronavirus Job Retention Scheme grant	-	-	-	60,245
Donations	85,100	-	85,100	-
	<u>85,100</u>	<u>-</u>	<u>85,100</u>	<u>60,245</u>
<i>Total 2021</i>	<u>-</u>	<u>60,245</u>	<u>60,245</u>	

3. Income from charitable activities

	Restricted funds 2022 £	Unrestricted funds 2022 £	Total funds 2022 £	<i>Total funds 2021 £</i>
Fees receivable	-	5,812,149	5,812,149	5,355,168
Other educational income	40,467	393,687	434,154	324,966
	<u>40,467</u>	<u>6,205,836</u>	<u>6,246,303</u>	<u>5,680,134</u>
<i>Total 2021</i>	<u>55,409</u>	<u>5,624,725</u>	<u>5,680,134</u>	

	2022 £	<i>2021 £</i>
School Fees Receivable		
Fees receivable	6,751,163	6,297,679
Less: Remissions	(939,014)	(942,511)
	<u>5,812,149</u>	<u>5,355,168</u>

Lichfield Cathedral School
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**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2022**

4. Analysis of expenditure on charitable activities

Summary by fund type

	Restricted funds 2022 £	Unrestricted funds 2022 £	Total 2022 £	<i>Total 2021 £</i>
Teaching costs	5,939	3,604,599	3,610,538	3,269,705
Welfare	-	558,440	558,440	521,410
Premises	-	906,425	906,425	649,586
Support costs of schooling	49,874	856,051	905,925	902,192
Governance costs	-	45,456	45,456	81,297
	<u>55,813</u>	<u>5,970,971</u>	<u>6,026,784</u>	<u>5,424,190</u>
<i>Total 2021</i>	<u>55,512</u>	<u>5,368,678</u>	<u>5,424,190</u>	

5. Analysis of expenditure by activities

	Staff costs 2022 £	Depreciation 2022 £	Other costs 2022 £	Total funds 2022 £	<i>Total funds 2021 £</i>
Teaching costs	3,198,099	-	412,439	3,610,538	3,269,705
Welfare	78,184	-	480,256	558,440	521,410
Premises	195,191	64,789	646,445	906,425	649,586
Support costs of schooling	580,296	50,644	274,985	905,925	902,192
Governance costs	-	-	45,456	45,456	81,297
	<u>4,051,770</u>	<u>115,433</u>	<u>1,859,581</u>	<u>6,026,784</u>	<u>5,424,190</u>
<i>Total 2021</i>	<u>3,781,991</u>	<u>127,974</u>	<u>1,514,225</u>	<u>5,424,190</u>	

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

6. Auditors' remuneration

	2022	2021
	£	£
Fees payable to the School's auditor for the audit of the School's annual accounts	4,500	4,250
Fees payable to the School's auditor in respect of:		
All non-audit services not included above	1,075	1,000
	<u>5,575</u>	<u>5,250</u>

7. Staff costs

	2022	2021
	£	£
Wages and salaries	3,223,138	3,002,306
Social security costs	304,862	274,111
Contribution to defined contribution pension schemes	523,770	505,574
	<u>4,051,770</u>	<u>3,781,991</u>

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

	2022	2021
Head and teachers	87	79
Welfare and maintenance	20	19
Bursary and administration	26	25
	<u>133</u>	<u>123</u>

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

	2022	2021
In the band £60,001 - £70,000	-	1
In the band £70,001 - £80,000	1	1
In the band £90,001 - £100,000	1	1
In the band £100,001 and above	1	-

The School considers its key management personnel to comprise the Head Teacher, the Bursar, the Deputy Head, the Head of Junior School, the Assistant Heads, and the Director of Marketing and Admissions. The aggregate remuneration and benefits received by key management personnel was £587,489 (2021: £495,091).

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

8. Governors' remuneration and expenses

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

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

9. Tangible fixed assets

	Freehold property £	Long-term leasehold property £	Short-term leasehold property £	Motor vehicles £	Furniture and fittings £	Total £
Cost or valuation						
At 1 September 2021	1,504,409	1,439,033	139,894	18,069	1,077,318	4,178,723
Additions	-	-	-	-	21,690	21,690
Disposals	-	-	-	(7,719)	-	(7,719)
At 31 August 2022	<u>1,504,409</u>	<u>1,439,033</u>	<u>139,894</u>	<u>10,350</u>	<u>1,099,008</u>	<u>4,192,694</u>
Depreciation						
At 1 September 2021	259,174	470,859	98,881	15,999	892,771	1,737,684
Charge for the year	25,088	28,780	10,921	2,070	50,646	117,505
On disposals	-	-	-	(7,719)	-	(7,719)
At 31 August 2022	<u>284,262</u>	<u>499,639</u>	<u>109,802</u>	<u>10,350</u>	<u>943,417</u>	<u>1,847,470</u>
Net book value						
At 31 August 2022	<u>1,220,147</u>	<u>939,394</u>	<u>30,092</u>	<u>-</u>	<u>155,591</u>	<u>2,345,224</u>
At 31 August 2021	<u>1,245,235</u>	<u>968,174</u>	<u>41,013</u>	<u>2,070</u>	<u>184,547</u>	<u>2,441,039</u>

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

10. Debtors

	2022 £	2021 £
Due within one year		
Outstanding fees	1,751,660	1,475,320
Other debtors	408	6,827
Prepayments and accrued income	95,613	44,794
	<u>1,847,681</u>	<u>1,526,941</u>

11. Creditors: Amounts falling due within one year

	2022 £	2021 £
Bank loans	110,353	71,430
Pupil deposits	169,810	166,950
Trade creditors	57,287	15,283
Other taxation and social security	87,364	64,758
Other creditors	159,670	202,425
Accruals and deferred income	2,728,312	2,157,502
	<u>3,312,796</u>	<u>2,678,348</u>

	2022 £	2021 £
Deferred income at 1 September 2021	1,958,354	1,804,062
Resources deferred during the year	2,253,717	1,958,354
Amounts released from previous periods	(1,958,354)	(1,804,062)
	<u>2,253,717</u>	<u>1,958,354</u>

Deferred income relates to fees in advance as disclosed in creditors and the balance is trips and other miscellaneous income.

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

12. Creditors: Amounts falling due after more than one year

	2022 £	2021 £
Bank loans	<u>1,092,824</u>	<u>1,203,131</u>

Security

National Westminster Bank PLC hold a first legal mortgage and first legal charge on the freehold property relating to the land and premises at Longdon Green, Longdon, Staffordshire, and the leasehold interest property relating to Dimble House, Beacon Street, Lichfield.

13. Statement of funds

Statement of funds - current year

	Balance at 1 September 2021 £	Income £	Expenditure £	Balance at 31 August 2022 £
Unrestricted funds				
General Funds - all funds	<u>1,619,803</u>	<u>6,210,646</u>	<u>(5,970,971)</u>	<u>1,859,478</u>
Restricted funds				
Head's Strategic Fund	2,589	-	-	2,589
Chorister Fund	896	-	-	896
Hardship Bursary Fund	8,081	-	-	8,081
MUGA Project	5,833	-	(5,833)	-
Arts Council funding	6,532	37,685	(30,796)	13,421
Tim Henman funding	5,251	2,782	(5,939)	2,094
Friends of LCS	(780)	-	(13,245)	(14,025)
Prizes - Organ fund	-	100	-	100
John Heath Musical Endowment	-	85,000	-	85,000
	<u>28,402</u>	<u>125,567</u>	<u>(55,813)</u>	<u>98,156</u>
Total of funds	<u><u>1,648,205</u></u>	<u><u>6,336,213</u></u>	<u><u>(6,026,784)</u></u>	<u><u>1,957,634</u></u>

Lichfield Cathedral School
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NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2022

13. Statement of funds (continued)

Statement of funds - prior year

	<i>Balance at 1 September 2020 £</i>	<i>Income £</i>	<i>Expenditure £</i>	<i>Balance at 31 August 2021 £</i>
Unrestricted funds				
General Funds - all funds	1,302,698	5,685,783	(5,368,678)	1,619,803
Restricted funds				
Head's Strategic Fund	-	2,589	-	2,589
Chorister Fund	-	896	-	896
Hardship Bursary Fund	-	8,081	-	8,081
MUGA Project	11,668	-	(5,834)	5,834
Arts Council funding	2,830	30,503	(26,802)	6,531
Tim Henman funding	8,502	8,810	(12,061)	5,251
Friends of LCS	5,505	4,530	(10,815)	(780)
	<u>28,505</u>	<u>55,409</u>	<u>(55,512)</u>	<u>28,402</u>
Total of funds	<u><u>1,331,203</u></u>	<u><u>5,741,192</u></u>	<u><u>(5,424,190)</u></u>	<u><u>1,648,205</u></u>

Lichfield Cathedral School
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NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2022

13. Statement of funds (continued)

MUGA Project

Restricted funding comprising of donations received and expended on the MUGA Project in the year to 31 August 2017.

Arts Council funding

Restricted funding from MusicShare Hub which is a partnership between LCS, Lichfield Cathedral and The Music Partnership with the aim of promoting participation in singing for local primary, secondary and special schools.

Tim Henman funding

Restricted funding received in relation to tennis coaching from the Tim Henman Foundation.

Friends of LCS

Friends are a parent association that fundraise on behalf of the school and kindly agree to fund specified expenditure.

John Heath Musical Endowment fund

The John Heath musical Endowment fund is received for the purposes of covering school fees for students with serious musical commitments and outstanding attainment in music.

14. Summary of funds

Summary of funds - current year

	Balance at 1 September 2021 £	Income £	Expenditure £	Balance at 31 August 2022 £
General funds	1,619,803	6,210,646	(5,970,971)	1,859,478
Restricted funds	28,402	125,567	(55,813)	98,156
	<u>1,648,205</u>	<u>6,336,213</u>	<u>(6,026,784)</u>	<u>1,957,634</u>

Lichfield Cathedral School
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**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2022**

14. Summary of funds (continued)

Summary of funds - prior year

	<i>Balance at 1 September 2020 £</i>	<i>Income £</i>	<i>Expenditure £</i>	<i>Balance at 31 August 2021 £</i>
General funds	1,302,698	5,685,783	(5,368,678)	1,619,803
Restricted funds	28,505	55,409	(55,512)	28,402
	<u>1,331,203</u>	<u>5,741,192</u>	<u>(5,424,190)</u>	<u>1,648,205</u>

15. Analysis of net assets between funds

Analysis of net assets between funds - current year

	Restricted funds 2022 £	Unrestricted funds 2022 £	Total funds 2022 £
Tangible fixed assets	-	2,345,224	2,345,224
Current assets	98,156	3,919,874	4,018,030
Creditors due within one year	-	(3,312,796)	(3,312,796)
Creditors due in more than one year	-	(1,092,824)	(1,092,824)
Total	<u>98,156</u>	<u>1,859,478</u>	<u>1,957,634</u>

Analysis of net assets between funds - prior year

	<i>Endowment funds 2021 £</i>	<i>Restricted funds 2021 £</i>	<i>Unrestricted funds 2021 £</i>	<i>Total funds 2021 £</i>
Tangible fixed assets	-	5,834	2,435,205	2,441,039
Current assets	1,430,845	22,568	1,635,232	3,088,645
Creditors due within one year	(1,430,845)	-	(1,247,503)	(2,678,348)
Creditors due in more than one year	-	-	(1,203,131)	(1,203,131)
Total	<u>-</u>	<u>28,402</u>	<u>1,619,803</u>	<u>1,648,205</u>

Lichfield Cathedral School
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**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2022**

16. 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)	309,429	317,002
Adjustments for:		
Depreciation charges	117,505	128,055
Decrease/(increase) in debtors	(320,740)	173,186
Increase/(decrease) in creditors	595,498	(216,061)
Bank interest received	(4,810)	(813)
Bank and loan interest paid	30,883	28,439
Net cash provided by operating activities	727,765	429,808

17. Analysis of cash and cash equivalents

	2022 £	2021 £
Cash in hand	2,170,349	1,561,704
Total cash and cash equivalents	2,170,349	1,561,704

18. Analysis of changes in net debt

	At 1 September 2021 £	Cash flows £	Other non- cash changes £	At 31 August 2022 £
Cash at bank and in hand	1,561,704	608,645	-	2,170,349
Debt due within 1 year	(71,430)	(71,384)	32,461	(110,353)
Debt due after 1 year	(1,203,131)	-	110,307	(1,092,824)
	287,143	537,261	142,768	967,172

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

19. Pension commitments

The School's employees belong to two principal pension schemes: the Teachers' Pension Scheme England and Wales (TPS) for academic and related staff; and a defined contribution scheme for non-teaching staff.

In reference to the defined contribution pension scheme, the assets of the scheme are held separately from those of the School in an independently administered fund. The pension cost charge represents contributions payable by the School to the fund and amounted to £31,560 (2021 - £27,295). Contributions totalling £6,544 (2021 - £5,152) were payable to the fund at the balance sheet date and are included in other creditors.

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.

The pension charge for the year includes contributions payable to the TPS of £490,431 (2021 - £478,279).

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. 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 and in accordance with the Public Service Pensions (Valuations and Employer Cost Cap) Directions 2014. 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% employer administration charge;
- 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
- the 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 is 4.45%.

The TPS valuation for 2016 determined an employer rate of 23.68%, which was payable from 1 September 2019. The next valuation result is due to be implemented from 1 April 2024

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

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

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

20. Operating lease commitments

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

	2022 £	2021 £
Not later than 1 year	205,016	164,651
Later than 1 year and not later than 5 years	427,250	517,628
Later than 5 years	2,650,552	2,660,215
	<u>3,282,818</u>	<u>3,342,494</u>

21. Members' liability

Each member of the charitable company undertakes to contribute to the assets of the company in the event of it being wound up while he/she is a member, or within one year after he/she ceases to be a member, such amount as may be required, not exceeding £10 for the debts and liabilities contracted before he/she ceases to be a member.

22. Related party transactions

Lichfield Cathedral contributed £116,527 (2021 - £115,407) towards the fees of the choristers during the year and provide an annual chaplaincy mentoring service at a cost of £7,000.

23. Controlling party

The School is controlled by the board of Governors.

Accounts

Lichfield Cathedral School
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GOVERNORS' REPORT AND FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2021

Lichfield Cathedral School
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**REFERENCE AND ADMINISTRATIVE DETAILS OF THE SCHOOL, ITS GOVERNORS AND ADVISERS
FOR THE YEAR ENDED 31 AUGUST 2021**

Governors	Ms N Dawes OBE, Chair (from 2 December 2020) The Very Rev'd A Dorber BA MTh FRSA Mrs R Hadley-Leonard Mrs J Mason ABSM PGCE Mr R Oakley Mr C Rickart BA PGCE Mrs N Roy FCCA The Rev'd Canon A Stead MA Ms C S Shaw BEd, Interim Chair (until 2 December 2020) Mr E Lunt BA MA AKC PGCE NPQH ARSM (appointed 1 July 2021) The Rev'd Canon Dr G Platten (appointed 7 September 2021)
Company registered number	07302696
Charity registered number	1137481
Registered office	The Palace The Close Lichfield Staffordshire WS13 7HL
Bursar	Mrs P A Sharratt FCCA
Head	Mrs S E Hannam BA MA PGCE
Independent auditors	Bates Weston Audit Ltd Statutory Auditors Chartered Accountants The Mills Canal Street Derby DE1 2RJ
Bankers	Santander Corporate Banking 1 Cornwall Street Birmingham B3 2DX National Westminster Bank Plc 47 Market Street Lichfield Staffordshire WS13 6LE

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(CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2021

Solicitors	Pickerings Solicitors (Tamworth) Limited Etchell House Bonehill Road Tamworth Staffordshire B78 3HQ
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Insurance Brokers	Hettle Andrews & Associates Ltd Eleven Brindley Place Birmingham B1 2LP
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GOVERNORS' REPORT
FOR THE YEAR ENDED 31 AUGUST 2021

The Governors present their annual report together with the audited financial statements of the School for the year 1 September 2020 to 31 August 2021. The annual report serves the purposes of both a Governors' report and a directors' report under company law. The Governors 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).

The Choristers of Lichfield Cathedral have been provided with an education for many hundreds of years. The school was re-founded in 1942 as an Independent School. A Charity was established in 1981, registered with the Charity Commission under charity number 1078650, however that charity ceased to operate on 5th November 2010 and all the assets and liabilities were transferred into this Charitable Company on that date. The governors and executive officers of the Charitable Company are listed on page 1 together with particulars of the professional advisers.

Objectives and activities

a. Policies and objectives

Charitable Objects

The Charity's Objects, as set out in its Articles of Association, are:

- To advance education in such ways as the Governors see fit, including in particular by the provision and conduct of a school for boys and girls which shall have a religious character in accordance with the tenets of the Church of England and which shall in particular (but without limitation) provide education for the Choristers of the Cathedral.
- To advance religion through worship according to the rites and ceremonies of the Church of England as offered from time to time in the Cathedral and elsewhere and the participation therein of the Choristers, other pupils at the School, families of the pupils, staff and other persons connected with the School.
- To further religious, educational and other charitable work in accordance with the principles of the Church of England in the diocese of Lichfield and the wider community.

In meeting these Objects, the School aims to create and maintain an educational environment which nurtures, nourishes and stimulates young minds and talents; one where the children may gain a thorough academic foundation and a wealth of experiences and challenges; and one where daily life is conducted according to Christian values. Furthermore, the School aims to provide a secure and ordered framework through which the children may develop their self-esteem and confidence, discover the riches of successful participation and achievement, and develop a spirit of generosity and service to others within the wider community.

Main Objectives

Our objectives are set to reflect our educational aims and the ethos of the School. It is important to us that we enhance the academic success of the School and continue to provide a wide range of co-curricular activities and enrichment opportunities for our pupils.

In the furtherance of these aims and planning our activities, the Governors have given careful consideration to the Charity Commission's public benefit guidance.

Main objectives for the year included:

- To increase pupil recruitment across all year groups, with a specific focus on Pre-School and Sixth Form.
- To improve pupil retention, particularly between Key Stage 2 and 3 and Key Stage 4 and 5.
- To raise achievement and value-added scores across all subjects.

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- To continue to improve the School's provision for sport, PE and games.
- To expand the physical space and resources available for learning with particular focus on Sixth Form provision.
- To further extend the co-curricular programme.
- To support all aspects of chorister life for all boy and girl choristers of the school.
- To further develop the programme of performance management and appraisal for all teaching and support staff.
- To extend the School's links with other educational, charitable and commercial organisations.
- To expand the School's musical and other outreach work with primary and secondary schools across the diocese.
- To provide continuing support for pupils already in receipt of fee assistance through bursaries.
- To increase the provision of means-tested bursary support.
- To continue participation in the cultural and social life of Lichfield.

In setting objectives and planning for activities, the Governors 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)'.

b. Strategies for achieving objectives

The governors resolved to scrutinise and support the work of the Senior Management and Leadership Groups in shaping the new curriculum, appointing staff, implementing the admissions policy, resourcing and facilitating academic departments, increasing extra-curricular provision and developing links with the wider educational community within clear budgetary guidelines. It was reaffirmed that the appointment of high quality staff in all areas of the school's activities was the key to success.

c. Grant-making policies

The policy of reducing the financial resources provided for awards based on merit (scholarships) and allowing more funds to be provided for the assistance of those in financial need (bursaries) was sustained during the year. With no endowments or restricted funds, the School pays all such awards from income, necessarily requiring in this challenging economic environment that such awards are relatively small, but allowance has been made for the award of a 100% bursary should the appropriate circumstances present themselves.

Strategic report

Achievements and performance

Pupil Numbers and Fees

The COVID-19 pandemic affected recruitment into the early years and Year 7, resulting in fewer children joining the school than anticipated. In September 2020, the academic year began with 511 pupils enrolled, compared to 531 on roll at the end of 2019-2020. By the end of the 2020-2021 academic year this number had increased to 521.

The school fees were held at the previous level this year in response to the added financial pressures on parents and their expectations around remote learning. Following the second lockdown (January to March 2021), parents were offered a retrospective reduction on the Lent 2021 fees. The annual fees for the year before the deduction of any means-tested bursaries and scholarships were:

Nursery and Pre-Reception full day	£9,090
Reception	£9,090
Years 1 and 2	£9,675

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Years 3 and 4	£11,130
Years 5 and 6	£13,080
Years 7 to 9	£13,380
Years 10 to 13	£14,250

The ongoing impact of COVID-19

Like all schools, the global pandemic impacted greatly on school life during 2020-2021. Although the school year began with a return to in-school teaching, just after the new year another lockdown was announced and the majority of pupils switched back to remote learning, with only vulnerable children and the children of key workers attending school on-site. This was challenging in terms of the need for staff, pupils and, in some cases, parents to learn new skills very quickly. As the Lent term progressed, preparations were made for the return of pupils as per government guidance. In March 2021, pupils in Years 7-13 were tested for COVID-19 twice on site before they could resume in-school learning.

Some of the most significant challenges faced by the school were handling late decision-making by the government, sudden changes in policy by the Departments for Education and Health, and the need to provide on-site lateral flow testing for all staff and pupils in Years 7-13 with very little notice. From a logistical point of view, pressures on the use of the site, in particular for dining, recreation and sports purposes, coupled with the need to keep each year group bubble separate from the others, presented considerable strain and difficulty.

When the school was allowed to open there were variable numbers of staff and pupils self-isolating or in quarantine, making the running of the organisation extremely complex. Public examinations were once again affected, with teacher assessed grades issued to GCSE and A Level students.

The close relationship with Lichfield Cathedral and the restrictions and challenges faced by that sector, also impacted school life, with regard to the choristers and the inability to attend the Cathedral for services and assemblies. In spite of these not inconsiderable challenges, the staff worked hard to provide as normal an experience as possible for pupils, with concerts, recitals and Speech Day moved online, assemblies and meetings conducted via MS Teams, and blended learning (with some pupils in the classroom and others at home) becoming routine.

Academic Performance

Despite the difficulties faced by students during the year, the GCSE and A Level exam results were the best results ever achieved by the school. The GCSE 100% pass rate was maintained, with 100% of students achieving at least 5 GCSEs with grades 9-4 (A**-C), including English and Mathematics. 64% of all grades were 9-7 (A**-A) and 83% of all grades were 9-6 (A**-B). The students and staff were congratulated for such outstanding results.

The post-16 students also achieved a 100% pass rate in A Levels and BTECs and 68% of all grades were A*-A, up from 42% the previous year. 99% of grades were A*-C, up from 97% in 2020. All students who wished to progress to higher education gained a place on the course of their choice. Outstanding individual performances included Olivia Gardner (A*A*A* in Maths, Biology and Chemistry) who went to the University of Liverpool to study Medicinal Chemistry with Pharmacology; Thomas Mant (A*A*A* in Maths, Chemistry and Physics) who has progressed to Loughborough University to study Mechanical Engineering, along with Evie McCreadie (A*A*A in Geography, Criminology and Psychology) studying Psychology. Isabella Browne (A*A*A* in Art & Design, Design & Technology and Business) and Thea Brangwin (A*A*A in Art & Design, Psychology and Biology) are now both studying Fashion Communication and Promotion at Nottingham Trent University. Jack Hughes (A*A*A in History, Government & Politics and Philosophy & Ethics, plus A* in the Extended Project) is pursuing History and Politics at Manchester University; Leo Whatley (A*AAA in Computer Science, Art & Design, Maths and Physics) is studying Computer Science with AI at Birmingham University, where he is joined by Amelia Grant (AA in Chemistry and Biology) pursuing Biological Sciences. Katherine Carter (A*A*A in History, English and Biology, plus A* in the Extended Project) is now studying Law at Cardiff University; Eilidh Owen (A*A*A* in Music, Maths

GOVERNORS' REPORT (CONTINUED)
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and Physics, plus A in the Extended Project) is taking a year out to teach before starting a performing arts degree in 2022. Joseph Hannam (A*AA in History, PE and Philosophy & Ethics, plus A in Extended Project) and Tom Hodgkiss (AAA in English, History and Government & Politics) are both studying Law at Leeds University.

As a non-academically selective school, some students entered the Sixth Form with modest GCSE results, so it is a testament to the dedication and commitment of students and staff that the leavers achieved grades high enough to gain places on challenging university courses that will prepare them for ambitious career paths.

Co-curricular Programme

Embedded within the curriculum, co-curricular programme, the Ethical Leadership qualification and other School activities (e.g. assemblies, charitable work and services of worship) are creative ways to develop the whole individual, including the 'soft skills' of presentation, public speaking, leadership, team working, coaching and mentoring of others, and social skills. The need to cancel almost all educational trips and visits and to limit visiting speakers to virtual appearances only, has affected pupils' ability to develop these skills, but every effort was made to replace face-to-face opportunities with virtual experiences.

Music

The ability to deliver music lessons and performances was seriously impacted by the pandemic. Despite significant restrictions on what could and could not be done, the Music Department rose to the challenge. Individual music lessons continued with maximum protective measures in place for pupils and teachers; during lockdowns, lessons continued via MS Teams. New small ensembles were created within year group bubbles where possible. Singing was most affected, with curriculum lessons and choirs only able to take place outdoors with social distancing. Singing indoors was, for the majority of the year, not possible. Virtual concerts replaced live performances and pupils were encouraged to take part in digital rehearsals offered by the Entrust music service. When restrictions allowed, performances and workshops were held outside, such as the Steel Drum workshop enjoyed by Year 4.

Lockdowns, social distancing and restrictions on indoor singing resulted in a mixture of virtual and small in-person services in the Cathedral for the choristers. During lockdowns, the Director of Music for the Cathedral edited solo recordings together to form a choir, enabling music to still form part of worship broadcast to the congregation over the internet. Even when restrictions were partially lifted, the number of singers was limited, meaning that for the whole academic year, the training choristers were never able to rehearse or perform with the other choristers. However, the popularity of the broadcast services meant that the choir reached more people than ever with their beautiful voices. Fortunately, the choir was still able to sing live to the nation on BBC Radio 4 to celebrate Ascension Day in May 2021.

As in previous years, individual pupils achieved excellence in local and regional competitions, including; Lydia Osborne (Year 9) who won the Junior Vocalist Category of the Staffordshire Young Singer 2020 competition, organised by the Entrust Music Service; James Sutton (Year 7) who won the Senior Category of the Staffordshire Young Musician 2021 competition, despite it being aimed at students in Year 10 and above; and Amelia White (Year 9) who won the Folk (Traditional) Senior Singer Category for 2021 and was selected to sing with D-Day Juniors, the youth version of the D-Day Darlings.

There were two outstanding achievements by a chorister and a Sixth Form Choral Scholar. Head Chorister Josie Sim reached the final of the BBC Chorister of the Year 2020 competition, achieving Runner-Up, which placed her first among the girl choristers. Josie has continued to work with BBC television for The Power of Music and hymns for Songs of Praise, and with BBC Radio 2, recording several pieces with the BBC Philharmonic Orchestra.

Eilidh Owen, former Head Chorister and now Sixth Form Choral Scholar, won the 18 and under category of The National Centre for Early Music's Young Composer Award in 2020. It is an astonishing achievement to be recognised by this hugely prestigious, internationally-renowned competition. The challenge was to create a new

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polyphonic work for unaccompanied choir, and Eilidh chose to set the first and last verses of George Herbert's poem *The Flower*. Eilidh spent the day of the final in an online workshop with the other seven finalists led by composer Christopher Fox, during which the Ex Corde Vocal Ensemble worked on all the pieces and ultimately performed them for a panel of judges. Eilidh's winning piece was performed by internationally acclaimed vocal ensemble *The Tallis Scholars* in March 2021 (remarkably, Eilidh was invited to conduct the choir by director Peter Phillips), and was broadcast on BBC Radio 3's *Early Music Show*. This achievement is all the more remarkable because Eilidh wrote this exceptionally high quality piece in only the second term of her A Level course and it was her first composition.

Drama

Drama remains extremely popular with pupils and everyone has the opportunity to take part in at least one performance. There were several small-scale productions by year groups prepared during curriculum lessons and recorded for parents to view online. The effects of the pandemic cut short the normal pattern of performances and theatre visits. LAMDA lessons continued where possible online during lockdowns and in person otherwise for a second year at the school, with a significant increase in the number of pupils taking part.

Sport

Sport for enjoyment and fitness forms a central part of the curriculum for all age groups and the co-curricular programme. The number of children participating in sport fixtures and the variety of sports was greatly impacted by the pandemic, with virtually all matches against other schools cancelled. During lockdowns, the PE Department staff posted daily challenges for pupils online and encouraged the creative use of home equipment and local park facilities. Once pupils returned to school, rugby, football, cricket, hockey, rounders, netball, cross-country, orienteering and athletics took place, with intra-school teams competing against each other. Students benefit from the use of facilities within the school and professional facilities in the local area that enable them to take part in badminton, squash, gymnastics and swimming. Although parents were not able to watch the senior Sports Day, it continued with a slightly different format to previous years, so that bubble integrity was maintained. One activity that particularly flourished during lockdown was the school's Fantasy Football League, eventually won by Lily Benson (Year 5) who beat the other 32 managers, resulting in a strange mixture of pride and disappointment among the staff football fanatics/armchair experts! When fixtures were reinstated, the school achieved remarkable success in tennis. Finally, the U13, U14 Division 2 and U15 Division 1 and 2 teams were all crowned champions in the Staffordshire Tennis League, an excellent achievement.

There were some outstanding individual achievements, notably Matthew White (Year 12) who won the Junior Championship title at Lichfield Golf and Country Club and placed third overall in the Men's Championship, as well as being selected for the second year running to be a Limitless Sports Ambassador; George Sim (Year 8) was selected for the U14 Staffordshire Hockey squad; Oscar Osborn-Wilkes (Year 6) achieved great success in the Dirt Track Riders Association UK Championship, placing first in the first four races; Casper Foster (Year 8) was retained by Walsall FC Academy as their U14 goalkeeper; Lexi Karagkevrekis (Year 5) represented Derbyshire at the County Tennis Cup; Carleyna Wright (Year 6) secured a place in the Staffordshire County U13 Hockey Team and gained a place in the prestigious Staffordshire Marauders team. Oliver Mills (Year 6) represented Staffordshire U11s Cricket, scoring his first competitive half century in his first county game; Eloise Mott (Year 8) and her Derby County U13 Black Socks team won the U14 DGLL League and she was selected for the Derby County U14 Regional Talent Centre for next season. Katie Burns (Year 4) qualified for the British National Show Jumping Finals, heading the overall ranking list for the 60cm and 70cm Junior sections; Harry Prescott (Year 9) competed at the Staffordshire Schools Athletics Championships placing 2nd overall in his first ever shot put competition.

Careers education

Unfortunately, due to lockdowns and COVID-19 restrictions, a significant number of planned careers events did not take place. However, work continued through Personal, Social and Health Education lessons and some events were held virtually. The school invested in Xello, an online career education and planning tool for pupils

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that can be accessed at any time, and the senior school was involved with #TuneUpTuesday celebrating the importance of careers in the creative arts industries.

Enrichment activities

The restrictions in place due to the pandemic resulted in almost all school trips and visits being cancelled or postponed for the whole academic year. Where possible, virtual visits were organised, such as the poet James Carter who spoke with pupils in Year 5 and 6 from his home in Oxfordshire on National Poetry Day, and Year 10 learning from Sufi theologian Hasan Spiker about a joint Christian-Muslim research project at the Cambridge University Centre for the Study of Platonism. Pupils undertaking the Bronze and Silver Duke of Edinburgh Award were able to complete their expeditions at the end of the academic year. The Forest School ensured pupils continued to develop useful outdoor skills, whilst building self-confidence, resilience and an appreciation of the natural environment.

The Art Department launched the first in a series of solo exhibitions within school, with the work of Otto Homer (Year 7) displayed in the Palace dining rooms, while Charlotte Bill (Year 5) placed 1st and 3rd in the Lichfield Rotary Club Young Photographer competition and won the District competition, too, and was selected for the National Final. The classrooms in School House were adorned with beautiful displays created by the Art Scholars for the Window Wanderland community arts event in Lichfield.

Supporting mental health

A considerable amount of staff time was spent supporting the mental health of pupils, ranging from regular individual phone calls during lockdowns, to PSHE lessons and topic-based work, a Wellbeing Day at Longdon for the children of critical workers attending school during lockdown, and a series of whole school activities for World Kindness Day 2020 and Children's Mental Health Week in 2021. Parents were provided with regular and detailed advice on how to protect their children online and The Friends of LCS (the school's PTA) provided support to other parents through telephone calls and virtual coffee catch-ups on Zoom.

Details of bursary and scholarship awards

Bursaries

This year the value of means-tested bursaries totalled £268,618 and represented 4.3% of our gross fees and provided assistance to 52 of our pupils.

Scholarships

In addition, the School awarded scholarships to 158 pupils, based on their educational merit and potential, totalling £323,711 and representing 5.2% of our gross fees. Of this number, 10 qualified for means-tested bursary support and are included in the figures relating to bursary awards. The progress of pupils receiving scholarships is reviewed at least annually to ensure their progress is in line with their abilities. No scholarships were withdrawn in the year as a result of reviews.

Service to the Community

Fundraising

A large amount of fundraising was undertaken throughout the year on behalf of Young Minds (mental health), Comic Relief, the RSPCA, Cancer Research UK and Carter The Brave. Support was also provided in the form of donations of relevant resources to Derbyshire Refugee Solidarity (clothes, bedding, cooking utensils and toiletries for refugees in Calais, Syria and the Greek Islands); food for the Lichfield and Rugeley Foodbanks; and food and stationery for Helping Each Other Lichfield and Surrounding Areas which began during the first lockdown and was founded by a grandparent of an LCS pupil.

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Several pupils undertook challenges to raise money for charities, including Oliver Rowels (Year 5) who walked, ran and cycled 100km in a month and raised £300 for Birmingham Children's Hospital; Adam Riches (Year 10) and his family completed a sponsored bike ride, raising more than £1000 for their local church; Josie Sim (Year 11) and Tegen Hill both donated their hair to the Little Princess Trust who make wigs for children with cancer, and raised £965 between them for the charity as well. Holly Wilson (Year 6) was inspired by a PSHE lesson to raise £300 for the Carter The Brave charity by doing 300 burpees in a week; Carter Chatting (whose parents founded the Carter The Brave charity following his treatment for acute lymphoblastic leukaemia) completed a 10k run and raised £6,000 for Birmingham Children's Hospital and children's cancer research. Erin Ward (Year 8) raised £1,300 for Cancer Research by walking 10,000 steps per day; and Lily Whitehouse (Year 3) raised £50.50 for the Epilepsy Society by organising a book renting scheme in her class.

Music outreach

Music outreach activities enable the School to share its expertise with local schools and encourage children from across the region to engage with new forms of making music. The School's award-winning MusicShare programme, which is supported by Entrust, Staffordshire's Music Service, the Music Partnership and the Arts Council, has continued to grow and reach more children across the Midlands. When it started, MusicShare worked with 3 schools per term, now it works with 150 schools in core projects and one-off workshops.

The pandemic naturally impacted the work of MusicShare, but activities continued in an altered format. Unfortunately, Toddler Rhyme Time, a weekly sing-along session for under 5s could not run, but Mini Voices, a weekly music group for the same age range based in The Close was able to continue by meeting outdoors. These valuable sessions enable children to build confidence and social skills, as well as developing the early phonics building blocks for literacy and numeracy. Other groups run by MusicShare include community choirs such as Young Voices (ages 6-11) and Youth Voices (ages 12-18) also continued to meet outside with social distancing, while Ladies Who Lark (age 18+), curriculum singing workshops for Key Stage 1 and 2, and 2-day choral courses during the holidays for talented singers aged 12-18 took place online.

Sport outreach

The school successfully ran an outstanding and award-winning tennis outreach programme in partnership with the Tim Henman Foundation. The programme consisted of a free 6-week tennis programme delivered in local primary schools for the benefit of both pupils and staff. The funding enabled a qualified, experienced tennis coach to visit 9 schools per term to deliver focused lessons building tennis techniques, and provided a supply of tennis equipment to enable the schools to continue to deliver tennis within their sport curriculum. Again, this programme was affected by the pandemic, but with some adaptations, it ran successfully.

Access to facilities and expertise

The School offered Forest Tots, a weekly outdoor session for under 5s and their parents learning about the natural environment. Practical activities stimulate creative thinking, problem-solving and skill development, while fostering confidence, learning to co-operate and how to identify and manage risk. The sessions are led by a qualified Forest School practitioner. During lockdowns, video tutorials were provided for parents to use with their children at home or in local outdoor areas.

Although there were fewer events held during the academic year, the School continued to open its doors free of charge to community groups, such as:

- The Johnson Society hold their monthly meetings at the School.
- The Guild of Stewards of Lichfield Cathedral host dinners and social events at the School.

Volunteers

The School is fortunate to have a dedicated, experienced Board of Governors who have given increased time

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and thought to the governance of the School during this academic year.

The Friends of the Cathedral School is run by a committee of highly enthusiastic and dedicated parents. Their principal twin aims are to provide good quality social events throughout the year for parents and pupils to enjoy, whilst also raising funds for the School in order to provide items that might not otherwise be afforded. Their policy for the allocation of funds is to provide for special items that would not naturally fall within the school's budget, and to ensure that all children in the school, throughout the age range, benefit from the projects supported. Normally, The Friends would organise events including Quiz Nights, a festive afternoon tea and a Christmas Fayre, plus film nights and discos for children; however, this year it was not possible to hold those events. The School's second-hand uniform shop is organised and managed by The Friends, with all proceeds spent on projects that benefit pupils.

The Governors and Senior Management Team greatly appreciate the valuable contribution of all volunteers.

Sustainability

All activities of the Governing Body during the year have been dedicated to the sustainment, improvement and general development of a school which provides an education for a broader range of boys and girls aged 21/2 to 18, in particular the Cathedral choristers, within the context of its Christian ethos. The Governing Body expanded its number to broaden the representation of skills and experience, and will continue to fill any identified gaps.

Financial review

a. Going concern

The Governors assess whether the use of going concern is appropriate, that is, whether there are any material uncertainties related to events or conditions that may cast significant doubt on the ability of the school to continue as a going concern. The Governors make this assessment in respect of a period of at least one year from the date of authorisation for issue of the financial statements and have concluded that the school has adequate resources to continue as a going concern, thus they continue to adopt the going concern basis of accounting in preparing the financial statements.

The Governors have prepared cashflow forecasts and projections, taking account of reasonably possible changes in financial performance as a result of the COVID-19 pandemic, these show that the school should be able to operate within the level of its current facility.

A new loan facility was agreed on 5 May 2021 which is repayable over a 15 year period.

b. Reserves policy

The Governors have established a policy whereby the unrestricted funds held by the School should be enough to cover one school term of expenditure. At this level the Governors feel that they would be able to continue the current activities of the School. At 31 August 2021 the unrestricted free reserves of the School were in deficit by £815,402. The charity restricted funds are represented by fixed assets and current assets. The purposes of these funds are detailed in note 14 to the accounts.

c. Risk management objectives and policies

The Governors are responsible for the management of risks faced by the School. Detailed considerations of financial risk are undertaken by the Finance and General Purposes Committee, and that of children's welfare and workplace risk by the School's Health and Safety Committee which in turn reports to the Finance and General Purposes Committee. Risks are identified and assessed, and controls established, throughout the year. In all specialised areas, relevant qualified and experienced experts are employed to give advice. A formal financial audit by an external body is carried out each year and their report is considered by the Governors. The

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Charitable Company adopts a system of formal agendas and minutes for all committee and full meetings, as well as comprehensive strategic planning, budgeting and management accounting, clear organisational structure and lines of reporting, formal written policies, clear authorisation and approval systems, and vetting procedures as required by law for the protection of the vulnerable. Through the risk management processes established for the School, the Governors are satisfied that the major risks identified have been adequately mitigated.

d. Financial review

The accounting year of the Charitable Company has resulted in a surplus of funds for the year of £317,002.

The principal financial management policies adopted include:

- the production of regular termly management accounts which are scrutinised by the Finance and General Purposes Committee;
- the preparation of detailed annual budgets which include comparison to actual performance;
- a detailed audit carried out by a firm of Chartered Accountants who report their findings direct to the Governors at a formal Governors meeting;
- regular meetings between the Chairman of the Finance and General Purposes Committee and the Bursar;
- the authorisation of all expenditure by either the Head Teacher or the Bursar; and
- regular weekly meetings between the Head Teacher and the Bursar.

Structure, governance and management

a. Constitution

Lichfield Cathedral School is registered as a charitable company limited by guarantee and was set up by a Memorandum of Association on 2 July 2010.

b. Methods of appointment or election of Governors

The management of the School is the responsibility of the Governors who are elected and co-opted under the terms of the Memorandum of Association.

c. Organisational structure and decision-making policies

The day to day running of the School is delegated to the Head Teacher, Bursar and Senior Management Team. The Head Teacher and Bursar attend all meetings of Governors.

The board of Governors meet at least once each term. It has two working committees: Finance and General Purposes and Education. Each committee meets formally every term in advance of the full governing body meeting, and holds further meetings as necessary.

d. Policies adopted for the induction and training of Governors

The board of Governors consists of up to fifteen individuals, up to five are appointed by the Chapter of Lichfield Cathedral and of such five, at least two shall be members of Chapter; up to ten are appointed by the Governors. At the end of the last meeting of each academic year, the Governors appoint one of their number to act as Chairman to chair the meetings until the last meeting of the following academic year. The Governors may revoke at any time any such appointment.

All New Governors are inducted into the workings of the Charitable Company by the Head Teacher and Bursar. All Governors are welcome to visit the School and training is available through AGBIS and other organisations, as required.

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e. Governors' indemnities

The School has taken out Professional Indemnity/Governors Liability insurance as part of the public liability policy. The insurance provides cover up to £2,000,000 (2020 - £2,000,000).

Plans for future periods

In addition to continuing to meet the primary objectives of the School as itemised above, the key objectives for the next five years are to:

1. develop the quality of systems of governance and strengthen the accountability of management;
2. achieve the highest standards of learning throughout the school, particularly in preparation for public examinations;
3. ensure that the curriculum from Pre-school to Year 13 is balanced and effective;
4. continue the development of the Sixth Form by increasing the pupil numbers;
5. continue to develop a realistic longer term business strategy, which includes the improvement of the facilities at the School;
6. foster the relationship of the boy and girl choristers to the Cathedral Foundation;
7. continue to develop inspirational opportunities both within and beyond the curriculum including partnerships with the wider educational and Christian community.

Members' liability

The Members of the School guarantee to contribute an amount not exceeding £10 to the assets of the School in the event of winding up.

Statement of Governors' responsibilities

The Governors (who are also the directors of the School for the purposes of company law) are responsible for preparing the Governors' report including the strategic 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 Governors to prepare financial statements for each financial . Under company law, the Governors must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the School and of its incoming resources and application of resources, including its income and expenditure, for that period, In preparing these financial statements, the Governors are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles of the Charities SORP (FRS 102);
- make judgements 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 School will continue in business.

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

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

Disclosure of information to auditor

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

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

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

Ms N Dawes OBE

Date: 10 March 2022

Lichfield Cathedral School
(A company limited by guarantee)

INDEPENDENT AUDITORS' REPORT TO THE MEMBERS OF LICHFIELD CATHEDRAL SCHOOL

Opinion

We have audited the financial statements of Lichfield Cathedral School (the 'school') 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 Governors' 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 Governors with respect to going concern are described in the relevant sections of this report.

Other information

The other information comprises the information included in the Annual report other than the financial statements and our Auditors' report thereon. The Governors 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

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INDEPENDENT AUDITORS' REPORT TO THE MEMBERS OF LICHFIELD CATHEDRAL SCHOOL
(CONTINUED)

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 Governors' report for the financial year for which the financial statements are prepared is consistent with the financial statements.
- the Governors' 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 Governors' 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 Governors' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit; or
- the Governors 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 Governors' report and from the requirement to prepare a Strategic report.

Responsibilities of trustees

As explained more fully in the Governors' responsibilities statement, the Governors (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 Governors 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 Governors 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 Governors 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

Lichfield Cathedral School
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INDEPENDENT AUDITORS' REPORT TO THE MEMBERS OF LICHFIELD CATHEDRAL SCHOOL
(CONTINUED)

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:

- Enquiry of management around actual and potential litigation and claims;
- Reviewing financial statement disclosures and testing to supporting documentation to assess compliance with applicable laws and regulations;
- Performing audit work over the risk of management override of controls, including testing of journal entries and other adjustments for appropriateness, evaluating the business rationale of significant transactions outside the normal course of business and reviewing accounting estimates for bias.

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.

Wayne Thomas ACA (Senior statutory auditor)

for and on behalf of

Bates Weston Audit Ltd

Statutory Auditors

Chartered Accountants

The Mills

Canal Street

Derby

DE1 2RJ

30 March 2022

Lichfield Cathedral School
(A company limited by guarantee)

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

	Note	Restricted funds 2021 £	Unrestricted funds 2021 £	Total funds 2021 £	<i>Total funds 2020 £</i>
Income from:					
Donations and legacies	2	-	60,245	60,245	321,822
Charitable activities	3	55,409	5,624,725	5,680,134	5,484,295
Investments		-	813	813	3,562
Total income		55,409	5,685,783	5,741,192	5,809,679
Expenditure on:					
Charitable activities	4	55,512	5,368,678	5,424,190	5,396,641
Total expenditure		55,512	5,368,678	5,424,190	5,396,641
Net movement in funds		(103)	317,105	317,002	413,038
Reconciliation of funds:					
Total funds brought forward		28,505	1,302,698	1,331,203	918,165
Net movement in funds		(103)	317,105	317,002	413,038
Total funds carried forward		28,402	1,619,803	1,648,205	1,331,203

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

The notes on pages 20 to 34 form part of these financial statements.

Lichfield Cathedral School
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REGISTERED NUMBER: 07302696

BALANCE SHEET
AS AT 31 AUGUST 2021

	Note	2021 £	2020 £
Fixed assets			
Tangible assets	10	2,441,039	2,551,437
		<u>2,441,039</u>	<u>2,551,437</u>
Current assets			
Debtors	11	96,096	270,721
Cash at bank and in hand		1,561,704	946,368
		<u>1,657,800</u>	<u>1,217,089</u>
Creditors: amounts falling due within one year	12	(1,247,503)	(2,437,323)
Net current assets / (liabilities)		<u>410,297</u>	<u>(1,220,234)</u>
Total assets less current liabilities		<u>2,851,336</u>	<u>1,331,203</u>
Creditors: amounts falling due after more than one year	13	(1,203,131)	-
Total net assets		<u><u>1,648,205</u></u>	<u><u>1,331,203</u></u>
Charity funds			
Restricted funds	14	28,402	28,505
Unrestricted funds	14	1,619,803	1,302,698
Total funds		<u><u>1,648,205</u></u>	<u><u>1,331,203</u></u>

The Governors 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 Governors and signed on their behalf by:

Ms N Dawes OBE

Date: 10 March 2022

The notes on pages 20 to 34 form part of these financial statements.

Lichfield Cathedral School
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STATEMENT OF CASH FLOWS
FOR THE YEAR ENDED 31 AUGUST 2021

	2021 £	2020 £
Cash flows from operating activities		
Net cash used in operating activities	429,808	552,874
Cash flows from investing activities		
Proceeds from the sale of tangible fixed assets	4,175	-
Purchase of tangible fixed assets	(21,832)	(74,533)
Investment income	813	3,562
Net cash used in investing activities	(16,844)	(70,971)
Cash flows from financing activities		
Cash inflows from new borrowing	250,000	-
Repayments of borrowing	(19,189)	(53,750)
Bank and loan interest paid	(28,439)	(17,703)
Net cash provided by/(used in) financing activities	202,372	(71,453)
Change in cash and cash equivalents in the year	615,336	410,450
Cash and cash equivalents at the beginning of the year	946,368	535,918
Cash and cash equivalents at the end of the year	1,561,704	946,368

The notes on pages 20 to 34 form part of these financial statements

Lichfield Cathedral School
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NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2021

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.

Lichfield Cathedral School 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 Income

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

For donations to be recognised the School will have been notified of the amounts and the settlement date in writing. If there are conditions attached to the donation and this requires a level of performance before entitlement can be obtained then income is deferred until those conditions are fully met or the fulfilment of those conditions is within the control of the School and it is probable that they will be fulfilled.

Investment income is earned through holding assets for investment purposes such as shares and property. It includes dividends, interest and rent. Where it is not practicable to identify investment management costs incurred within a scheme with reasonable accuracy the investment income is reported net of these costs. Investment management costs are included when the amount can be measured reliably. Interest income is recognised using the effective interest method and dividend and rent income is recognised as the School's right to receive payment is established.

Income tax recoverable in relation to investment income is recognised at the time the investment income is receivable.

1.3 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. Shared costs which contribute to more than one activity and support costs which are not attributable to a single activity are apportioned between those activities on a basis consistent with the use of resources.

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

All expenditure is inclusive of irrecoverable VAT.

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

1. Accounting policies (continued)

1.4 Government grants

Government grants are recognised in income when the grant proceeds are received or receivable unless future performance-related conditions are specified that have not been met. Grants received before the income recognition criteria are satisfied are recognised as a liability.

1.5 Taxation

The School is considered to pass the tests set out in Paragraph 1 Schedule 6 of the Finance Act 2010 and therefore it meets the definition of a charitable company for UK corporation tax purposes. Accordingly, the School is potentially exempt from taxation in respect of income or capital gains received within categories covered by Chapter 3 Part 11 of the Corporation Tax Act 2010 or Section 256 of the Taxation of Chargeable Gains Act 1992, to the extent that such income or gains are applied exclusively to charitable purposes.

1.6 Intangible assets and amortisation

Intangible assets are initially recognised at cost. After recognition, under the cost model, intangible assets are measured at cost less any accumulated amortisation and any accumulated impairment losses.

At each reporting date the school assesses whether there is any indication of impairment. If such indication exists, the recoverable amount of the asset is determined to be the higher of its fair value less costs to sell and its value in use. An impairment loss is recognised where the carrying amount exceeds the recoverable amount.

Amortisation is provided on intangible assets at rates calculated to write off the cost of each asset on a straight-line basis over its expected useful life.

The estimated useful lives are as follows:

Amortisation is provided on the following basis:

Goodwill	- 8 % straight line
----------	---------------------

1.7 Tangible fixed assets and depreciation

Tangible fixed assets are initially recognised at cost. After recognition, under the cost model, tangible fixed assets are measured at cost less accumulated depreciation and any accumulated impairment losses. All costs incurred to bring a tangible fixed asset into its intended working condition should be included in the measurement of cost.

Assets in the course of construction are included at costs incurred to date. Depreciation on these assets is not charged until they are brought into use.

At each reporting date the School assesses whether there is any indication of impairment. If such indication exists, the recoverable amount of the asset is determined to be the higher of its fair value less costs to sell and its value in use. An impairment loss is recognised where the carrying amount exceeds the recoverable amount.

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

1. Accounting policies (continued)

1.7 Tangible fixed assets and depreciation (continued)

Depreciation is charged so as to allocate the cost of tangible fixed assets less their residual value over their estimated useful lives.

Depreciation is provided on the following basis:

Freehold property	-	2.0%	straight line
Long-term leasehold property	-	2.0%	straight line
Short-term leasehold property	-		Over the lease period
Motor vehicles	-	20.0%	straight line
Furniture and fittings	-	12.5%	straight line

1.8 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.

1.9 Liabilities and provisions

Liabilities are recognised when there is an obligation at the Balance sheet date as a result of a past event, it is probable that a transfer of economic benefit will be required in settlement, and the amount of the settlement can be estimated reliably.

Liabilities are recognised at the amount that the School anticipates it will pay to settle the debt or the amount it has received as advanced payments for the goods or services it must provide.

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.

1.10 Lease of school premises

The School enjoys the benefit of having a long term lease from Lichfield Cathedral for the Palace and School House. The lease was taken out on 1 September 1981 for a period of 99 years of which 60 years remain. No lease premium was paid and as such this has not been capitalised.

Rental payments are charged to the Statement of Financial Activities in the period in which they relate.

On 28 August 2003, the School acquired a further long-term lease of 76 years for Dimble House, Beacon Street, Lichfield, from Lichfield Cathedral. The cost of the lease has been capitalised and is being amortised over the term of the lease. Lichfield Cathedral have agreed to an extension of the term of the lease to 125 years at no additional cost.

Lichfield Cathedral School
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NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2021

1. Accounting policies (continued)

1.11 Pensions

The School operates a defined contribution pension scheme for non-teaching staff. A defined contribution plan is a pension plan under which the School pays fixed contributions into a separate entity. Once the Contributions have been paid the School has no further payment obligations.

The contributions are recognised as an expense in the Statement of Financial Activities when they fall due. Amounts not paid are shown in other creditors as a liability in the Balance Sheet. The assets of the plan are held separately from the School in independently administered funds.

Retirement benefits to certain members of the teaching staff 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. The TPS is a multi-employer scheme and there is insufficient information available to use defined benefit accounting. The TPS is therefore treated as a defined contribution scheme for accounting purposes and the contributions recognised in the period to which they relate.

1.12 Fund accounting

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

Restricted funds are funds which are to be used in accordance with specific restrictions imposed by donors or which have been raised by the School 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.

Investment income, gains and losses are allocated to the appropriate fund.

2. Income from donations and legacies

	Unrestricted funds 2021 £	Total funds 2021 £	<i>Total funds 2020 £</i>
Government grants			
Coronavirus Job Retention Scheme grant	60,245	60,245	321,822

Lichfield Cathedral School
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**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2021**

3. Income from charitable activities

	Restricted funds 2021 £	Unrestricted funds 2021 £	Total funds 2021 £	Total funds 2020 £
Fees receivable	-	5,355,168	5,355,168	5,183,177
Other educational income	55,409	269,557	324,966	301,118
	<u>55,409</u>	<u>5,624,725</u>	<u>5,680,134</u>	<u>5,484,295</u>
<i>Total 2020</i>	<u>23,502</u>	<u>5,460,793</u>	<u>5,484,295</u>	

	2021 £	2020 £
School Fees Receivable		
Fees receivable	6,297,679	6,333,094
Less: Remissions	(942,511)	(1,149,917)
	<u>5,355,168</u>	<u>5,183,177</u>

4. Analysis of expenditure on charitable activities

Summary by fund type

	Restricted funds 2021 £	Unrestricted funds 2021 £	Total funds 2021 £	Total funds 2020 £
Teaching costs	15,552	3,254,153	3,269,705	3,260,818
Welfare	-	521,410	521,410	480,773
Premises	-	649,586	649,586	605,642
Support costs of schooling	39,960	862,232	902,192	953,282
Governance costs	-	81,297	81,297	96,126
	<u>55,512</u>	<u>5,368,678</u>	<u>5,424,190</u>	<u>5,396,641</u>
<i>Total 2020</i>	<u>12,498</u>	<u>5,384,143</u>	<u>5,396,641</u>	

Lichfield Cathedral School
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NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2021

5. Analysis of expenditure by activities

	Staff costs 2021 £	Depreciation 2021 £	Other costs 2021 £	Total funds 2021 £	Total funds 2020 £
Teaching costs	3,042,502	-	227,203	3,269,705	3,260,818
Welfare	50,959	-	470,451	521,410	480,773
Premises	187,168	66,859	395,559	649,586	605,642
Support costs of schooling	501,362	61,115	339,715	902,192	953,282
Governance costs	-	-	81,297	81,297	96,126
	<u>3,781,991</u>	<u>127,974</u>	<u>1,514,225</u>	<u>5,424,190</u>	<u>5,396,641</u>
<i>Total 2020</i>	<u><u>3,799,251</u></u>	<u><u>122,931</u></u>	<u><u>1,474,459</u></u>	<u><u>5,396,641</u></u>	

6. Auditors' remuneration

	2021 £	2020 £
Fees payable to the School's auditor for the audit of the School's annual accounts	4,250	4,250
Fees payable to the School's auditor in respect of:		
All non-audit services not included above	1,000	1,300
	<u><u>1,000</u></u>	<u><u>1,300</u></u>

7. Staff costs

	2021 £	2020 £
Wages and salaries	3,002,306	3,023,777
Social security costs	274,111	273,617
Contribution to defined contribution pension schemes	505,574	501,857
	<u><u>3,781,991</u></u>	<u><u>3,799,251</u></u>

Lichfield Cathedral School
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NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2021

7. Staff costs (continued)

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

	2021	<i>2020</i>
	No.	<i>No.</i>
Head and teachers	79	<i>84</i>
Welfare and maintenance	19	<i>17</i>
Bursary and administration	25	<i>29</i>
	123	<i>130</i>

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

	2021	<i>2020</i>
	No.	<i>No.</i>
In the band £60,001 - £70,000	1	<i>1</i>
In the band £70,001 - £80,000	1	<i>-</i>
In the band £90,001 - £100,000	1	<i>1</i>

The School considers its key management personnel to comprise the Head Teacher, the Bursar, the Deputy Head, the Head of Junior School, the Assistant Heads, and the Director of Marketing and Admissions. The aggregate remuneration and benefits received by key management personnel was £495,091 (2020: £433,358).

8. Governors' remuneration and expenses

During the year, no Governors received any remuneration or other benefits (2020 - £NIL).

During the year ended 31 August 2021, no Governor expenses have been incurred (2020 - £NIL).

9. Intangible assets

	Goodwill
	£
Cost	
At 1 September 2020	25,000
At 31 August 2021	25,000
Amortisation	
At 1 September 2020	25,000

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

9. Intangible assets (continued)

At 31 August 2021	<u>25,000</u>
Net book value	
At 31 August 2021	<u>-</u>
At 31 August 2020	<u>-</u>

10. Tangible fixed assets

	Freehold property £	Long-term leasehold property £	Short-term leasehold property £	Motor vehicles £	Furniture and fittings £	Total £
Cost or valuation						
At 1 September 2020	1,508,584	1,434,773	139,894	18,069	1,059,746	4,161,066
Additions	-	-	-	-	17,657	17,657
Transfers between classes	(4,175)	4,260	-	-	(85)	-
At 31 August 2021	<u>1,504,409</u>	<u>1,439,033</u>	<u>139,894</u>	<u>18,069</u>	<u>1,077,318</u>	<u>4,178,723</u>
Depreciation						
At 1 September 2020	234,341	441,742	87,960	13,929	831,657	1,609,629
Charge for the year	24,833	29,117	10,920	2,070	61,115	128,055
At 31 August 2021	<u>259,174</u>	<u>470,859</u>	<u>98,880</u>	<u>15,999</u>	<u>892,772</u>	<u>1,737,684</u>
Net book value						
At 31 August 2021	<u>1,245,235</u>	<u>968,174</u>	<u>41,014</u>	<u>2,070</u>	<u>184,546</u>	<u>2,441,039</u>
At 31 August 2020	<u>1,274,243</u>	<u>993,031</u>	<u>51,934</u>	<u>4,140</u>	<u>228,089</u>	<u>2,551,437</u>

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

11. Debtors

	2021 £	2020 £
Due within one year		
Outstanding fees	44,475	55,060
Other debtors	6,827	10,039
Prepayments and accrued income	44,794	205,622
	<u>96,096</u>	<u>270,721</u>

12. Creditors: Amounts falling due within one year

	2021 £	2020 £
Bank loans	71,430	1,043,750
Pupil deposits	166,950	166,927
Trade creditors	15,283	189,194
Other taxation and social security	64,758	64,795
Other creditors	202,425	170,677
Accruals and deferred income	726,657	801,980
	<u>1,247,503</u>	<u>2,437,323</u>

	2021 £	2020 £
Deferred income at 1 September 2020	558,442	550,260
Resources deferred during the year	527,509	558,442
Amounts released from previous periods	(558,442)	(550,260)
	<u>527,509</u>	<u>558,442</u>

Deferred income relates to fees in advance as disclosed in creditors and the balance is trips and other miscellaneous income.

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

13. Creditors: Amounts falling due after more than one year

	2021 £	2020 £
Bank loans	<u>1,203,131</u>	<u>-</u>

Security

National Westminster Bank PLC hold a first legal mortgage and first legal charge on the freehold property relating to the land and premises at Longdon Green, Longdon, Staffordshire, and the leasehold interest property relating to Dimble House, Beacon Street, Lichfield.

14. Statement of funds

Statement of funds - current year

	Balance at 1 September 2020 £	Income £	Expenditure £	Balance at 31 August 2021 £
Unrestricted funds				
General Funds - all funds	<u>1,302,698</u>	<u>5,685,783</u>	<u>(5,368,678)</u>	<u>1,619,803</u>
Restricted funds				
Head's Strategic Fund	-	2,589	-	2,589
Chorister Fund	-	896	-	896
Hardship Bursary Fund	-	8,081	-	8,081
MUGA Project	11,668	-	(5,834)	5,834
Arts Council funding	2,830	30,503	(26,802)	6,531
Tim Henman funding	8,502	8,810	(12,061)	5,251
Friends of LCS	5,505	4,530	(10,815)	(780)
	<u>28,505</u>	<u>55,409</u>	<u>(55,512)</u>	<u>28,402</u>
Total of funds	<u>1,331,203</u>	<u>5,741,192</u>	<u>(5,424,190)</u>	<u>1,648,205</u>

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

14. Statement of funds (continued)

Statement of funds - prior year

	<i>Balance at 1 September 2019 £</i>	<i>Income £</i>	<i>Expenditure £</i>	<i>Balance at 31 August 2020 £</i>
Unrestricted funds				
General Funds	900,664	5,786,177	(5,384,143)	1,302,698
Restricted funds				
MUGA Project	17,501	-	(5,833)	11,668
Arts Council funding	-	7,000	(4,170)	2,830
Tim Henman funding	-	8,502	-	8,502
Friends of LCS	-	8,000	(2,495)	5,505
	17,501	23,502	(12,498)	28,505
Total of funds	918,165	5,809,679	(5,396,641)	1,331,203

MUGA Project

Restricted funding comprising of donations received and expended on the MUGA Project in the year to 31 August 2017.

Arts Council funding

Restricted funding for MusicShare Hub.

Tim Henman funding

Restricted funding received from the Tim Henman Foundation.

Friends of LCS

Restricted funding received from the Friends of LCS.

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

15. Summary of funds

Summary of funds - current year

	Balance at 1 September 2020 £	Income £	Expenditure £	Balance at 31 August 2021 £
General funds	1,302,698	5,685,783	(5,368,678)	1,619,803
Restricted funds	28,505	55,409	(55,512)	28,402
	<u>1,331,203</u>	<u>5,741,192</u>	<u>(5,424,190)</u>	<u>1,648,205</u>

Summary of funds - prior year

	Balance at 1 September 2019 £	Income £	Expenditure £	Balance at 31 August 2020 £
General funds	900,664	5,786,177	(5,384,143)	1,302,698
Restricted funds	17,501	23,502	(12,498)	28,505
	<u>918,165</u>	<u>5,809,679</u>	<u>(5,396,641)</u>	<u>1,331,203</u>

16. Analysis of net assets between funds

Analysis of net assets between funds - current year

	Restricted funds 2021 £	Unrestricted funds 2021 £	Total funds 2021 £
Tangible fixed assets	5,834	2,435,205	2,441,039
Current assets	22,568	1,635,232	1,657,800
Creditors due within one year	-	(1,247,503)	(1,247,503)
Creditors due in more than one year	-	(1,203,131)	(1,203,131)
Total	<u>28,402</u>	<u>1,619,803</u>	<u>1,648,205</u>

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

16. Analysis of net assets between funds (continued)

Analysis of net assets between funds - prior year

	<i>Restricted funds 2020 £</i>	<i>Unrestricted funds 2020 £</i>	<i>Total funds 2020 £</i>
Tangible fixed assets	11,668	2,539,769	2,551,437
Current assets	16,837	1,200,252	1,217,089
Creditors due within one year	-	(2,437,323)	(2,437,323)
Total	28,505	1,302,698	1,331,203

17. 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)	317,002	413,038
Adjustments for:		
Depreciation charges	128,055	122,931
Loss on the sale of fixed assets	-	11,502
Decrease/(increase) in debtors	173,186	(94,908)
Increase/(decrease) in creditors	(216,061)	86,170
Bank interest received	(813)	(3,562)
Bank and loan interest paid	28,439	17,703
Net cash provided by operating activities	429,808	552,874

18. Analysis of cash and cash equivalents

	2021 £	2020 £
Cash in hand	1,561,704	946,368
Total cash and cash equivalents	1,561,704	946,368

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

19. Analysis of changes in net debt

	At 1 September 2020 £	Cash flows £	Other non- cash changes £	At 31 August 2021 £
Cash at bank and in hand	946,368	615,336	-	1,561,704
Debt due within 1 year	(1,043,750)	(230,811)	1,203,131	(71,430)
Debt due after 1 year	-	-	(1,203,131)	(1,203,131)
	<u>(97,382)</u>	<u>384,525</u>	<u>-</u>	<u>287,143</u>

20. Pension commitments

The School's employees belong to two principal pension schemes: the Teachers' Pension Scheme England and Wales (TPS) for academic and related staff; and a defined contribution scheme for non-teaching staff.

In reference to the defined contribution pension scheme, the assets of the scheme are held separately from those of the School in an independently administered fund. The pension cost charge represents contributions payable by the School to the fund and amounted to £27,295 (2020 - £30,485). Contributions totalling £5,152 (2020 - £5,495) were payable to the fund at the balance sheet date and are included in other creditors.

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.

The pension charge for the year includes contributions payable to the TPS of £478,279 (2020 - £471,372).

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. 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 and in accordance with the Public Service Pensions (Valuations and Employer Cost Cap) Directions 2014. 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% employer administration charge;
- 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;
- an employer cost cap of 10.9% of pensionable pay will be applied to future valuations; and

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

20. Pension commitments (continued)

- the assumed real rate of return is 2.8% 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 is 4.45%.

The TPS valuation for 2016 determined an employer rate of 23.68%, which was payable from 1 September 2019.

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

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

21. Operating lease commitments

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

	2021 £	2020 £
Not later than 1 year	164,651	162,760
Later than 1 year and not later than 5 years	517,628	543,575
Later than 5 years	2,660,215	2,775,490
	<u>3,342,494</u>	<u>3,481,825</u>

22. Members' liability

Each member of the charitable company undertakes to contribute to the assets of the company in the event of it being wound up while he/she is a member, or within one year after he/she ceases to be a member, such amount as may be required, not exceeding £10 for the debts and liabilities contracted before he/she ceases to be a member.

23. Related party transactions

Lichfield Cathedral contributed £115,407 (2020 - £137,620) towards the fees of the choristers during the year.

24. Controlling party

The School is controlled by the board of Governors.

Accounts

Registered number: 07302696
Charity number: 1137481

Lichfield Cathedral School

Governors' report and financial statements

for the year ended 31 August 2020



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Lichfield Cathedral School
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Reference and administrative details of the School, its Governors and advisers
for the year ended 31 August 2020

Governors	Mrs C Abbott BA, Chair of the Education Committee (resigned 19 December 2019) Ms N Dawes OBE, Interim Vice Chair of Governors The Very Rev'd A J Dorber BA MTh, Dean of Lichfield Cathedral Mrs R Hadley-Leonard (appointed 6 March 2020) The Rev'd Canon P S Hawkins MA (Oxon) Bphil CQSW Bth (resigned 19 December 2019) Mr C Hopkins BA MBA MBE, Chair of Governors (resigned 14 July 2020) Mrs J Mason PGCE Mr R Oakley Mr C Rickart BA PGCE Mrs N Roy FCCA The Rev'd Canon A Stead MA Ms C S Shaw BEd, Interim Chair of Governors (appointed 8 November 2019)
Company registered number	07302696
Charity registered number	1137481
Registered office	The Palace The Close Lichfield Staffordshire WS13 7LH
Head	Mrs S E Hannam BA MA PGCE
Bursar	Mr D W P Brown BA ACMA CGMA (resigned 31 December 2019) Mrs P A Sharratt FCCA (appointed 3 February 2020)
Independent auditor	Dains LLP 15 Colmore Row Birmingham B3 2BH
Bankers	Santander Corporate Banking West Midlands Corporate Banking Centre 1 Cornwall Street Birmingham B3 2DX National Westminster Bank Plc 47 Market Street Lichfield Staffordshire WS13 6LE

Lichfield Cathedral School
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Reference and administrative details of the School, its Governors and advisers (continued)
for the year ended 31 August 2020

Solicitors	Pickerings Solicitors (Tamworth) Limited Etchell House Bonehill Road Tamworth Staffordshire B78 3HQ
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Insurance Brokers	Hettle Andrews & Associates Ltd Eleven Brindley Place Birmingham B1 2LP
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Governors' report
for the year ended 31 August 2020

The Governors present their annual report together with the audited financial statements of the School for the year 1 September 2019 to 31 August 2020. The annual report serves the purposes of both a Governors' report and a directors' report under company law. The Governors 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 2015) as amended by Update Bulletin 1 (effective January 2015).

The Choristers of Lichfield Cathedral have been provided with an education for many hundreds of years. The school was re-founded in 1942 as an Independent School. A Charity was established in 1981, registered with the Charity Commission under charity number 1078650, however that charity ceased to operate on 5th November 2010 and all the assets and liabilities were transferred into this Charitable Company on that date. The governors and executive officers of the Charitable Company are listed on page 1 together with particulars of the professional advisers.

Objectives and activities

a. Policies and objectives

Charitable Objects

The Charity's Objects, as set out in its Articles of Association, are:

- To advance education in such ways as the Governors see fit, including in particular by the provision and conduct of a school for boys and girls which shall have a religious character in accordance with the tenets of the Church of England and which shall in particular (but without limitation) provide education for the Choristers of the Cathedral.
- To advance religion through worship according to the rites and ceremonies of the Church of England as offered from time to time in the Cathedral and elsewhere and the participation therein of the Choristers, other pupils at the School, families of the pupils, staff and other persons connected with the School.
- To further religious, educational and other charitable work in accordance with the principles of the Church of England in the diocese of Lichfield and the wider community.

In meeting these Objects, the School aims to create and maintain an educational environment which nurtures, nourishes and stimulates young minds and talents; one where the children may gain a thorough academic foundation and a wealth of experiences and challenges; and one where daily life is conducted according to Christian values. Furthermore, the School aims to provide a secure and ordered framework through which the children may develop their self-esteem and confidence, discover the riches of successful participation and achievement, and develop a spirit of generosity and service to others within the wider community.

Objectives and activities (continued)

Main Objectives

Our objectives are set to reflect our educational aims and the ethos of the School. It is important to us that we enhance the academic success of the School and continue to provide a wide range of co-curricular activities and enrichment opportunities for our pupils.

In the furtherance of these aims and planning our activities, the Governors have given careful consideration to the Charity Commission's public benefit guidance.

Main objectives for the year included:

- To increase pupil recruitment across all year groups, with a specific focus on Pre-School and Sixth Form.
- To improve pupil retention, particularly between Key Stage 2 and 3 and Key Stage 4 and 5.
- To raise achievement and value-added scores across all subjects.
- To continue to improve the School's provision for sport, PE and games.
- To expand the physical space and resources available for learning with particular focus on Sixth Form provision
- To further extend the co-curricular programme.
- To support all aspects of chorister life for all boy and girl choristers of the school.
- To further develop the programme of performance management and appraisal for all teaching and support staff.
- To extend the School's links with other educational, charitable and commercial organisations.
- To expand the School's musical and other outreach work with primary and secondary schools across the diocese.
- To provide continuing support for pupils already in receipt of fee assistance through bursaries.
- To increase the provision of means-tested bursary support.
- To continue participation in the cultural and social life of Lichfield.

In setting objectives and planning for activities, the Governors 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)'.

b. Strategies for achieving objectives

The governors resolved to scrutinise and support the work of the Senior Management and Leadership Groups in shaping the new curriculum, appointing staff, implementing the admissions policy, resourcing and facilitating academic departments, increasing extra-curricular provision and developing links with the wider educational community within clear budgetary guidelines. It was reaffirmed that the appointment of high quality staff in all areas of the school's activities was the key to success.

c. Grant-making policies

The policy of reducing the financial resources provided for awards based on merit (scholarships) and allowing more funds to be provided for the assistance of those in financial need (bursaries) was sustained during the year. With no endowments or restricted funds, the School pays all such awards from income, necessarily requiring in this challenging economic environment that such awards are relatively small, but allowance has been made for the award of a 100% bursary should the appropriate circumstances present themselves.

Objectives and activities (continued)

d. Volunteers

The School is fortunate to have a dedicated, experienced Board of Governors who have given increased time and thought to the governance of the School during this academic year.

The Friends of the Cathedral School is run by a committee of highly enthusiastic and dedicated parents. Their principal twin aims are to provide good quality social events throughout the year for parents and pupils to enjoy, whilst also raising funds for the School in order to provide items that might not otherwise be afforded. Their policy for the allocation of funds is to provide for special items that would not naturally fall within the school's budget, and to ensure that all children in the school, throughout the age range, benefit from the projects supported. Events organised by The Friends include Quiz Nights, a festive afternoon tea and a Christmas Fayre, plus film nights and discos for children. The School's second-hand uniform shop is organised and managed by The Friends, with all proceeds spent on projects that benefit pupils.

Other parents, former staff and friends contribute to the School in a multitude of ways ranging from hearing children read in the classroom, actively supporting the School's games programme and preparing costumes for drama productions. One set of parents delivered an interactive financial workshop about money and investments to Year 6. A group of senior students were trained and joined the team of stewards of the Cathedral and have proved to be outstanding ambassadors for both the Cathedral and the School.

The Governors and Senior Management Team greatly appreciate the valuable contribution of all volunteers.

e. Sustainability

All activities of the Governing Body during the year have been dedicated to the sustainment, improvement and general development of a school which provides an education for a broader range of boys and girls aged 2 and a half to 18, in particular the Cathedral choristers, within the context of its Christian ethos.

The Governing Body intend to expand its number to broaden the representation of skills and experience. The clarification of objects, ethos, relationships and structure of governance will enable the Governors and the Senior Management Team to pursue further development with clarity of vision.

Strategic report

Achievements and performance

a. Main achievements of the School

Pupil Numbers and Fees

For the fourth year in a row, and despite difficult economic conditions which resulted in the closure of several local independent schools, the numbers on the School roll at the start of the academic year increased from the previous academic year. In September 2019 there were 514 pupils enrolled, compared to 480 on roll at the end of 2018-2019. By the end of the 2019-2020 academic year this number had increased to 531.

Strategic report (continued)

Achievements and performance (continued)

The fee increases this year were restricted by the Governors to 3% to enable the continued provision of education and the upkeep of the School's facilities. The annual fees for the year before the deduction of any means-tested bursaries and scholarships were:

Nursery and Pre-Reception full day	£9,090
Reception	£9,090
Years 1 and 2	£9,675
Years 3 and 4	£11,130
Years 5 and 6	£13,080
Years 7 to 9	£13,380
Years 10 to 13	£14,250

The impact of COVID-19

Like all schools, the global pandemic impacted greatly on school life during 2020. Remote learning was undertaken from March 2020 until the end of the school year by the majority of pupils, with only vulnerable children and the children of key workers attending school on-site. This was challenging in terms of the need for staff, pupils and, in some cases, parents to learn new skills very quickly and the fact that the necessary fee reduction led to the furloughing of a large percentage of school staff. In addition, the school continued to be open for the children of key workers through the Easter holidays. As the Trinity term progressed, preparations were made for the return of some pupils as per government guidance, so that from June 2020, pupils from the following year groups were able to attend school in some capacity: Nursery to Year 6, Years 10 and 12, plus vulnerable children and key worker children in all year groups.

The impact on the senior leaders of the school was, and continues to be, significant. At all points that the school was open, there were variable numbers of staff and pupils self-isolating or in quarantine, making the running of the organisation extremely complex. From a logistical point of view, pressures on the use of the site, in particular for dining and sports purposes, coupled with the need to keep each year group bubble separate from the others, presented considerable strain and challenge. Confusion, late decision-making and sudden reversals of policy with regard to public examinations and the release of results, caused considerable difficulty for students and staff alike.

The close relationship with Lichfield Cathedral and the restrictions and challenges faced by that sector, also impacted school life, with regard to the choristers and the inability to attend the Cathedral for services and assemblies. In spite of these not inconsiderable challenges, there was real joy and incredibly positive feedback from parents about how the school managed the situation, especially when compared to the performance of local (state and independent) schools.

Academic Performance

Despite the difficulties faced by students during the year, the GCSE and A Level exam results were the best results ever achieved by the school.

The GCSE 100% pass rate was maintained, with 100% of students achieving at least 5 GCSEs with grades 9-4 (A**-C), including English and Mathematics, a 10% improvement on the previous year. 46% of all grades were 9-7 (A**-A) and 75% of all grades were 9-6 (A**-B). The students and staff were congratulated for such outstanding results.

Strategic report (continued)

Achievements and performance (continued)

The post-16 students also achieved a 100% pass rate in A Levels and BTECs and 42% of all grades were A*-A, up from 31% the previous year. 97% of grades were A*-C, up from 86% in 2019. All students who wished to progress to higher education gained a place on the course of their choice. Outstanding individual performances included Josh Rooke (A*, A*, A*, A in EPQ) who gained a place to study Theology at the University of St Andrews; Henry Sanders (A*, A*, A, A* in EPQ) who will be studying Aerospace Engineering at Manchester University; and Joe Ridding (A*, A*, A, A in EPQ), who will study International Relations at the London School of Economics; Megan Richardson gained a place at Leeds University to study Music and Kathryn Kreuser's excellent results have secured a place at Derby University to study Animation.

As a non-academically selective school, some students entered the Sixth Form with modest GCSE results, so it is a testament to the dedication and commitment of students and staff that the leavers achieved grades high enough to gain places on challenging university courses that will prepare them for ambitious career paths.

b. Review of activities

Co-curricular Programme

Embedded within the curriculum, co-curricular programme, the Ethical Leadership qualification and other School activities (e.g. assemblies, charitable work and services of worship) are creative ways to develop the whole individual, including the 'soft skills' of presentation, public speaking, leadership, team working, coaching and mentoring of others, and social skills.

Music

As evidenced by excellent ABRSM, Trinity Guildhall and Rock School examination results and in the outstanding performances at concerts and events, the standard of singers and instrumentalists continued to rise. The Music Department forms a central part of the school's educational provision and is substantially involved in the embodiment of the School's ethos. There are several choirs, multiple ensembles and an orchestra regularly playing and performing in school and at venues across the diocese.

Highlights from the first half of 2019-2020 included: performances in several Cathedral services and Foundation Day; a lunchtime vocal recital series for both junior and senior pupils held in the School Chapel; a whole-school concert in November (Winter Wonderland) featuring children from age 5 to 18; and the Sacred Spaces concert in St Michael's in central Lichfield.

Until the last full week in March, the choristers continued to sing six services per week. Senior choristers sang for the College of Canons' evensong and were invited to stay for supper in the Cathedral. All the choristers sang with a professional orchestra in an outstanding performance of Holst's 'The Planets' suite in September. A particularly busy Christmas Week of services and concerts included shoppers' carol services, a visit to the Wedgwood factory, concerts in front of packed audiences, the Advent and Christmas Carol Services and the Christmas Day Sung Eucharist. Four choristers were chosen to sing solos with a live orchestra as part of a touring production of 'The Snowman'. Chorister Josie Sim was shortlisted in the BBC Chorister of the Year competition, with the final due to take place in November/December 2020.

Unfortunately, the lockdown meant all in-person Cathedral services were cancelled and the Cathedral closed. However, the choristers continued to record their choral parts at home, with the Director of Music editing solo recordings together to form a choir, enabling music to still form part of worship broadcast to the congregation over the internet.

The Young Singing Leader Awards continued to inspire pupils from Years 5 to 13 to develop their leadership skills, build their confidence in a position of responsibility and progress towards leading a choir whilst working with amateurs in the music outreach programme, helping to train children across the diocese.

Strategic report (continued)

Achievements and performance (continued)

For the first time, a recital evening focused exclusively on pianists, showcasing work from beginners to inspirational senior students. Clarinettist James Sutton (Year 6) won a place in the National Youth Under 11s Orchestra and Alastair Willimott (Year 12) was asked to play for the National Scout and Guide Symphony Orchestra.

Drama

Drama remains extremely popular with pupils and everyone has the opportunity to take part in a wide variety of productions. There were several small-scale productions by year groups prepared during curriculum lessons and performed to parent groups, such as the Nursery and Pre-Reception's performance of 'Twas The Night Before Christmas'. Pupils from Years 5 to 13 staged four performances of 'The Sound of Music' at the Sutton Coldfield Town Hall in February 2020 to great acclaim. Students had the opportunity to see professional theatre productions of 'Blood Brothers', 'Cinderella', 'The Prince and the Pauper', an RSC production of 'Macbeth' via livestream broadcast, and a live performance of 'King John' in Stratford and 'An Inspector Calls' at Birmingham Rep. The effects of the pandemic cut short the normal pattern of performances and theatre visits.

LAMDA lessons continued for a second year at the school, with a significant increase in the number of pupils taking part and more than 90 lessons taking place each week. The examination results were outstanding with every pupil achieving either 'merit' or 'distinction', and a number of senior pupils achieved medals (and UCAS points) in public speaking and performance. Year 8 pupil Euan Williams-Cobley placed second in his category of the Poetry Competition hosted by Lichfield Cathedral, from a field of over 1,000 entries.

Sport

Sport for enjoyment and fitness forms a central part of the curriculum for all age groups and the co-curricular programme. The number of children participating in sport fixtures and the variety of sports continued to increase. Rugby, football, cricket, hockey, rounders, netball, cross-country, orienteering and athletics teams compete with other schools in leagues and tournaments. Students benefit from the use of facilities within the school and professional facilities in the local area that enable them to take part in badminton, squash, gymnastics and swimming.

Some of the highlights of the year included hosting two hugely successful sports awards evenings with Paralympic athlete Chelsey Dixon and GB hockey player Anna Toman as guest speakers. These annual events took place to recognise and celebrate the sporting achievement of LCS pupils. The school was presented with an award by the Lawn Tennis Association, in the Staffordshire LTA Education category, for its outstanding outreach work. A successful partnership between LCS and Beacon Park Tennis was secured, enabling the complete refurbishment of the tennis and netball courts. The school achieved the National School Games Gold award again, for the third year.

The number of students achieving county, regional or national success in a range of sports continues to increase: Lily Upton - hockey, National Performance Centre pathways; Ben Evans - cross country, Staffordshire; Grace Megan - hockey, Staffordshire; Christian Bannister - rugby, Staffordshire, Leicester Tigers DPP; Sebastian Fisher - hockey, Regional representation plus tennis, Staffordshire; Sophie Mayne - rugby, Staffordshire; Sophie Evans and Madison Seedhouse - equestrian, national and international level; Eloise and Chloe Mott - hockey, Staffordshire; Megan Henderson - swimming, Staffordshire; Joshua Burford, motorsport, national; Jake Wright - American football, Team GB U19. Matthew White continued to win regional golf tournaments and became an ambassador for the sportswear brand Squadkit.

Strategic report (continued)

Achievements and performance (continued)

Careers education

Unfortunately, due to the timing of the lockdown, a significant number of planned careers events had to be cancelled. However, work continued through Personal, Social and Health Education lessons. In addition, senior students took part in 'What Career / University Live', a large-scale higher education and careers fair held at the NEC, which included the opportunity to speak with potential employers and benefit from seminars and workshops. Year 6 completed a financial and enterprise challenge run by a local firm headed by parents and Computer Science pupils visited Warwick University to research career options.

Enrichment activities

Despite the planned programme of school trips being curtailed, pupils visited places of educational interest such as: Geography field trips to Wales, Carding Mill Valley and Iceland; the Roman site at Wall for Year 5; 100% Design exhibition in London; the Natural History Museum; the Birmingham Museum; Sixth Form Biology field trip to Margam in Wales; English in Action conference for English Literature A Level students; Year 3 visited the Thinktank in Birmingham; Junior pupils enjoyed the Snowdome in Tamworth; Business and Economics conference in Birmingham for A Level students; Year 5 visited Lichfield Library; Year 9 visited the Science Museum in London; Year 1 visited the Pear Tree Creperie to practice their French; Year 2 went to the Samuel Johnson Birthplace Museum; Year 7 attended the 'Feel the Music' concert in Symphony Hall in Birmingham; Year 11 attended the Science Live event in Birmingham; and juniors visiting the Potsy Pamsy Art Studio. The final large-scale trip of the year was a ski trip to Fiesch in Switzerland during the February half term.

A number of team-building activities were organised including residential trips for Year 7 in York at the start of the academic year; Year 9 staying at the Kingswood Outdoor Activity Centre at Dearne Valley near Doncaster; and Year 11 and 12 visited the Woodlands Outdoor Activity Centre.

The Duke of Edinburgh Award scheme continues to thrive, with senior students undertaking three-day expeditions, learning new skills and completing community service. Two students completed the Gold level and received their awards from Prince Edward, Earl of Wessex. Two students also took part in the Walsingham Youth Pilgrimage.

The Forest School programme is now firmly embedded in the curriculum from EYFS to Year 9. Pupils continued to develop useful outdoor skills, whilst building self-confidence, resilience and an appreciation of the natural environment. Year 9 students developed their mentoring and leadership skills through working with Year 2 children to improve their mathematical understanding and skills. Key Stage 4 and 5 students produce Radio Lichfield, devising, recording and editing regular news and current affairs items made available in the form of podcasts downloaded from soundcloud.com.

Cross-curricular enrichment days included celebrating the European Day of Languages which involved a French café run by pupils, a themed school lunch and modern foreign languages featuring in every lesson; Year 2 had a Victorian experience day at Blists Hill; the whole school got involved in National Poetry Day, including visits from local poets; the Junior school initiated a series of termly rambles through the countryside surrounding the Longdon site; Year 3 studied the lives of Romans. Sixth Form psychology and biology students took part in a 'brain day' with guest speakers. Other extension events aimed at Key Stage 5 included Maths lectures, a science and engineering fair and conferences in philosophy and ethics, business studies and economics, alongside residential study and revision sessions.

Strategic report (continued)

Achievements and performance (continued)

Details of bursary and scholarship awards

Bursaries

This year the value of means-tested bursaries totalled £268,596 (2019 - £197,736) and represented 4.2% (2019 - 3.6%) of our gross fees and provided assistance to 52 (2019 - 38) of our pupils.

Scholarships

In addition, the School awarded scholarships to 163 (2019 - 150) pupils, based on their educational merit and potential, totalling £346,975 (2019 - £276,472) and representing 5.5% (2019 - 5.0%) of our gross fees. The progress of pupils receiving scholarships is reviewed at least annually to ensure their progress is in line with their abilities. No scholarships were withdrawn in the year as a result of reviews.

Service to the Community

Fundraising

A large amount of fundraising was undertaken throughout the year on behalf of Buddy Bag Foundation, Children in Need, the RSPCA, Sport Relief and Christian Aid. During lockdown many children took part in a wide range of charitable giving, ranging from donations of hair for the Little Princess Trust (to create wigs for children undergoing cancer treatment), to sponsored head shaves to raise money for the NHS. As a school, there was considerable focus on providing support to the Lichfield and Rugeley Foodbanks, to help local families in need.

Music outreach

Music outreach activities enable the School to share its expertise with local schools and encourage children from across the region to engage with new forms of making music. The School's award-winning MusicShare programme, which is supported by Entrust, Staffordshire's Music Service, the Music Partnership and the Arts Council, has continued to grow and reach more children across the Midlands. When it started, MusicShare worked with 3 schools per term, now it works with 150 per term in core projects and one-off workshops.

Before the lockdown, the school continued to provide a free weekly hour-long sing-along group for under 5s and their parents called Toddler Rhyme Time based at the Longdon site and Mini Voices, a weekly music group for the same age range based in The Close. These valuable sessions enable children to build confidence and social skills, as well as developing the early phonics building blocks for literacy and numeracy. During lockdown, Mini Voices continued via online sessions. Other groups run by MusicShare include community choirs such as Young Voices (ages 6-11), Youth Voices (ages 12-18) and Ladies Who Lark (age 18+), curriculum singing workshops for Key Stage 1 and 2, and 2-day choral courses during the holidays for talented singers aged 12-18 to try challenging repertoire and benefit from coaching by experienced singing tutors.

School ensembles such as Barbershop and Harmonics choirs delighted patients and staff at the Samuel Johnson Hospital and a performed a fundraising concert of festive music for Christmas at Swinfen Hall Hotel.

The 'Be a Chorister for a Day' workshop, organised and hosted by the School, enabled 80 boys and girls from the region to experience choral singing through vocal workshops and the opportunity to sing with the Lichfield Cathedral Choir during evensong. These annual events help to spread the joy of singing and enable local families to experience sacred choral music, often for the first time.

Strategic report (continued)

Achievements and performance (continued)

STEM outreach

Recognising that STEM subjects are vital to the future economic growth of the UK and key to attaining solutions to global concerns, such as sustainability and developing renewable energies, the School has expanded its outreach activities to include STEM (science, technology, engineering and maths). In September, a pilot project which was delivered by the school in partnership with the Erasmus Darwin House Museum and part-funded by a grant from the Lichfield Science and Engineering Society, saw 30 pupils from a state school in Rugeley take part in a half-day workshop exploring the science of space. The children built rockets, created a scale model of the solar system and learned about the scientific and artistic achievements of Erasmus Darwin. This extremely successful event was proof of concept for a series of whole day workshops that were planned for later in the academic year. Unfortunately, the pandemic significantly affected plans, with several large-scale activities that were due to take place during the Lent and Trinity terms necessarily postponed.

Sport outreach

The school successfully ran an outstanding tennis outreach programme in partnership with the Tim Henman Foundation which provided £10k in funding for the 1 year programme. The programme consisted of a free 6-week tennis programme delivered in local primary schools for the benefit of both pupils and staff. The funding enabled a qualified, experienced tennis coach to visit 9 schools per term to deliver focused lessons building tennis techniques, and provided a supply of tennis equipment to enable the schools to continue to deliver tennis within their sport curriculum. The programme was predicted to impact more than 1,000 local primary school children in over 15 different local schools. Again, this programme was affected by the pandemic, but plans are in place to complete the programme once pupils return to school. Similarly, planned outreach events in cross country, hockey, tri-golf and netball were postponed.

Access to facilities and expertise

The School offered Forest Tots, a weekly outdoor session for under 5s and their parents learning about the natural environment. Practical activities stimulate creative thinking, problem-solving and skill development, while fostering confidence, learning to co-operate and how to identify and manage risk. The sessions are led by a qualified Forest School practitioner. During the lockdown, video tutorials were provided for parents to use with their children at home or in local outdoor areas.

The School continued to open its doors to a wide variety of local groups free of charge, such as:

- A local community choir, The Palace Singers, rehearse weekly in the School Chapel for free.
- The Pre-School hosted a series of free morning Stay and Play events involving a range of activities for children 5 under and their parents.
- The School ran a series of Saturday workshops for under 5s and their parents focused on craft and cooking activities.
- The Johnson Society hold their monthly meetings at the School.
- The Guild of Stewards of Lichfield Cathedral host dinners and social events at the School.

Strategic report (continued)

Financial review

a. Going concern

The Governors assess whether the use of going concern is appropriate, that is, whether there are any material uncertainties related to events or conditions that may cast significant doubt on the ability of the school to continue as a going concern. The Governors make this assessment in respect of a period of at least one year from the date of authorisation for issue of the financial statements and have concluded that the school has adequate resources to continue as a going concern, thus they continue to adopt the going concern basis of accounting in preparing the financial statements.

The Governors have prepared cashflow forecasts and projections, taking account of reasonably possible changes in financial performance as a result of the COVID-19 pandemic, these show that the school should be able to operate within the level of its current facility.

Following the year end, the School has renegotiated the bullet repayment of the bank loan. A new loan facility was agreed on 5 May 2021 which is repayable over a 15 year period.

b. Reserves policy

The Governors have established a policy whereby the unrestricted funds held by the School should be enough to cover one school term of expenditure. At this level the Governors feel that they would be able to continue the current activities of the School. At 31 August 2020 the unrestricted free reserves of the School totalled £1,302,698. The charity restricted funds are represented by fixed assets and current assets. The purposes of these funds are detailed in note 17 to the accounts.

c. Risk management objectives and policies

The Governors are responsible for the management of risks faced by the School. Detailed considerations of financial risk are undertaken by the Finance and General Purposes Committee, and that of children's welfare and workplace risk by the School's Health and Safety Committee which in turn reports to the Finance and General Purposes Committee. Risks are identified and assessed, and controls established, throughout the year. In all specialised areas, relevant qualified and experienced experts are employed to give advice. A formal financial audit by an external body is carried out each year and their report is considered by the Governors. The Charitable Company adopts a system of formal agendas and minutes for all committee and full meetings, as well as comprehensive strategic planning, budgeting and management accounting, clear organisational structure and lines of reporting, formal written policies, clear authorisation and approval systems, and vetting procedures as required by law for the protection of the vulnerable. Through the risk management processes established for the School, the Governors are satisfied that the major risks identified have been adequately mitigated.

d. Financial review

The accounting year of the Charitable Company has resulted in a surplus of funds for the year of £413,038.

The principal financial management policies adopted include:

- the production of regular termly management accounts which are scrutinised by the Finance and General Purposes Committee;
- the preparation of detailed annual budgets which include comparison to actual performance;
- a detailed audit carried out by a firm of Chartered Accountants who report their findings direct to the Governors at a formal Governors meeting;
- regular meetings between the Chairman of the Finance and General Purposes Committee and the Bursar;

Governors' report (continued)
for the year ended 31 August 2020

- the authorisation of all expenditure by either the Head Teacher or the Bursar; and
- regular weekly meetings between the Head Teacher and the Bursar.

Structure, governance and management

a. Constitution

Lichfield Cathedral School is registered as a charitable company limited by guarantee and was set up by a Memorandum of Association on 2 July 2010.

b. Methods of appointment or election of Governors

The management of the School is the responsibility of the Governors who are elected and co-opted under the terms of the Memorandum of Association.

c. Organisational structure and decision-making policies

The day to day running of the School is delegated to the Head Teacher, Bursar and Senior Management Team. The Head Teacher and Bursar attend all meetings of Governors.

The board of Governors meet at least once each term. It has two working committees: Finance and General Purposes and Education. Each committee meets formally every term in advance of the full governing body meeting, and holds further meetings as necessary.

d. Policies adopted for the induction and training of Governors

The board of Governors consists of up to fifteen individuals, up to five are appointed by the Chapter of Lichfield Cathedral and of such five, at least two shall be members of Chapter; up to ten are appointed by the Governors. At the end of the last meeting of each academic year, the Governors appoint one of their number to act as Chairman to chair the meetings until the last meeting of the following academic year. The Governors may revoke at any time any such appointment.

All New Governors are inducted into the workings of the Charitable Company by the Head Teacher and Bursar. All Governors are welcome to visit the School and training is available through AGBIS and other organisations, as required.

e. Governors' indemnities

The School has taken out Professional Indemnity/Governors Liability insurance as part of the public liability policy. The insurance provides cover up to £2,000,000 (2019 - £2,000,000).

Governors' report (continued)
for the year ended 31 August 2020

Plans for future periods

In addition to continuing to meet the primary objectives of the School as itemised above, the key objectives for the next five years are to:

- 1 develop the quality of systems of governance and strengthen the accountability of management;
- 2 achieve the highest standards of learning throughout the school, particularly in preparation for public examinations;
- 3 ensure that the curriculum from Pre-school to Year 13 is balanced and effective;
- 4 continue the development of the Sixth Form by increasing the pupil numbers;
- 5 continue to develop a realistic longer term business strategy, which includes the improvement of the facilities at the School;
- 6 foster the relationship of the boy and girl choristers to the Cathedral Foundation;
- 7 continue to develop inspirational opportunities both within and beyond the curriculum including partnerships with the wider educational and Christian community.

Members' liability

The Members of the School guarantee to contribute an amount not exceeding £10 to the assets of the School in the event of winding up.

Statement of Governors' responsibilities

The Governors (who are also the directors of the School for the purposes of company law) are responsible for preparing the Governors' report including the strategic 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 Governors to prepare financial statements for each financial . Under company law, the Governors must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the School and of its incoming resources and application of resources, including its income and expenditure, for that period. In preparing these financial statements, the Governors are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles of the Charities SORP (FRS 102);
- make judgements 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 School will continue in business.

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

Lichfield Cathedral School
(A company limited by guarantee)

Governors' report (continued)
for the year ended 31 August 2020

Disclosure of information to auditor

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

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

Auditor

The auditor, Dains LLP, has indicated his willingness to continue in office. The designated Governors will propose a motion reappointing the auditor at a meeting of the Governors.

Approved by order of the members of the board of Governors on 24 May 2021 and signed on their behalf by:



Ms C S Shaw BEd
Interim Chair of Governors

Independent auditor's report to the Members of Lichfield Cathedral School

Opinion

We have audited the financial statements of Lichfield Cathedral School (the 'school') 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 Auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the charitable company in accordance with the ethical requirements that are relevant to our audit of the financial statements in the 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 Governors' use of the going concern basis of accounting in the preparation of the financial statements is not appropriate; or
- the Governors 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 auditor's report to the Members of Lichfield Cathedral School (continued)

Other information

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

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

We have nothing to report in this regard.

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 Governors' report including the Strategic report for the financial year for which the financial statements are prepared is consistent with the financial statements.
- the Governors' report and the Strategic report have 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 Governors' report including the Strategic 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 Governors' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit; or
- the Governors 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 Governors' report.

Independent auditor's report to the Members of Lichfield Cathedral School (continued)

Responsibilities of trustees

As explained more fully in the governors' responsibilities statement, the Governors (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 Governors 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 Governors 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 Governors either intend to liquidate the charitable company or to cease operations, or have no realistic alternative but to do so.

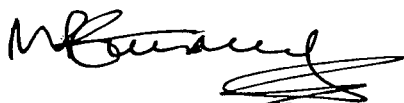
Auditor's responsibilities for the audit of the financial statements

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

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

Use of our report

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



Mark Gurney FCCA (Senior Statutory Auditor)

for and on behalf of
Dains LLP

Statutory Auditor
Chartered Accountants

Birmingham

24 May 2021

Lichfield Cathedral School
(A company limited by guarantee)

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:					
Charitable activities	4	5,460,793	23,502	5,484,295	5,068,640
Investments	5	3,562	-	3,562	3,543
Other income	6	321,822	-	321,822	-
Total income		5,786,177	23,502	5,809,679	5,072,183
Expenditure on:					
Raising funds	7	178,076	-	178,076	63,717
Charitable activities	8	5,206,067	12,498	5,218,565	4,991,173
Total expenditure		5,384,143	12,498	5,396,641	5,054,890
Net movement in funds		402,034	11,004	413,038	17,293
Reconciliation of funds:					
Total funds brought forward		900,664	17,501	918,165	900,872
Net movement in funds		402,034	11,004	413,038	17,293
Total funds carried forward		1,302,698	28,505	1,331,203	918,165

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

The notes on pages 22 to 41 form part of these financial statements.

Lichfield Cathedral School
(A company limited by guarantee)
Registered number: 07302696

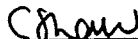
Balance sheet
for the year ended 31 August 2020

	Note	2020 £	2019 £
Fixed assets			
Intangible assets	12	-	-
Tangible assets	13	2,551,437	2,611,337
		<u>2,551,437</u>	<u>2,611,337</u>
Current assets			
Debtors	14	270,721	175,813
Cash at bank and in hand		946,368	535,918
		<u>1,217,089</u>	<u>711,731</u>
Creditors: amounts falling due within one year	15	(2,437,323)	(1,414,903)
Net current liabilities		<u>(1,220,234)</u>	<u>(703,172)</u>
Total assets less current liabilities		<u>1,331,203</u>	<u>1,908,165</u>
Creditors: amounts falling due after more than one year	16	-	(990,000)
Total net assets		<u><u>1,331,203</u></u>	<u><u>918,165</u></u>
Charity funds			
Restricted funds	17	28,505	17,501
Unrestricted funds	17	1,302,698	900,664
Total funds		<u><u>1,331,203</u></u>	<u><u>918,165</u></u>

The Governors 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 Governors on 24 May 2021 and signed on their behalf by:


Ms C S Shaw BEd
 Interim Chair of Governors

The notes on pages 22 to 41 form part of these financial statements.

Lichfield Cathedral School
(A company limited by guarantee)

Statement of cash flows
for the year ended 31 August 2020

	Note	2020 £	2019 £
Cash flows from operating activities			
Net cash used in operating activities	20	<u>552,874</u>	<u>169,926</u>
Cash flows from investing activities			
Investment income		3,562	3,543
Proceeds from the sale of tangible fixed assets		-	(6,560)
Purchase of tangible fixed assets		<u>(74,533)</u>	<u>-</u>
Net cash used in investing activities		<u>(70,971)</u>	<u>(3,017)</u>
Cash flows from financing activities			
Repayments of borrowing		(53,750)	(107,500)
Bank and loan interest paid		<u>(17,703)</u>	<u>(48,911)</u>
Net cash used in financing activities		<u>(71,453)</u>	<u>(156,411)</u>
Change in cash and cash equivalents in the year		410,450	10,498
Cash and cash equivalents at the beginning of the year		<u>535,918</u>	<u>525,420</u>
Cash and cash equivalents at the end of the year	21	<u><u>946,368</u></u>	<u><u>535,918</u></u>

The notes on pages 22 to 41 form part of these financial statements

1. General information

Lichfield Cathedral School is a charitable company incorporated in England and Wales under the Companies Act and registered with the Charity Commission in England and Wales. The address of the registered office is given in the reference and administrative information of these financial statements. The nature of the charity's operations and principal activities are given in the Trustees' Report.

2. Accounting policies

2.1 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 2015), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

Lichfield Cathedral School 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. The financial statements are presented in sterling, which is the functional currency of the School, and the financial statements are rounded to the nearest £1.

2.2 Going concern

The Governors assess whether the use of going concern is appropriate, that is, whether there are any material uncertainties related to events or conditions that may cast significant doubt on the ability of the school to continue as a going concern. The Governors make this assessment in respect of a period of at least one year from the date of authorisation for issue of the financial statements and have concluded that the school has adequate resources to continue as a going concern, thus they continue to adopt the going concern basis of accounting in preparing the financial statements.

The Governors have prepared cashflow forecasts and projections, taking account of reasonably possible changes in financial performance as a result of the COVID-19 pandemic, these show that the school should be able to operate within the level of its current facility.

Following the year end, the School has renegotiated the bullet repayment of the bank loan. A new loan facility was agreed on 5 May 2021 which is repayable over a 15 year period.

2. Accounting policies (continued)

2.3 Income

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

For donations to be recognised the School will have been notified of the amounts and the settlement date in writing. If there are conditions attached to the donation and this requires a level of performance before entitlement can be obtained then income is deferred until those conditions are fully met or the fulfilment of those conditions is within the control of the School and it is probable that they will be fulfilled.

Investment income is earned through holding assets for investment purposes such as shares and property. It includes dividends, interest and rent. Where it is not practicable to identify investment management costs incurred within a scheme with reasonable accuracy the investment income is reported net of these costs. Investment management costs are included when the amount can be measured reliably. Interest income is recognised using the effective interest method and dividend and rent income is recognised as the School's right to receive payment is established.

Income tax recoverable in relation to investment income is recognised at the time the investment income is receivable.

2.4 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. Shared costs which contribute to more than one activity and support costs which are not attributable to a single activity are apportioned between those activities on a basis consistent with the use of resources. Central staff costs are allocated on the basis of time spent, and depreciation charges allocated on the portion of the asset's use.

Expenditure on raising funds includes all expenditure incurred by the School to raise funds for its charitable purposes and includes costs of all fundraising activities events and non-charitable trading.

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

All expenditure is inclusive of irrecoverable VAT.

2.5 Government grants

Government grants are accounted for under the accruals model as permitted by FRS 102. Grants of a revenue nature are credited to the statement of financial activities in the same period as the related expenditure is incurred.

2.6 Interest receivable

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

2. Accounting policies (continued)

2.7 Taxation

The School is considered to pass the tests set out in Paragraph 1 Schedule 6 of the Finance Act 2010 and therefore it meets the definition of a charitable company for UK corporation tax purposes. Accordingly, the School is potentially exempt from taxation in respect of income or capital gains received within categories covered by Chapter 3 Part 11 of the Corporation Tax Act 2010 or Section 256 of the Taxation of Chargeable Gains Act 1992, to the extent that such income or gains are applied exclusively to charitable purposes.

2.8 Intangible assets and amortisation

Intangible assets are initially recognised at cost. After recognition, under the cost model, intangible assets are measured at cost less any accumulated amortisation and any accumulated impairment losses.

At each reporting date the school assesses whether there is any indication of impairment. If such indication exists, the recoverable amount of the asset is determined to be the higher of its fair value less costs to sell and its value in use. An impairment loss is recognised where the carrying amount exceeds the recoverable amount.

Amortisation is provided on intangible assets at rates calculated to write off the cost of each asset on a straight-line basis over its expected useful life.

The estimated useful lives are as follows:

Amortisation is provided on the following basis:

Goodwill	- 8 % straight line
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2.9 Tangible fixed assets and depreciation

Tangible fixed assets are initially recognised at cost. After recognition, under the cost model, tangible fixed assets are measured at cost less accumulated depreciation and any accumulated impairment losses. All costs incurred to bring a tangible fixed asset into its intended working condition should be included in the measurement of cost.

Assets in the course of construction are included at costs incurred to date. Depreciation on these assets is not charged until they are brought into use.

At each reporting date the School assesses whether there is any indication of impairment. If such indication exists, the recoverable amount of the asset is determined to be the higher of its fair value less costs to sell and its value in use. An impairment loss is recognised where the carrying amount exceeds the recoverable amount.

2. Accounting policies (continued)

2.9 Tangible fixed assets and depreciation (continued)

Freehold land is not depreciated. Depreciation on other assets is charged so as to allocate the cost of tangible fixed assets less their residual value over their estimated useful lives, using the straight-line method.

Depreciation is provided on the following bases:

Freehold property	- 2% straight line
Long-term leasehold property	- 2% straight line
Short-term leasehold property	- Over the period of the lease
Motor vehicles	- 20% straight line
Furniture and fittings	- 12.5% straight line

2.10 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.

2.11 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.

2.12 Loan and borrowings

Loans and borrowings are initially recognised at the transaction price, including transaction costs. Subsequently, they are measured at amortised cost using the effective interest rate method, less impairment. If an arrangement constitutes a finance transaction then it is measured at present value.

2.13 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.

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.

2.14 Financial instruments

The School 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 with the exception of bank loans which are subsequently measured at amortised cost using the effective interest method.

2. Accounting policies (continued)

2.15 Lease of school premises

The School enjoys the benefit of having a long term lease from Lichfield Cathedral for the Palace and School House. The lease was taken out on 1 September 1981 for a period of 99 years of which 60 years remain. No lease premium was paid and as such this has not been capitalised.

Rental payments are charged to the Statement of Financial Activities in the period in which they relate.

On 28 August 2003, the School acquired a further long-term lease of 76 years for Dimble House, Beacon Street, Lichfield, from Lichfield Cathedral. The cost of the lease has been capitalised and is being amortised over the term of the lease. Lichfield Cathedral have agreed to an extension of the term of the lease to 125 years at no additional cost.

2.16 Operating leases

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

2.17 Pensions

The School operates a defined contribution pension scheme for non-teaching staff. A defined contribution plan is a pension plan under which the School pays fixed contributions into a separate entity. Once the contributions have been paid the School has no further payment obligations.

The contributions are recognised as an expense in the Statement of Financial Activities when they fall due. Amounts not paid are shown in other creditors as a liability in the Balance Sheet. The assets of the plan are held separately from the School in independently administered funds.

Retirement benefits to certain members of the teaching staff 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. As stated in note 23, the TPS is a multi-employer scheme and there is insufficient information available to use defined benefit accounting. The TPS is therefore treated as a defined contribution scheme for accounting purposes and the contributions recognised in the period to which they relate.

2.18 Fund accounting

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

Restricted funds are funds which are to be used in accordance with specific restrictions imposed by donors or which have been raised by the School 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.

Investment income, gains and losses are allocated to the appropriate fund.

Notes to the financial statements
for the year ended 31 August 2020

3. Critical accounting estimates and areas of judgement

Estimates and judgements are continually evaluated and are based on historical experience and other factors, including expectations of future events that are believed to be reasonable under the circumstances.

Critical accounting estimates and assumptions:

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

Critical areas of judgement:

Depreciation and residual values

The Trustees have reviewed the asset lives and associated residual values of all fixed asset classes and have concluded that asset lives and residual values are appropriate.

4. Income from charitable activities

	Unrestricted funds 2020 £	Restricted funds 2020 £	Total funds 2020 £
Fees receivable	6,333,094	-	6,333,094
Less: Remissions	(1,149,917)	-	(1,149,917)
Music Lessons	159,546	-	159,546
Other income	118,070	23,502	141,572
Total 2020	5,460,793	23,502	5,484,295

	Unrestricted funds 2019 £	Total funds 2019 £
Fees receivable	5,495,711	5,495,711
Less: Remissions	(745,084)	(745,084)
Music Lessons	173,821	173,821
Other income	144,192	144,192
Total 2019	5,068,640	5,068,640

Notes to the financial statements
for the year ended 31 August 2020

5. Investment income

	Unrestricted funds 2020 £	Total funds 2020 £
Bank interest	3,562	3,562

	Unrestricted funds 2019 £	Total funds 2019 £
Bank interest	3,543	3,543

6. Other incoming resources

	Unrestricted funds 2020 £	Total funds 2020 £	Total funds 2019 £
Coronavirus Job Retention Scheme income	321,822	321,822	-

The School has been eligible to claim from the government support schemes in response to the Covid-19 outbreak.

The School furloughed certain staff under the governments Coronavirus Job Retention Scheme (CJRS). The income reported consists of grants received of £201,877 and grants accrued of £119,945, all relating to claims made in respect of the year.

Notes to the financial statements
for the year ended 31 August 2020

7. Expenditure on raising funds

Finance and other costs

	Unrestricted funds 2020 £	Total funds 2020 £
Bank charges	1,725	1,725
Bank and loan interest	45,703	45,703
Bad debts	130,648	130,648
	<u>178,076</u>	<u>178,076</u>

	Unrestricted funds 2019 £	Total funds 2019 £
Bank charges	1,730	1,730
Bank and loan interest	48,911	48,911
Bad debts	13,076	13,076
	<u>63,717</u>	<u>63,717</u>

8. Analysis of expenditure on charitable activities

Summary by fund type

	Unrestricted funds 2020 £	Restricted funds 2020 £	Total funds 2020 £
Teaching costs	3,260,818	-	3,260,818
Welfare	480,773	-	480,773
Premises	605,642	-	605,642
Support costs of schooling	762,708	12,498	775,206
Governance costs	96,126	-	96,126
	<u>5,206,067</u>	<u>12,498</u>	<u>5,218,565</u>

Notes to the financial statements
for the year ended 31 August 2020

8. Analysis of expenditure on charitable activities (continued)

Summary by fund type (continued)

	Unrestricted funds 2019 £	Restricted funds 2019 £	Total funds 2019 £
Teaching costs	3,127,619	-	3,127,619
Welfare	553,539	-	553,539
Premises	540,891	-	540,891
Support costs of schooling	741,213	5,833	747,046
Governance costs	22,078	-	22,078
	<u>4,985,340</u>	<u>5,833</u>	<u>4,991,173</u>

Summary by expenditure type

	Staff costs 2020 £	Depreciation 2020 £	Other costs 2020 £	Total funds 2020 £
Teaching costs	2,977,879	1,970	280,969	3,260,818
Welfare	176,554	-	304,219	480,773
Premises	115,088	64,752	425,802	605,642
Support costs of schooling	529,730	56,209	189,267	775,206
Governance costs	-	-	96,126	96,126
	<u>3,799,251</u>	<u>122,931</u>	<u>1,296,383</u>	<u>5,218,565</u>

	Staff costs 2019 £	Depreciation 2019 £	Other costs 2019 £	Total funds 2019 £
Teaching costs	2,794,742	3,614	329,263	3,127,619
Welfare	171,807	-	381,732	553,539
Premises	108,482	65,148	367,261	540,891
Support costs of schooling	492,211	59,652	195,183	747,046
Governance costs	-	-	22,078	22,078
	<u>3,567,242</u>	<u>128,414</u>	<u>1,295,517</u>	<u>4,991,173</u>

Lichfield Cathedral School
(A company limited by guarantee)

Notes to the financial statements
for the year ended 31 August 2020

9. Auditor's remuneration

	2020 £	2019 £
Fees payable to the School's auditor for the audit of the School's annual accounts	4,250	4,100
Fees payable to the School's auditor in respect of: All non-audit services not included above	<u>1,300</u>	<u>1,250</u>

10. Staff costs

	2020 £	2019 £
Wages and salaries	3,023,777	2,965,195
Social security costs	273,617	261,667
Contribution to defined contribution pension schemes	501,857	340,380
	<u>3,799,251</u>	<u>3,567,242</u>

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

	2020 No.	2019 No.
Head and teachers	84	84
Welfare and maintenance	17	17
Bursary and administration	29	28
	<u>130</u>	<u>129</u>

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

	2020 No.	2019 No.
In the band £60,001 - £70,000	1	2
In the band £80,001 - £90,000	-	1
In the band £90,001 - £100,000	1	-

The School considers its key management personnel to comprise the Head Teacher, the Bursar, the Deputy Head, the Head of Junior School, the Assistant Head and the Directors of Marketing and Admissions. The total amount of employee benefits received by key management personnel was £433,358 (2019 - £360,767).

Notes to the financial statements
for the year ended 31 August 2020

11. Governors' remuneration and expenses

During the year, no Governors received any remuneration or other benefits (2019 - £NIL).

During the year ended 31 August 2020, no Governor expenses have been incurred (2019 - £NIL).

12. Intangible assets

	Goodwill £
Cost	
At 1 September 2019	25,000
At 31 August 2020	<u>25,000</u>
Amortisation	
At 1 September 2019	25,000
At 31 August 2020	<u>25,000</u>
Net book value	
At 31 August 2020	<u>-</u>
At 31 August 2019	<u>-</u>

Notes to the financial statements
for the year ended 31 August 2020

13. Tangible fixed assets

	Freehold land and buildings £	Long-term leasehold property £	Short-term leasehold property £	Motor vehicles £	Fixtures and fittings £	Total £
Cost or valuation						
At 1 September 2019	1,510,269	1,431,001	139,894	31,928	1,043,761	4,156,853
Additions	493	6,972	-	-	67,068	74,533
Disposals	(2,178)	(3,200)	-	(13,859)	(51,092)	(70,329)
At 31 August 2020	<u>1,508,584</u>	<u>1,434,773</u>	<u>139,894</u>	<u>18,069</u>	<u>1,059,737</u>	<u>4,161,057</u>
Depreciation						
At 1 September 2019	209,579	413,377	77,033	25,818	819,709	1,545,516
Charge for the year	25,120	28,705	10,927	1,970	56,209	122,931
On disposals	(358)	(340)	-	(13,859)	(44,270)	(58,827)
At 31 August 2020	<u>234,341</u>	<u>441,742</u>	<u>87,960</u>	<u>13,929</u>	<u>831,648</u>	<u>1,609,620</u>
Net book value						
At 31 August 2020	<u>1,274,243</u>	<u>993,031</u>	<u>51,934</u>	<u>4,140</u>	<u>228,089</u>	<u>2,551,437</u>
At 31 August 2019	<u>1,300,690</u>	<u>1,017,624</u>	<u>62,861</u>	<u>6,110</u>	<u>224,052</u>	<u>2,611,337</u>

14. Debtors

	2020 £	2019 £
Due within one year		
Fees	55,060	69,514
Other debtors	10,039	1,231
Prepayments and accrued income	205,622	105,068
	<u>270,721</u>	<u>175,813</u>

15. Creditors: Amounts falling due within one year

	2020 £	2019 £
Bank loan	1,043,750	107,500
Trade creditors	189,194	285,870
Pupil deposits	166,927	165,125
Other taxation and social security	64,795	66,301
Other creditors	170,677	174,856
Accruals and deferred income	801,980	615,251
	2,437,323	1,414,903
	2020 £	2019 £
Deferred income at 1 September 2019	550,260	539,725
Resources deferred during the year	558,442	550,260
Amounts released from previous periods	(550,260)	(539,725)
	558,442	550,260

Security

Santander Corporate Banking hold a first legal mortgage over Lichfield and the junior school land and buildings at Longdon Green, Longdon, Staffordshire.

They also hold a first legal charge over Dimble House, Beacon Street, Lichfield and a debenture over all the assets and undertakings of the School, subject to non-material properties and non-material leases.

The amount outstanding at 31 August 2020 was £1,043,750 (2019 - £1,097,500). A renegotiation of the loan has been approved following the balance sheet date.

Notes to the financial statements
for the year ended 31 August 2020

16. Creditors: Amounts falling due after more than one year

	2020 £	2019 £
Bank loan	-	990,000
	<u> </u>	<u> </u>

Included within the above are amounts falling due as follows:

	2020 £	2019 £
Between one and two years		
Bank loan	-	990,000
	<u> </u>	<u> </u>

Security

Santander Corporate Banking hold a first legal mortgage over Lichfield and the junior school land and buildings at Longdon Green, Longdon, Staffordshire.

They also hold a first legal charge over Dimble House, Beacon Street, Lichfield and a debenture over all the assets and undertakings of the School, subject to non-material properties and non-material leases.

The amount outstanding at 31 August 2020 was £1,043,750 (2019 - £1,097,500). A renegotiation of the loan has been approved following the balance sheet date.

Notes to the financial statements
for the year ended 31 August 2020

17. Statement of funds

Statement of funds - current year

	Balance at 1 September 2019 £	Income £	Expenditure £	Balance at 31 August 2020 £
Unrestricted funds				
General Funds	900,664	5,786,177	(5,384,143)	1,302,698
Restricted funds				
MUGA Project	17,501	-	(5,833)	11,668
Arts Council funding	-	7,000	(4,170)	2,830
Tim Henman funding	-	8,502	-	8,502
Friends of LCS	-	8,000	(2,495)	5,505
	17,501	23,502	(12,498)	28,505
Total of funds	918,165	5,809,679	(5,396,641)	1,331,203

Statement of funds - prior year

	Balance at 1 September 2018 £	Income £	Expenditure £	Balance at 31 August 2019 £
Unrestricted funds				
General Funds	877,538	5,072,183	(5,049,057)	900,664
Restricted funds				
MUGA Project	23,334	-	(5,833)	17,501
Total of funds	900,872	5,072,183	(5,054,890)	918,165

Notes to the financial statements
for the year ended 31 August 2020

17. Statement of funds (continued)

MUGA Project

Restricted funding comprising of donations received and expended on the MUGA Project in the year to 31 August 2017.

Arts Council funding

Restricted funding for Musicshare Hub.

Tim Henman funding

Restricted funding received from the Tim Henman Foundation.

Friends of LCS

Restricted funding received from the Friends of LCS.

18. Summary of funds

Summary of funds - current year

	Balance at 1 September 2019 £	Income £	Expenditure £	Balance at 31 August 2020 £
General funds	900,664	5,786,177	(5,384,143)	1,302,698
Restricted funds	17,501	23,502	(12,498)	28,505
	<u>918,165</u>	<u>5,809,679</u>	<u>(5,396,641)</u>	<u>1,331,203</u>

Summary of funds - prior year

	Balance at 1 September 2018 £	Income £	Expenditure £	Balance at 31 August 2019 £
General funds	877,538	5,072,183	(5,049,057)	900,664
Restricted funds	23,334	-	(5,833)	17,501
	<u>900,872</u>	<u>5,072,183</u>	<u>(5,054,890)</u>	<u>918,165</u>

Notes to the financial statements
for the year ended 31 August 2020

19. 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	2,539,769	11,668	2,551,437
Current assets	1,200,252	16,837	1,217,089
Creditors due within one year	(2,437,323)	-	(2,437,323)
Total	1,302,698	28,505	1,331,203

Analysis of net assets between funds - prior period

	Unrestricted funds 2019 £	Restricted funds 2019 £	Total funds 2019 £
Tangible fixed assets	2,593,836	17,501	2,611,337
Current assets	711,731	-	711,731
Creditors due within one year	(1,414,903)	-	(1,414,903)
Creditors due in more than one year	(990,000)	-	(990,000)
Total	900,664	17,501	918,165

20. 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)	413,038	17,293
Adjustments for:		
Depreciation charges	122,931	128,083
Amortisation charges	-	344
Bank interest received	(3,562)	(3,543)
Bank and loan interest paid	17,703	48,911
Loss on the sale of fixed assets	11,502	2,007
Increase in debtors	(94,908)	(17,830)
Increase/(decrease) in creditors	86,170	(5,339)
Net cash provided by operating activities	552,874	169,926

Notes to the financial statements
for the year ended 31 August 2020

21. Analysis of cash and cash equivalents

	2020 £	2019 £
Cash in hand	946,368	535,918
Total cash and cash equivalents	946,368	535,918

22. Analysis of changes in net debt

	At 1 September 2019 £	Cash flows £	Other non- cash changes £	At 31 August 2020 £
Cash at bank and in hand	535,918	410,450	-	946,368
Debt due within 1 year	(107,500)	53,750	(990,000)	(1,043,750)
Debt due after 1 year	(990,000)	-	990,000	-

23. Pension commitments

The School's employees belong to two principal pension schemes: the Teachers' Pension Scheme England and Wales (TPS) for academic and related staff; and a defined contribution scheme for non-teaching staff.

In reference to the defined contribution pension scheme, the assets of the scheme are held separately from those of the School in an independently administered fund. The pension cost charge represents contributions payable by the School to the fund and amounted to £30,485 (2019 - £25,399). Contributions totalling £5,495 (2019 - £6,937) were payable to the fund at the balance sheet date and are included in other 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 teachers in the school. All teachers have the option to opt-out of the TPS following enrolment.

The TPS is an unfunded scheme to which both the member and employer makes contributions, as a percentage of salary - these contributions are credited to the Exchequer. Retirement and other pension benefits are paid by public funds provided by Parliament.

The Teachers' Pension Budgeting and Valuation Account

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.

Notes to the financial statements
for the year ended 31 August 2020

23. Pension commitments (continued)

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 £471,372 (2019 - £314,981).

A copy of the valuation report and supporting documentation is on the Teachers' Pensions website (<https://www.teacherspensions.co.uk/news/employers/2019/04/teachers-pensions-valuation-report.aspx>).

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

24. Operating lease commitments

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

	2020 £	2019 £
Not later than 1 year	162,760	150,298
Later than 1 year and not later than 5 years	543,575	427,935
Later than 5 years	2,775,490	2,867,286
	<u>3,481,825</u>	<u>3,445,519</u>

25. Other financial commitments

Lichfield Cathedral owns some of the premises from which the School operates. The Charitable Company has a long-term assured tenancy of which 60 years remain. The current rent is £49,263 per annum.

26. Members' liability

Each member of the charitable company undertakes to contribute to the assets of the company in the event of it being wound up while he/she is a member, or within one year after he/she ceases to be a member, such amount as may be required, not exceeding £10 for the debts and liabilities contracted before he/she ceases to be a member.

27. Related party transactions

Lichfield Cathedral contributed £137,620 (2019 - £135,540) towards the fees of the choristers during the year.

28. Controlling party

The School is controlled by the board of Governors.