

Registered number: 07302696
Charity number: 1137481

Lichfield Cathedral School
(A company limited by guarantee)

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

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

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

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

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.

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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
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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 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.

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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

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**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.

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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.

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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
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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.

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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

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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>	

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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).

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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

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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.

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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
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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
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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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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.