

Registered number: 07302696  
Charity number: 1137481

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**Lichfield Cathedral School**  
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**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**

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<b>Governors</b>	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)
<b>Company registered number</b>	07302696
<b>Charity registered number</b>	1137481
<b>Registered office</b>	The Palace The Close Lichfield Staffordshire WS13 7HL
<b>Head</b>	Mrs S E Hannam BA MA PGCE
<b>Independent auditors</b>	Bates Weston Audit Ltd Statutory Auditors Chartered Accountants The Mills Canal Street Derby DE1 2RJ
<b>Bankers</b>	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**

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

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**GOVERNORS' REPORT**  
**FOR THE YEAR ENDED 31 AUGUST 2024**

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

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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 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**

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### **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 <sup>(1)</sup> 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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**GOVERNORS' REPORT (CONTINUED)**  
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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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**GOVERNORS' REPORT (CONTINUED)**  
**FOR THE YEAR ENDED 31 AUGUST 2024**

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

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- 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)**  
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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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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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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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**Lichfield Cathedral School**  
**(A company limited by guarantee)**

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

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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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**Lichfield Cathedral School**  
**(A company limited by guarantee)**

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

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**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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**Lichfield Cathedral School**  
**(A company limited by guarantee)**

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

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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 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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**Lichfield Cathedral School**  
**(A company limited by guarantee)**

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

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**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

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**Lichfield Cathedral School**  
**(A company limited by guarantee)**

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**INDEPENDENT AUDITORS' REPORT TO THE MEMBERS OF LICHFIELD CATHEDRAL SCHOOL**

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### **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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**Lichfield Cathedral School**  
**(A company limited by guarantee)**

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

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**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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**Lichfield Cathedral School**  
**(A company limited by guarantee)**

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

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- 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](http://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

**Lichfield Cathedral School**  
(A company limited by guarantee)

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

	<b>Note</b>	<b>Restricted funds 2024 £</b>	<b>Unrestricted funds 2024 £</b>	<b>Total funds 2024 £</b>	<i>Total funds 2023 £</i>
<b>Income from:</b>					
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
<b>Total income</b>		<b>76,672</b>	<b>8,134,177</b>	<b>8,210,849</b>	<b>7,314,225</b>
<b>Expenditure on:</b>					
Charitable activities	4	108,216	7,728,224	7,836,440	7,204,686
<b>Total expenditure</b>		<b>108,216</b>	<b>7,728,224</b>	<b>7,836,440</b>	<b>7,204,686</b>
<b>Net (expenditure)/income</b>		<b>(31,544)</b>	<b>405,953</b>	<b>374,409</b>	<b>109,539</b>
Transfers between funds	13	932	(932)	-	-
<b>Net movement in funds</b>		<b>(30,612)</b>	<b>405,021</b>	<b>374,409</b>	<b>109,539</b>
<b>Reconciliation of funds:</b>					
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
<b>Total funds carried forward</b>		<b>120,700</b>	<b>2,320,882</b>	<b>2,441,582</b>	<b>2,067,173</b>

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 2024**

	Note	2024 £	2023 £
<b>Fixed assets</b>			
Tangible assets	9	2,638,552	2,315,304
		<u>2,638,552</u>	<u>2,315,304</u>
<b>Current assets</b>			
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)
<b>Net current assets</b>		<u>1,193,900</u>	<u>740,477</u>
<b>Total assets less current liabilities</b>		<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)
<b>Total net assets</b>		<u>2,441,582</u>	<u>2,067,173</u>
<b>Charity funds</b>			
Restricted funds	13	120,700	151,312
Unrestricted funds	13	2,320,882	1,915,861
<b>Total funds</b>		<u>2,441,582</u>	<u>2,067,173</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.

**Lichfield Cathedral School**  
(A company limited by guarantee)

**STATEMENT OF CASH FLOWS**  
**FOR THE YEAR ENDED 31 AUGUST 2024**

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

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

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**Lichfield Cathedral School**  
**(A company limited by guarantee)**

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

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**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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**Lichfield Cathedral School**  
**(A company limited by guarantee)**

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

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**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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**Lichfield Cathedral School**  
**(A company limited by guarantee)**

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

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**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.

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

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**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**

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

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FOR THE YEAR ENDED 31 AUGUST 2024**

**3. Income from charitable activities**

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

**4. Analysis of expenditure on charitable activities**

**Summary by fund type**

	<b>Restricted funds 2024 £</b>	<b>Unrestricted funds 2024 £</b>	<b>Total 2024 £</b>	<i>Total 2023 £</i>
Teaching costs	-	4,414,135	<b>4,414,135</b>	4,104,227
Welfare	-	739,618	<b>739,618</b>	669,962
Premises	-	1,042,594	<b>1,042,594</b>	963,833
Support costs of schooling	108,216	1,436,152	<b>1,544,368</b>	1,417,138
Governance costs	-	95,725	<b>95,725</b>	49,526
	<u>108,216</u>	<u>7,728,224</u>	<u><b>7,836,440</b></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  
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**5. Analysis of expenditure by activities**

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

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

**7. Staff costs**

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

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

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**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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**9. Tangible fixed assets**

	Freehold property £	Long-term leasehold property £	Short-term leasehold property £	Motor vehicles £	Furniture and fittings £	Total £
<b>Cost or valuation</b>						
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
<b>Depreciation</b>						
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
<b>Net book value</b>						
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 £
<b>Due within one year</b>		
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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**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.



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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 £
<b>Unrestricted funds</b>					
<b>Designated funds</b>					
Musicshare Core	-	39,227	(42,107)	9,803	6,923
<b>General funds</b>					
General funds	1,915,861	8,094,950	(7,686,117)	(10,735)	2,313,959
<b>Total Unrestricted funds</b>	<b>1,915,861</b>	<b>8,134,177</b>	<b>(7,728,224)</b>	<b>(932)</b>	<b>2,320,882</b>
<b>Restricted funds</b>					
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)	-	-
	<b>151,312</b>	<b>76,672</b>	<b>(108,216)</b>	<b>932</b>	<b>120,700</b>
<b>Total of funds</b>	<b>2,067,173</b>	<b>8,210,849</b>	<b>(7,836,440)</b>	<b>-</b>	<b>2,441,582</b>

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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>
<b>Unrestricted funds</b>				
General funds	1,859,478	7,197,617	(7,141,234)	1,915,861
<b>Restricted funds</b>				
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
	<u>98,156</u>	<u>116,608</u>	<u>(63,452)</u>	<u>151,312</u>
<b>Total of funds</b>	<u><u>1,957,634</u></u>	<u><u>7,314,225</u></u>	<u><u>(7,204,686)</u></u>	<u><u>2,067,173</u></u>

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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  
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**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**

	<b>Restricted funds 2024 £</b>	<b>Unrestricted funds 2024 £</b>	<b>Total funds 2024 £</b>
Tangible fixed assets	-	2,638,552	<b>2,638,552</b>
Current assets	120,700	5,060,356	<b>5,181,056</b>
Creditors due within one year	-	(3,987,156)	<b>(3,987,156)</b>
Creditors due in more than one year	-	(1,390,870)	<b>(1,390,870)</b>
<b>Total</b>	<u>120,700</u>	<u>2,320,882</u>	<u><b>2,441,582</b></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)
<b>Total</b>	<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
<b>Adjustments for:</b>		
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
<b>Net cash provided by operating activities</b>	<b>1,506,751</b>	<b>7,139</b>

**17. Analysis of cash and cash equivalents**

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

**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)
	<b>878,735</b>	<b>1,093,111</b>	<b>1,971,846</b>

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

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**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**

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**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.