



# ST BENEDICT'S SCHOOL, EALING

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**ANNUAL REPORT & FINANCIAL STATEMENTS**  
**For the year ended 31st August 2024**

Company Number 08093330

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# HEADMASTER'S REPORT

For the year ended 31<sup>st</sup> August 2024

The St Benedict's family of schools includes St Benedict's Senior School and St Benedict's Junior School in Ealing and St Bernard's Preparatory School in Slough.

## ***St Benedict's Senior School***

### ***Examination results***

A Level and GCSE results this year at the Senior School were outstanding. This summer's A level candidates achieved excellent results, with 50.5% of all A Level papers scoring A\*/A and 83.9% scoring A\*-B. At GCSE, 64.9% of exams were awarded the top grades 9-7.

### ***University entry***

91% of St Benedict's students secured places at a Russell Group or Top 10 university including 17 to UCL, Kings College London, or Imperial. More than two thirds have a place at their first-choice university, with more than 90% achieving a preferred choice. One student gained a place on a highly competitive degree apprenticeship with Atkins and one is about to commence at the University of California, San Diego, majoring in Economics.

### ***Academic opportunities and successes***

The academic curriculum at the Senior School is designed to promote a love of learning, and to encourage intellectual curiosity.

The Helikon Centre for Academic Challenge continued to inspire pupils, with talks and workshops by students, teachers and by invited guest speakers. A visiting Philosopher runs workshops once a term and the 'Thinking Forum' encourages students to express their views concisely and convincingly on a variety of issues. Many pupils took the Higher and Extended Project Qualifications and also completed MOOCs (Massive Open Online Courses) in a wide range of subjects. The annual Science Fair also took place with local primary school children invited.

Pupils have gained awards in national competitions including: the National Chemistry Olympiad gaining 5 Silver medals, the Bebras Computing Challenge gaining 47 gold award winners, which places St Benedict's students in the top 10% nationally, 5 Distinctions in the Perse Coding Challenge, one pupil won sixth place in The Intermediate Oxford University Computing Challenge 2024, one pupil was Highly Commended for her essay for the Minds Underground competition, a pupil was short listed for the History Category of the John Locke Institute 2023 Global Essay Prize, an U6 student was a runner up in the UCL Classics Essay competition.

Our overseas school trips this year included: cricket tour to Sri Lanka, the HCPT Pilgrimage to Lourdes for L6 students, a ski trip to Marmot Basin, Canada, the German exchange, a Classics trip to the Italy, a music tour to Spain, a History and Geography trip to South Korea, and a Geography trip to the Iceland. There have also been many trips within the UK.

### ***Careers***

Careers events this year included evenings on degree apprenticeship opportunities, studying abroad and a university information evening with contributions from recent leavers beamed in live via Teams from their student flats.

There have been Careers Breakfasts with employers such as Ocado highlighting state of the art 'picking' robots and the range of graduates they seek to recruit. There have been tours of Oxford, Cambridge and London universities – often guided by OPs who are current university students. After their GCSE exams, students in U5th embarked on a range of work experience placements. F3 and L4 had Unifrog sessions in PHSE using a Myers Briggs-based analysis – and other tools – to start thinking about preferences and skills, and how these can influence future pathways as much as academic success.

### ***Opportunities for personal development and growth***

#### **SPORT**

In Fencing, the Senior team won the London Quadrangular tournament, and an U6 student won the Sabre London Under 18 Championships.

In Hockey, our 1st XI were London County champions, as well as London Regional champions and finished 6th in the T3 National Hockey finals.

In Netball, the 1st VII finished second in the Cup at the Lord Wandsworth College Under 18 Netball Tournament.

In Rugby, the 1st VII won Middlesex County Under 18 Sevens Shield, with an U6 student selected for the London South Central Academy Under 18 in the Gallagher Premiership Academy League.

In Athletics the Cross-country team won the overall category at the Ealing Borough Championships for the second year running. The Intermediate Boys broke the 4x100m Achilles Relay championship record set in 1988 and the U15 school record set in 1981. The Senior Girls made the 4x100m Achilles Relay final for the very first time. Individual success too for one pupil with a bronze medal in the U17 100m representing England in the Games National Finals.

#### THE ARTS

Musical highlights included: St Cecilia Concert, the Carol Service, the annual Music festival (adjudicated by the BAFTA-winning George Fenton), and a hugely successful Jazz Evening in the Benet Bar. Outside of school, a number of students were involved in local and national organisations such as the National Youth Choir of Great Britain, Ealing Youth Orchestra and National Youth Music Theatre.

In Drama, we enjoyed a dramatic performance of A Doll's House and a glorious whole senior school production of the classic musical Oliver. We also had a variety of LAMDA exams take place from form 2 - L6, and captivating performances from our GCSE and A-level Drama students.

#### THE CCF

Our Combined Cadet Force continues to be one of the busiest and best in London District, conducting around fifty days of training and exercises throughout the year. The Contingent now runs the Ealing Borough Remembrance Sunday parade, and the Corps of Drums is in great demand for public and school events. We have added parachuting to our portfolio of activities, and the partnership with Cardinal Wiseman continues to flourish.

#### THE DUKE OF EDINBURGH'S AWARD SCHEME

The Duke of Edinburgh's Award scheme continues to go from strength to strength here. 124 pupils across the school completed either their Gold, Silver or Bronze awards, with 18 students receiving their Gold awards at Buckingham Palace from HRH The Duke of Edinburgh.

#### ***Outreach and Benedictine values***

The school came together to celebrate St Benedict's Day on Thursday 21 March. Pupils focused on the strength of our community and Benedictine ethos. The Mass brought the whole school together providing all a moment for collective reflection and a clearer understanding of the virtue of charity. This year, our charitable endeavours were directed towards three worthy causes the Foundation of Goodness, assisting rural communities in Sri Lanka, The Felix Project, helping to feed local communities in London and The Friends of the Holy Land, a charity supporting families in the West Bank, Gaza, Israel and Jordan.

#### ***St Benedict's Junior School & Nursery***

Throughout the 2023-2024 academic year, students participated in a wide range of stimulating academic and co-curricular activities, enriched by specialist teaching in Art, PE, ICT, Spanish, Music, and Science. Team-building exercises helped older students enhance their leadership and teamwork skills, while events like the Art Exhibition, Book Week, and Reading Days promoted the joy of literature.

After School Hobbies attracted strong participation, offering diverse activities such as Aviation, Chess, Drama, and Science clubs. Pupils competed in the Delancey UK Chess Challenge and the School Challenge Quest, which allowed them to develop research and presentation skills on topics outside the creative curriculum.

The school's musical and sporting life was vibrant, with concerts, music festivals, and a variety of sports fixtures and tournaments in athletics, cricket, fencing, netball, rugby, and more. Summer Sports Day and the popular dance show featuring both Junior and Senior School students, were well received by the school community.



Students enjoyed a variety of academic and co-curricular activities in 2023-2024, supported by specialist teachers in subjects like Art, PE, ICT, Spanish, Music, and Science. Team-building events strengthened leadership and teamwork among older students. Highlights included an Art Exhibition, Book Week, Reading Days, and well-attended After School Hobbies such as Chess, Drama, and Science clubs.

The school's spiritual life remained strong with regular Masses and special services at Ealing Abbey.

School trips, both day and residential, provided enriching experiences, with Form 2 students excelling in "Mary Poppins" performances. The school's 'Certificates and Awards' assemblies celebrated achievements, and charity events raised funds for several causes, including The Felix Project and the Anti-Bullying Alliance.

## *St Bernard's Preparatory School*

Throughout the academic year 2023 – 2024 St Bernard's Preparatory School continued to excel in many different areas across both the academic and pastoral curriculum. The children have enjoyed success across all key stages.

The Early Years Dept continued with *Little St B's* (a toddler group for the local community) allowing the Early Years Dept to showcase their excellent equipment, resources, and activities. The Early Years staff continued to deliver an exciting and invigorating curriculum.

The Lower School staff also ensured Years 1, 2 and 3 experienced an array of activities and opportunities linked to their classroom learning. Our Year 6 children went on their annual trip to France. The whole school went to Theatre Royal Windsor to see a pantomime. There was also much success in the UKMT Junior Maths Challenge, Primary Maths Challenge, SATIPS Handwriting competition and excellent KS2 SATS results. We have also increased the number of after school club activities and are now offering 23 including LAMDA & Junior Dukes.

In addition there were whole school achievements. Sports Day, held at Thames Valley Athletic Centre, allowed the children to be recognised both individually for their sporting achievements, as well as collectively within their Houses.



Headmaster

# GOVERNORS' REPORT

For the year ended 31<sup>st</sup> August 2024

The members of the St Benedict's School Ealing Board of Governors present their Annual Report for the year ended 31 August 2024 under the Charities Act 2011 and the Statement of Recommended Practice "Accounting and Reporting by Charities" SORP 2015 (FRS 102), second edition effective January 2019, including the Directors' and Strategic Reports, under the Companies Act 2006, together with the audited financial statements for the year.

## Governance Structure and Management

### Structure

The charity's objects, as set out in the Articles of Association, are to advance Roman Catholic education, and the Roman Catholic faith in particular, by running one or more independent schools in the charism of St Benedict and by ancillary religious and educational activities for the benefit of the community at large.

The three schools, St Benedict's Junior School and Senior School in Ealing, and St Bernard's Preparatory school in Slough provide education to boys and girls from the ages of 3 to 18. The School admits boys and girls who are Roman Catholics as well as other Christian denominations and other faiths and none. Pupil numbers averaged 1,331 of which 786 were in Senior School and 320 Junior School, and 225 were in the Prep school. All the School's activities are carried out through one legal body, St Benedict's School Ealing, which is a charitable company limited by guarantee. The School is governed in accordance with its Memorandum and Articles of Association, last amended on 6 December 2018.

The Directors, who are known as Governors, are required under the Articles to serve as members of the Company. As required by the Articles, one of the Governors is the Abbot of Ealing Abbey and one other is appointed by the Abbot. At least 75% of the Governors are required to be Roman Catholic. One third of the Governors (excluding the Abbot and his appointee) retire at each AGM and are eligible for re-election for consecutive periods not exceeding in aggregate twelve years from the date of their original appointment. There are 13 serving governors at 31<sup>st</sup> August 2024.

At appointment, new Governors are inducted into the workings of the School, including policies and procedures, by the Clerk to the Governors. Written information is provided by way of a Governor Handbook and Guidelines for Governors, drawn up by AGBIS (the Association of Governing Bodies of Independent Schools). Training courses are arranged with AGBIS. Training is also given in safeguarding and child protection. Regular training sessions are provided to keep Governors updated, a skills audit is carried out regularly and strategy days are held.

The Governors are legally responsible for the overall management and control of St Benedict's School. They meet at least three times per year. The work of implementing most of their policies is carried out by a series of sub committees. These are as follows:

Safeguarding	St Bernard's Prep
Education	Scholarships and Bursaries
Finance & General Purposes	Health and Safety
Nominations (Governors)	Ethos

Safeguarding, Education, Finance & General Purposes, Health and Safety and St Bernard's Prep Committees have their own terms of reference, meet at least termly in advance of the full Governing Body meeting and report to the full Governing Body. Members of senior management attend these meetings. The other three committees meet as required. Subsequent to the year end, a new committee was established to focus on Future Strategy.



Joe Smith BA MEd is Chief Executive and Headmaster of St Benedict's. He is a governor of two HMC schools and an ISI inspector. Mr R Simmons BA PGCE MEd is Headmaster of the Junior School. He is responsible for day to day running of the Junior School. Ms A Verma LLB NPQH is Head of the Preparatory School. She is responsible for the day to day running of the Preparatory School. Both Mr R Simmons and Ms A Verma report to the Headmaster (Chief Executive). During the year, the Headmaster met regularly with the Chair of Governors, with the Bursar and with the Deputy Heads to facilitate the development and implementation of the strategy and other matters as required.

### *Staff and Volunteers*

Key management personnel include Headteachers, Bursar and Deputy Heads. Remuneration is dependent on experience and is set by benchmarking pay for similar positions in other schools.

Governors place considerable importance on informing all staff of financial and other matters that affect them, consulting with them where appropriate. The Headmaster and the Junior School and Prep School Headteachers report any key points from Governors' meetings to staff through the School's formal management structure. All other such matters are briefed to staff as they arise through regular staff meetings.

Inclusion is a thread which runs through all the School's activities. In order to promote an environment within which the School can call upon the widest possible range of knowledge, skill and experience, the School's policies facilitate the employment of disabled people and the provision, where appropriate, for training and career development. Were an employee to become disabled whilst in service, every effort would be made to retain them.

Many parents help as volunteers, particularly through the work of the Society of Parents and Friends (SPF) at St Benedict's Junior and Senior School and through the work of Friends of the Preparatory School (FOPS) at St Bernard's. Old Priorians, the former pupils of St Benedict's Senior School, also give their time to assist the School. The School is very grateful to all its supporters.

### *Responsibilities*

The Governors are responsible for preparing the Governors' Report and the financial statements in accordance with applicable law and regulations.

Company law requires the Governors to prepare financial statements for each financial year. Under that law the Governors have elected to prepare the financial statements in accordance with United Kingdom Generally Accepted Accounting Practice (United Kingdom Accounting Standards and applicable law). 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 the profit or loss of the School 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 in the Charities SORP;
- make judgments and accounting estimates that are reasonable and prudent;
- state whether applicable accounting standard 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 Charities Act 2011, Companies Act 2006 and the Statement of Recommended Practice "Accounting and Reporting by Charities" SORP (FRS 102). 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.

So far as each of the Governors is aware at the time the report is approved:

- there is no relevant audit information of which the School's auditors are unaware; and

- the Governors have taken all steps that they ought to have taken to make themselves aware of any relevant audit information and to establish that the auditors are aware of that information.

### **Public Benefit**

The Governors have complied with the duty in Section 17 of the Charities Act 2011 to have due regard to the Charity Commission's general guidance on public benefit. The School is committed to ensuring that it is meeting its main aim and its charitable objective. During 2023-24, it has done so in a range of ways, as set out below.

#### *St Benedict's Senior and Junior School*

##### *Bursaries and Scholarships*

This year the value of bursaries and scholarships made to the School's amounted to £1,233,862. (2023: £1,109,244). Bursaries provided amounted to £945,854 (2023: £851,436), all were means tested and this figure includes temporary bursaries for those in financial hardship. Scholarships provided amounted to £288,008 (2023: £257,809). The Governors' policy, in line with that of other Independent Schools, is to make these awards on the basis of the individual's educational potential. In addition, the School is providing fully funded places to 3 Ukrainian children.

##### *Supporting local maintained schools*

The School's Senior Deputy Head (Pastoral), Luke Ramsden has been given a special 'Raising Awareness About Pastoral Care' award by the National Association for Pastoral Care in Education. He is one of the leading practitioners in the Country. He is regularly invited to speak at safeguarding conferences on the subject of pastoral care and has also appeared in webinars, podcasts and roundtable events discussing this topic.

Mr. Ramsden is also Chair of Trustees for The Schools Consent Project charity, an advisor on safeguarding with The Diana Award and on the steering group for the International Task Force on Child Protection. In addition he is a member of an advisory safeguarding panel at the Department for Education.

The School is committed to working with local maintained schools to support them in their own educational aims. It does this in a variety of ways, but notable examples include our partnership with Cardinal Wiseman in Greenford whose pupils have been able to become members of the St Benedict's CCF since 2011. There are currently around 100 Cardinal Wiseman pupils who are Cadets in the St Benedict's CCF. The School also provides equipment loans and experienced staff to help newer CCFs train their adult staff and their Cadets. This is in addition to the partnership with Cardinal Wiseman mentioned above.

The Art Department provides training and resources to staff at St Joseph's, Hanwell, helping them to develop their curriculum and raising the profile of art within their school.

Since December 2019 practice interviews for aspiring medics have been opened up to pupils from St Augustine's Priory and Sacred Heart, Hammersmith.

The school's next Careers Fair will take place in March 2025. The last two Careers Fairs in February 2020 and June 2022 were opened up to pupils from the Emmaus Partnership (St. Augustine's, Cardinal Wiseman and Sacred Heart). The intention is continue to make careers events open to other schools as part of the Emmaus partnership. Recordings of 'Careers Breakfasts' have also been shared with Emmaus Partnership schools.

St. Benedict's hosts the annual U18 Middlesex rugby sevens tournament as well as several county and regional hockey tournaments and a Junior School netball tournament. The Head of Netball is also honorary head coach of the U14 Team Ealing London Youth Games netball squad, with a colleague as her assistant (this year's squad won Silver at the Copper Box Arena). One of the school's rugby coaches is a member of the Middlesex U16 coaching team. The Head of Athletics and two colleagues are members of the Middlesex coaching team. An annual Able and Enthusiastic sports morning is held at the games field for Year 5 pupils from local primary schools, and there is a rolling programme of Able and Enthusiastic mornings in other subjects. Year 5 primary school pupils are also invited to the annual Year 8 Science Fair and the Art Show.



Other schools in the Emmaus Partnership (St. Augustine's, Cardinal Wiseman and Sacred Heart) are invited to lectures/events at St Benedict's (alternatively they can view lectures on livestream). St. Benedict's hosts a U13/U12 netball tournament for these schools and pays for transport of pupils as required.

The School also performs at and provides financial support for local community events such as Pitshanger's 'Light up the Lane' and 'Party in the Park', Christmas carols (including an annual concert by the Junior School Schola at Downhurst Residential Home). Bursaries of up to £1,000 per annum are awarded to six pupils for instrumental lessons.

One teacher is a trustee of Ealing Choral Society, which is a registered charity offering bursaries to young members and discounts to those on limited income. Several thousand pounds is raised each year for a local charity via a Christmas Carol concert.

One teacher is a trustee of Ealing Youth Orchestra and assists with the organisation and staffing of concerts.

The School supports Initial Teacher Training and, in 2017-18, became a member of the West London Teaching School Alliance (WLTSA), which is coordinated by Sacred Heart School, Hammersmith. St Benedict's is the only independent school member of the WLTSA.

Members of the St Benedict's teaching staff serve as Chairman of Governors at St. George's Primary School, Sudbury and Governors at Chiswick School, St. Mary's Primary School, Hammersmith and St. George's Catholic Primary School, Harrow. Two members of staff are councillors representing the London Boroughs of Chiswick and Hillingdon.

## *Offering use of the school's facilities to local community groups*

In addition to letting its facilities to various local sports clubs, the School also grants free use of its facilities to other charitable organisations, including Ealing Abbey and Parish and the Metropolitan North West region of Hosanna House and Children's Pilgrimage Trust (a group which organises pilgrimages to Lourdes), which uses the School not only for meetings but also to host fundraising events. A member of staff is Deputy group Leader of a separate HCPT group.

The school extends an invitation to local children to take up fencing and train at a discounted rate where they use the facilities, equipment and coaching without paying the rates charged by comparable fencing clubs. The school runs four national level fencing tournaments a year, open to all fencers, as well as helping to host several London regional events.

The Games Department hosts a session for local schools at Perivale Park Athletics Track to assess GCSE students.

The school has let out its facilities for, among other things

- Polish Saturday School
- Ealing Gymnastics
- Ealing Hockey
- Osemka Volleyball Club (Polish)
- Ealing Cricket Club
- Jumping fitness
- Spanish Education Department classes
- Sri Lanka Society dinner
- Birthday parties
- Easter Vigil
- Goa Association dinner
- MetFilm School
- Armenian Society event
- Armenian scout event
- Evangelist church fair

*Supporting local, national and international charities*

The educational work of the School involves pupils and students engaging in various projects to promote and assist local, national and international charities. In 2023-24 the school raised over £27,053 in support of a range of charities. In addition to fundraising, the Lower Sixth Form Service programme also lends practical support to many local charities.

The school, as part of the Emmaus Partnership, takes part in fundraising and charitable activities – for example six collections were made in the course of the year for the Ealing Food Bank, including a collection for Christmas food items and presents.

The school's St Vincent de Paul (SVP) societies are involved in a wide range of charitable fundraising throughout the year. The Sixth Form SVP hosts a Christmas and senior citizens' party to which residents from local care homes are invited. In addition Sixth Form pupils help at a local soup kitchen in Ealing – this is co-ordinated via the parish.

On the school's annual St Benedict's Day funds were raised to help the charities The Foundation of Goodness, Friends of the Holy Land and The Felix Project.

The school's four houses organised charity days in the course of 2023-24, supporting ActionAid UK, The Childhood Trust, The Foundation of Goodness and Brass for Africa.

The school supports the annual Macmillan Coffee Morning by hosting a parents' function in aid of Macmillan Cancer Support.

The whole school takes part in the Aid to the Church in Need 'Red Wednesday' fundraising day.

For the past three years Year 7 pupils have completed a charity work-out in aid of Leprosy, the leprosy charity.

One of the school's peripatetic music teachers has set up the Ukraine Music Hub to help to provide free music lessons, instruments, places to practise and performance opportunities to Ukrainian refugees. A national database has been established listing UK based teachers offering help and those seeking lessons and/or instruments. St. Benedict's are the administrators of this scheme.

Another of the school's peripatetic music teachers has set up and runs the Your Turn Collective charity, which works in support of classical music creators from under-represented backgrounds.

In total last year pupils spent 2,886 hours volunteering as part of their Duke of Edinburgh Awards. The social value of these hours was £15,237.

A member of our team and her family walked a half-marathon in London and walked over 135 km and raised over £4,500 for Parkinson UK.

Plans are afoot to donate repurposed laptops to local state schools, asylum seeker charities and adults in need of technology.

St Benedict's Psychology department has been giving physical resources and sharing expertise with the Psychology department at Cardinal Wiseman School.

The school supports five local retirement homes (St. David's, Kent Lodge, Acton Care Home, Torkington and Downhurst) through voluntary service. Students socialise with and serve the elderly in the local community.

The Ecocentric Committee has run a local biodiversity survey and litter picking in surrounding parks as well as a trip to Moo Canoes to litter pick from the River Lea. It has also taken part in Sadiq Khan's sustainable housing ideas competition for the Royal Docks. The school uses Ecosia as its search engine, and this helps to plant trees around the world.



The school has developed a significant link with the Foundation of Goodness, based in Hikkaduwa on the south coast of Sri Lanka. This charity has done incredible work to make a difference to the lives of extremely impoverished rural communities, especially in the wake of the 2004 Tsunami. St. Benedict's has run five cricket tours to Sri Lanka since 2014, and on each tour students have visited the Foundation's headquarters and spent an afternoon coaching and playing with local children who are beneficiaries of the project as well as presenting a donation (£11,000 in 2024). A sixth tour is planned for Easter 2026.

The school's Head of Cricket has been working with the Middlesex Cricket Pathway Ealing Borough U12 Team since 2021 – this involves cricketers from within the London Borough of Ealing Borough and the wider community. In addition he is the Director of Junior Cricket at Ealing Trailfinders Cricket Club, which provides holiday camps and winter and summer training for cricketers in the local community. Five St Benedict's coaches work within local cricket clubs, driving participation in boys' and girls' cricket as well as the adult game. These coaches deliver holiday camps, winter and summer training and masterclasses. Finally the Head of Cricket has developed girls' cricket at local schools, coaching around 300 girls in the last three years.

A number of pupils have volunteered at local cricket clubs as part of their Duke of Edinburgh Awards.

The Senior School Library has consistently donated books to 'Porridge and Rice' over the years. 'Porridge and Rice' is a charity that helps children in the slums of Nairobi, providing meals and schooling, by supplying books, old uniform, clothing and furniture and sports kit.

In addition a successful book drive was organised in 2024, in partnership with the Junior School, in support of the Children's Book Project. This charitable initiative, dedicated to providing underprivileged children with access to books and promoting literacy, received over 300 books through our efforts. By contributing to this cause, we aim to make a meaningful impact on young readers' lives and support their educational development in communities where resources are limited.

The 'St. Benedict's Hub' (the second-hand uniform store) also supports Porridge and Rice. It also donates rugby kit to a charity in Malawi and clothing to Acton Recycling Community. In addition donations have been made to a parent who organises distribution of clothing to Afghan refugee children in various Ealing schools, and also to a number of Ukrainian families.

Staff at St Benedict's have supported charities in a range of other ways:

- Founder and Creative Director of Ealing Street Dance Academy, a community dance company in Ealing consisting of 350 children with different abilities aged 3-18. The dancers attend weekend dance classes, work towards exams and perform at various events in the local community. Several bursaries are offered to children whose parents cannot afford the termly fees.
- Trustee of a youth club, a research centre and a funeral care service. The latter provides funerals at cost value or even free for those who cannot afford the full charge and is operated only by volunteers. He also volunteers on the committees of two fencing clubs, the Army and Combined Services Fencing Club. In addition he is an army reservist.
- Volunteering and fundraising with The Scratching Post Cat Rescue Shelter, volunteering with the Postcards of Kindness Group and acting as a polling clerk for the London Borough of Barnet and a count clerk for London Mayoral elections.
- Trustee of the London Basketball Association and organiser of Chiswick Monthly Litter Pick
- Volunteering as a magistrate, sitting in courts in Ealing and Uxbridge, and supporting the work of 'Magistrates in the Community', which helps to deliver the multi-agency workshop 'Your Life, You Choose' to Ealing schools.
- Serving on the children's liturgy team at Ealing Abbey on Sundays.
- Serving as Treasurer and Quartermaster of Polish Boy Scouts (worldwide), volunteering with 'Mary's Meals', arranging transport to Mass for elderly people and reading at Mass in local parish and helping in local soup kitchen.
- Acting as a registered guide runner supporting visually impaired runners in their training and at running events (including the Great North Run).
- Running a local scout group (1<sup>st</sup> Ealing North) and serving as a catechist in Ealing Abbey, teaching monthly confirmation classes.
- Serving as a catechist at Our Lady and St. Joseph's, Hanwell.
- Serving as a reader at Our Lady and St. Joseph's, Hanwell.
- Acting as Safeguarding Representative in West Acton Parish, reading and supporting the Parish Priest with confirmation classes.
- Serving on Parish Council of St. Pius X Church, Kingston, with special responsibility as the safeguarding representative.
- Volunteering as an independent examiner (auditor) for St. Matthew's Church, Ealing Common.

- Producing and hosting podcasts for the Multiple Sclerosis Trust, serving as a member of the Patient Participation Group of the UK MS register and fundraising for the MS Society.
- Serving as a volunteer librarian at Watlington Primary School, Oxfordshire.
- Assisting a blind man with his supermarket shopping in Brentford.
- Assisting the Salvation Army at Christmas, and volunteering for Crisis at Christmas.
- Volunteering with Ealing Churches Christian Night Shelter at Ealing Abbey.
- Volunteering at soup kitchens in Central London and Ealing.
- Volunteering for the Schools Consent Project as part of their admin team.

### **St Bernard's Preparatory School**

This year the value of bursaries made to help support the School's pupils amounted to £4,754 (2022-23: £3,905).

At the Prep School, children are still given many opportunities to support others through prayer, fundraising and giving to others. The children support numerous charitable organisations.

In 2023-24, the Prep School supported WWF, Macmillan Cancer Research, Pumpkin's Wildlife & CAFOD raising a total of £1,274.

In addition to these funds raised, St Bernard's also continue to share their good practice in teaching RE with St Joseph's (Bracknell), raise awareness of local and global causes through social action projects and provide work experience through the Education Business Partnership.

### **Financial Review**

The School's operating surplus to 31<sup>st</sup> August 2024 as shown on the Statement of Financial Activities was £2,384,188 (2023: £1,358,975).

Total reserves held at 31<sup>st</sup> August 2024 were £16,165,925 (2023: £13,781,736). The School currently has total unrestricted funds of £16,091,231 (2023: £13,713,881) split by general funds of £11,315,802 (2023: £9,480,322) and designated funds of £4,775,430 (2023: £4,233,559). Designated funds relate to the Land and Property Fund which is the value of land and property where property will depreciate at 2%.

The School has fixed assets of £18,251,577 (2023: £18,713,635). The excess of fixed assets over unrestricted funds is £2,160,346 (2023: £4,999,754). The policy is to build up free reserves through annual surpluses in the coming years.

Reserves held at 31<sup>st</sup> August 2024 in restricted funds were £74,693 (2023: £67,855) mainly represented by the Leavers donations and Lecture series.

### **Reserves Policy**

In drawing up their reserves policy the Governors have considered the following: the School's activities, funding sources, future needs, opportunities, economic conditions, contingencies and the risks being faced. It is the Governors' policy to maintain free, undesignated reserves of a minimum of one month's expenditure and long term to aim to increase this to three months' expenditure. In addition, the Governors have designated a sum of £350,000 to hold against repayments of acceptance deposits repayable within one year. The policy has been reviewed in light of the current financial pressures and Governors are satisfied that the policy meets the requirements of the School. The level of reserves held is monitored throughout the year using monthly management accounts and termly meetings of the Finance and General Purposes Committee. One month's expenditure is in the region of £1,850,000 and cash reserves held at 31/8/2024 were £8,352,196, principally fees in advance and deposits held on behalf of parents.



## Development

St Benedict's School has a Development & Alumni Engagement Office which has been in operation since September 2014. The Development & Alumni Engagement Office is registered with the Fundraising Regulator and adheres to all fundraising codes of practice. It is staffed by a Development Manager and a Development & Alumni Engagement Director who is a member of the CASE and IDPE industry bodies.

The Office has a structured programme of fundraising events including an Annual Fund, which seeks to support enhancing the materials and fabric of the School alongside Senior School Bursary and Legacy fundraising. We do not use a third-party fundraiser and there have been no complaints made regarding the activity of the Development & Alumni Engagement Office.

The tenth year of the Development & Alumni Engagement Office saw continued growth once again. The 2023/24 Annual Fund was considerably bolstered by strong support during the School's fourth Giving Week, and raised over £100,000 towards Bursaries, and Where the School Needs it Most, allocated to specific sports, Junior and Senior School equipment. In addition, over £14,000 was given under the Leavers' Acceptance Deposit appeal, and over £560,000 was received through Legacies left to the School.

Continued focus on Alumni engagement has seen the School's alumni platform, St Benedict's Connect, grow to over 1,500 Old Priorians, with over 75% of current members participating in the platform mentoring programme.

The diverse event programme featuring the annual fireworks party, Oxbridge Reunion Dinner, to the annual Alumni sports festivals has ensured regular attendance of 500+ consisting of past and present parents and Old Priorians.

## Energy and Carbon Report

In accordance with the Streamlined Energy and Carbon Reporting (SECR) requirements, the School's energy usage and emissions for the year were as follows:

	2023-24	2022-23	2021-22	2020-21	2019-20
UK energy use in kWh Gas	859,117	846,383	793,225	1,083,031	999,627
UK energy use in kWh Electricity	577,646	588,270	667,753	617,116	599,194
Associated Greenhouse Gas emissions in Tonnes CO2	174.71	172.1	161.3	220.2	203.3
Intensity Ratio (kilo of emissions per pupil)	0.280	0.280	0.287	0.200	0.185

100% of the School's electricity comes from renewable sources. The School continues to invest in building improvements such as LED lighting and replacing boilers to ensure they run more efficiently.

The School runs an "Eco-centric" committee which is a pupil-led group proposing green initiatives.

## Risk Management

The Governors have given consideration to the major risks to which the charity is exposed and satisfied themselves that systems or procedures are established in order to manage those risks. They have in place appropriate structures and procedures to assess risk. A "Risk Register" assists the process of identifying risks and controls, assessing risks and evaluating actions required. Whilst Governors have responsibility for identifying risks, senior staff play a key role in assisting in drawing up the risk register. The risk register for each category of risk sets out the following:

- The key risks
- Their expected impact and probability
- The controls in place to manage those risks
- The lead officer responsible for those controls
- The mechanism by which the controls are monitored
- The areas where the controls need to be strengthened or further action taken.

Sub committees of the Governing Board review those sections of the risk register delegated by the Board of Governors, as set down in the Risk Management Strategy.

The highest priority risks identified by the Governors were:

1. The introduction of VAT on fees could make our School less affordable for parents leading to a significant loss of pupils and therefore loss of income.
2. Difficulties with employee relations following the adjustments to the Teachers' Pension Scheme.
3. Loss of information or data breach through IT failure, virus, destruction of hardware or cyber-attack.

The risks will be mitigated as follows:

1. Financial modelling to determine the impact of the loss of pupils and action plans to increase income and cut spending if the scenarios play out.
2. Working with representatives of the staff body to ensure good communications.
3. Measures include staff training, back-ups, testing of our security systems, second factor authentication.

### **Future Strategy**

The aim of St Benedict's Senior and Junior Schools is to become the Independent and Catholic schools of choice in West London. We will achieve this by supporting all pupils to achieve their academic potential, and to enjoy a full co-curricular life, in a school which develops individual gifts and strengths. At St Bernard's we aim to build upon the School's high academic standards and to promote what we offer so that we increase enrolment at the School.

### **Retiring Governors**

We would like to extend our heartfelt thanks to all Governors who have retired this year, we are deeply grateful for the time and efforts they have invested in the School. Retirees are as follows: Joe Berger (Chair of Governors and previously Chair of Finance, Mary Edis (Chair of Governors), Mike Ainslie (Chair of Finance), Jonathan Walsh, Brian Taylor, Mark Leonard, David Howe.

The Governors approved the Governors' Report, including the Strategic Report, on 5th December 2024 and signed on their behalf by



Mike Davis  
Chair of Governors



# STATEMENT OF FINANCIAL ACTIVITIES

For the year ended 31<sup>st</sup> August 2024

		Unrestricted Funds £	Restricted Funds £	Total 2024 £	Total 2023 £
<b>INCOME FROM:</b>	<b>Note</b>				
<b>Charitable activities</b>					
Fees	3	21,987,602	-	21,987,602	20,275,312
Other academic income	4	1,639,567	-	1,639,567	1,527,553
Other educational income	5	927,221	-	927,221	893,860
<b>Donations</b>					
Other donations and legacy	6	560,780	234,554	795,334	192,736
<b>Other trading activities</b>					
Lettings income		234,273	-	234,273	225,871
<b>Bank interest</b>		179,209	11,322	190,531	57,774
<b>Total Income</b>		<u>25,528,652</u>	<u>245,876</u>	<u>25,774,528</u>	<u>23,173,106</u>
<b>EXPENDITURE ON:</b>	<b>7</b>				
<b>Charitable activities:</b>					
Teaching		15,690,956	-	15,690,956	14,783,420
Establishment		4,664,590	239,038	4,903,628	4,472,962
Welfare		622,631	-	622,631	573,999
Administration		2,147,090	-	2,147,090	1,987,214
<b>Total Expenditure</b>		<u>23,125,267</u>	<u>239,038</u>	<u>23,364,305</u>	<u>21,817,595</u>
<b>Net income</b>	<b>2</b>	<u>2,403,385</u>	<u>239,038</u>	<u>2,410,223</u>	<u>1,355,511</u>
<b>Pension provision movement</b>		<u>(26,034)</u>	<u>-</u>	<u>(26,034)</u>	<u>3,464</u>
<b>Net movement in funds</b>		<u>2,377,350</u>	<u>6,838</u>	<u>2,384,189</u>	<u>1,358,975</u>
 Total funds at 1 September 2023		<u>13,713,881</u>	<u>67,855</u>	<u>13,781,736</u>	<u>12,422,761</u>
<b>Total funds at 31 August 2024</b>		<u><u>16,091,232</u></u>	<u><u>74,693</u></u>	<u><u>16,165,925</u></u>	<u><u>13,781,736</u></u>

## CONTINUING OPERATIONS

None of the School's activities were acquired or discontinued during the year.

## TOTAL RECOGNISED GAINS AND LOSSES

The School has no recognised gains or losses other than the surplus for the current period.

Details of comparative figures by fund are disclosed in note 21.

**BALANCE SHEET**31<sup>st</sup> August 2024

Company Number: 08093330

		2024	2023
	Notes	£	£
<b>FIXED ASSETS</b>			
Tangible fixed assets	10	18,251,577	18,713,635
<b>CURRENT ASSETS</b>			
Stock		29,391	25,977
Debtors	11	469,293	407,200
Cash at bank and in hand		8,352,196	2,215,807
		<u>8,850,880</u>	<u>2,648,984</u>
<b>CREDITORS:</b> amounts falling due within one year	12	(4,498,131)	(2,487,127)
<b>NET CURRENT ASSETS</b>		<u>4,352,749</u>	<u>161,857</u>
<b>TOTAL ASSETS LESS CURRENT LIABILITIES</b>		<u>22,604,326</u>	<u>18,875,492</u>
<b>CREDITORS:</b> amounts falling due after more than one year	13	(6,438,401)	(5,093,756)
<b>NET ASSETS</b>		<u><u>16,165,925</u></u>	<u><u>13,781,736</u></u>
<b>FUNDS</b>			
<b>Unrestricted funds</b>	14a		
General		11,315,802	9,480,322
Designated		4,775,430	4,233,559
		<u>16,091,232</u>	<u>13,713,881</u>
<b>Restricted funds</b>	14b	74,693	67,855
<b>TOTAL FUNDS</b>	15	<u><u>16,165,925</u></u>	<u><u>13,781,736</u></u>

The financial statements were approved and authorised for issue by the Governors on 5<sup>th</sup> December 2024 and were signed below on its behalf by:



Mike Davis  
Chair of Governors



# STATEMENT OF CASH FLOWS

For the year ended 31<sup>st</sup> August 2024

	2024	2023
£	£	£
<b>Cash flows from operating activities:</b>		
Net cash provided by operating activities	7,487,724	1,656,148
<b>Cash flows from investing activities:</b>		
Interest received	190,531	57,774
Purchase of tangible fixed assets	(358,516)	(1,902,011)
<b>Net cash used in investing activities</b>	<b>(167,985)</b>	<b>(1,844,237)</b>
<b>Cash flows from financing activities</b>		
Repayment of bank loan	(1,183,350)	(157,826)
<b>Change in cash and cash equivalents</b>	<b>6,136,389</b>	<b>(345,915)</b>
<b>Cash and cash equivalents at the beginning of the reporting period</b>	<b>2,215,807</b>	<b>2,561,722</b>
<b>Cash and cash equivalents at the end of the reporting period</b>	<b>8,352,196</b>	<b>2,215,807</b>

## RECONCILIATION OF NET INCOME/(EXPENDITURE) TO NET CASH FLOW FROM OPERATING ACTIVITIES

	2024	2023
£	£	£
Net income for the reporting period (as per the Statement of Financial Activities)	2,384,189	1,358,975
Adjustments for:		
Depreciation	820,574	1,358,975
Increase/(decrease) in stock	(3,414)	(12,936)
Increase/(decrease) in debtors	(62,093)	(70,994)
Increase/(decrease) in creditors	4,538,999	(354,424)
Interest received	(190,531)	(57,774)
<b>Net cash provided by operating activities</b>	<b>7,487,724</b>	<b>1,656,148</b>

## ANALYSIS OF CASH AND CASH EQUIVALENTS

	2024	2023
£	£	£
Cash in hand and at bank	8,352,196	2,215,807
<b>Total cash and cash equivalents</b>	<b>8,352,196</b>	<b>2,215,807</b>

## ANALYSIS OF CHANGES IN NET DEBT

	At 1 September 2023 £'000	Cash flows £'000	At 31 August 2024 £'000
<b>Cash and cash equivalents</b>			
Cash	2,215,807	6,136,389	8,352,196
	<u>2,215,807</u>	<u>6,136,389</u>	<u>8,352,196</u>
<b>Borrowings</b>			
Debt due within one year	(230,640)	230,640	-
Debt due after one year	(952,710)	952,710	-
	<u>(1,183,350)</u>	<u>1,183,350</u>	<u>-</u>
<b>Total Net (debt)/cash</b>	<u>1,032,457</u>	<u>7,319,739</u>	<u>8,352,196</u>

# NOTES TO THE FINANCIAL STATEMENTS

For the year ended 31<sup>st</sup> August 2024

## 1. ACCOUNTING POLICIES

### Basis of preparation

The financial statements have been prepared in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS102), the Companies Act 2006 and the 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) – second edition effective 1<sup>st</sup> January 2019.

The functional currency of the School is considered to be GBP because that is the currency of the primary economic environment in which the School operates. The School is a Public Benefit Entity registered as a charity in England and Wales and a company limited by guarantee (company number: 08093330 and charity number: 1148512). The financial statements have been prepared under the historical cost convention, subject to the revaluation of certain fixed assets.

### Going Concern

Governors have discussed the threats to the organisation including economic threats and specific sector threats such as pupil numbers, TPS costs, loss of business rate relief, local competition and the reality of VAT being added to school fees. There has been minimal impact due to VAT to date in the Senior School with only a few pupils giving notice to withdraw following the announcement of the addition of VAT from January 2025. A small number of parents have asked for hardship support. The Junior School have seen lower pupil numbers in the early years in September 2025 which is in line with many other prep schools. The Prep School have seen a similar reduction in their numbers for September 2025. The Board are aware that there could still be a significant impact on pupil numbers in the future in relation to VAT and plans to mitigate a reduction in income include cutting costs, increasing income via lettings and being ready to take on pupils from other schools in difficulty. The Board discussed and agreed plans to mitigate these risks. These discussions will continue.

Budgets have been prepared with these plans in mind and have been reviewed and approved. Governors have also reviewed the funding facilities available to the School together with the expected ongoing demand for places and the School's future projected cash flows. The Governors have a reasonable expectation that the School has adequate resources to continue its activities for the foreseeable future and consider that there were no material uncertainties over the School's financial viability. Accordingly, they continue to adopt the going concern basis in preparing the financial statements as outlined in the Statement of Accounting and Reporting Responsibilities on page 5.

### Critical accounting judgements and key sources of estimation uncertainty

In the application of the accounting policies, Governors are required to make judgements, estimates, and assumptions about the carrying value of assets and liabilities that are not readily apparent from other sources. The estimates and underlying assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may differ from these estimates.

The estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised if the revision affects only that period, or in the period of the revision and future periods if the revision affected current and future periods.

Judgements made by the Governors, in the application of these accounting policies that have significant effect on the financial statements and estimates with a significant risk of material adjustment in the next year are deemed to be in relation to the depreciation rates of tangible fixed assets and are discussed below.

In the view of the Governors, no assumptions concerning the future or estimation uncertainty affecting assets or liabilities at the balance sheet date are likely to result in a material adjustment to their carrying amounts in the next financial year.



**Income**

Fees receivable and other fees are accounted for in the period in which the service is provided. Fees receivable represent fees less bursaries and allowances and other income derived from the School's continuing activities. Fundraising and other income is accounted for when entitlement arises, the amount can be reliably quantified and the economic benefit to the School is considered probable.

**Expenditure**

Expenditure is accounted for on an accruals basis and is recognised when there is a legal or constructive obligation to pay for expenditure.

All costs have been attributed to the functional categories of resources expended in the Statement of Financial Activities. The School is not registered for VAT and accordingly expenditure is included gross of irrecoverable VAT.

Governance costs comprise the costs of running the charity, including strategic planning for its future development, external audit, any legal advice for the School's Governors, and all the costs of complying with constitutional and statutory requirements, such as costs of Board and Committee meetings and of preparing statutory accounts and satisfying public accountability.

**Tangible fixed assets**

Tangible assets, except the freehold property, are stated at cost less depreciation.

Depreciation is provided on all tangible fixed assets other than freehold land, at rates calculated to write off the cost less their estimated residual value of each asset over its expected useful life, as follows:

School buildings	- 2% on cost
Motor vehicles	- 20% on cost
Furniture, fittings and equipment	- 33.3% on cost
Property improvements	- 20% on cost
St Bernard's extension	- 4% on cost

Individual items costing less than £2,000 are normally written off as an expense on acquisition.

**Stock**

Stock is stated at the lower of cost and net realisable value. Stock reflects umbrellas and catering supplies.

**Financial instruments**

Basic financial instruments are initially recognised at transaction value and subsequently measured at amortised value with the exception of investments which are held at fair value. Financial assets held at amortised cost comprise cash at bank and in hand, together with trade and other debtors. A specific provision is made for debts for which recoverability is in doubt. Cash at bank and in hand is defined as all cash held in bank accounts and used as working capital. Financial liabilities held at amortised cost comprise all creditors except social security and other taxes and provisions.

**Debtors**

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

**Cash at bank and in hand**

Cash at bank and cash in hand includes cash and short-term deposits.

**Creditors and provisions**

Creditors and provisions are recognised where the School has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors and provisions are normally recognised at their settlement amount after allowing for any trade discounts due.

**Pensions**

The Teachers' Pension Scheme - this scheme is a multi-employer pension scheme. It is not possible to identify the School's share of the underlying assets and liabilities of the Teachers' Pension Scheme on a consistent and reasonable basis and therefore, as required by FRS102, the School accounts for the scheme as if it were a defined contribution scheme. The School's contributions, which are in accordance with the recommendations of the Government Actuary, are charged in the period in which the salaries to which they relate are payable.

The School also operates 2 defined contribution group personal pension schemes for non-teaching staff.

**Operating lease commitments**

The rentals payable under operating leases are charged to the Statement of Financial Activities (SOFA) on a straight line basis over the lease term.

**Fund accounting**

Funds held by the charity are:

*Unrestricted funds* – these are funds which can be used in accordance with the charitable objects at the discretion of the Governors.

*Designated funds* – these are unrestricted funds marked by the Board of Governors for particular purposes.

*Restricted funds* – these are funds that can only be used for particular restricted purposes within the objects of the charity. Further explanation of the nature and purpose of the restricted funds is included in note 14b to the accounts.

<b>2. NET INCOME</b>	<b>2024</b>	<b>2023</b>
	<b>£</b>	<b>£</b>
<b>Net income is stated after charging</b>		
Depreciation of owned tangible fixed assets	820,574	793,301
Auditor's remuneration – audit services	27,570	25,710
Operating leases – buildings	562,674	525,478
– equipment	67,210	68,775
<b>3. FEES RECEIVABLE</b>	<b>2024</b>	<b>2023</b>
	<b>£</b>	<b>£</b>
<b>Fees receivable consist of:</b>		
Gross fees	24,419,458	22,553,224
Less: Bursaries, scholarships	(1,233,862)	(1,109,244)
Less: Other awards	(1,197,994)	(1,168,668)
	<u>21,987,602</u>	<u>20,275,312</u>
<b>4. OTHER ACADEMIC INCOME</b>	<b>2024</b>	<b>2023</b>
	<b>£</b>	<b>£</b>
Examination fees	120,108	106,426
Registration fees	67,600	72,175
Extras	1,237,129	1,180,501
Other Income	214,730	168,451
	<u>1,639,567</u>	<u>1,527,553</u>

5. OTHER EDUCATIONAL INCOME	2024 £	2023 £
Catering	856,601	832,932
Minibus	70,620	60,928
Other Income	-	-
	<u>927,221</u>	<u>893,860</u>

6. OTHER DONATIONS AND LEGACIES	2024 £	2023 £
Donations	245,976	192,736
Legacy	560,680	--
	<u>806,656</u>	<u>192,736</u>

7. EXPENDITURE	Staff costs £	Depreciation £	Other costs £	2024 £	2023 £
<b>Charitable Activities:</b>					
Teaching	13,577,113	-	2,113,843	15,690,956	14,783,420
Establishment	1,011,478	820,573	3,071,577	4,903,628	4,472,962
Welfare	407,823	-	214,808	622,631	573,999
Support and Administration	1,699,021	-	448,069	2,147,090	1,987,214
	<u>16,695,435</u>	<u>820,573</u>	<u>5,848,297</u>	<u>23,364,305</u>	<u>21,817,595</u>

Prior Year comparative:

	Staff costs £	Depreciation £	Other costs £	2023 £	2022 £
<b>Charitable Activities:</b>					
Teaching	12,767,627	-	2,015,793	14,783,420	13,744,509
Establishment	943,443	793,301	2,736,218	4,472,962	4,114,638
Welfare	374,411	-	199,588	573,999	538,288
Support and Administration	1,575,767	-	411,447	1,987,214	1,906,384
	<u>15,661,248</u>	<u>793,301</u>	<u>5,363,046</u>	<u>21,817,595</u>	<u>20,303,819</u>

Included within support and administration costs above are governance costs of £33,897 (2023: £28,898) in respect of auditors' remuneration, governing body expenses and legal fees.



**8. PARTICULARS OF EMPLOYEES**

The average persons employed by the School during the year was:

	<b>2024 No.</b>	<b>2023 No.</b>
Education	267	271
Administration and domestic	129	112
	<hr/>	<hr/>
	396	383
	<hr/>	<hr/>

	<b>2024</b>	<b>2023</b>
<i>Their total remuneration was:</i>	<b>£</b>	<b>£</b>
Wages and salaries	13,310,725	12,572,608
Social security costs	1,339,082	1,263,631
Other pension costs	2,045,628	1,825,009
	<hr/>	<hr/>
	16,695,435	15,661,248
	<hr/>	<hr/>

The number of staff with emoluments within the following ranges were:

	<b>2024 No.</b>	<b>2023 No.</b>
£60,000 - £69,999	34	26
£70,000 - £79,999	15	6
£80,000 - £89,999	3	3
£90,000 - £99,999	2	1
£100,000 - £109,999	3	3
£150,000 - £159,999	1	0
£180,000 - £189,999	0	1

The total remuneration of key management personnel during the year was £904,333 (2023: £933,192).

The School made defined benefit pension contributions of £155,256 (2023: £147,811) in the year in respect of the 6 key management personnel above.

There were three termination payments made in the year for £13,581 (2023: £6,116).

**GOVERNORS' REMUNERTION AND REIMBURSED EXPENSES**

None of the Governors received any form of remuneration (2023: none).

**9. TAXATION**

St Benedict's School Ealing is a registered charity and is not liable to taxation.

**10. TANGIBLE FIXED ASSETS**

	Freehold Land and Property	Furniture fittings and equipment	Property Improve- ments	School Buildings	Motor vehicles	Total
	£	£	£	£	£	£
<b>Cost or valuation</b>						
At 1 September 2023	4,440,459	1,448,736	4,149,460	13,144,340	232,048	23,415,043
Additions at cost	-	54,859	132,348	-	171,309	358,516
Disposals	-	-	-	-	-	-
	-----	-----	-----	-----	-----	-----
At 31 August 2024	4,440,459	1,503,595	4,281,808	13,144,340	403,357	23,773,559
	-----	-----	-----	-----	-----	-----
<b>Depreciation</b>						
At 1 September 2023	206,900	1,341,995	1,118,206	1,853,472	180,835	4,701,408
Charge for the year	18,809	87,711	433,826	262,887	17,341	820,574
Disposals	-	-	-	-	-	-
	-----	-----	-----	-----	-----	-----
At 31 August 2024	225,709	1,429,706	1,552,032	2,116,359	198,176	5,521,982
	-----	-----	-----	-----	-----	-----
<b>Net Book Value</b>						
At 31 August 2024	4,214,750	73,889	2,729,776	11,027,981	205,181	18,251,577
	=====	=====	=====	=====	=====	=====
At 31 August 2023	4,233,559	106,741	3,031,254	11,290,868	51,213	18,713,635
	=====	=====	=====	=====	=====	=====

**11. DEBTORS**

	2024 £	2023 £
Unpaid fees and miscellaneous debtors	4,580	23,200
Prepayments and accrued income	266,917	261,722
Other debtors	197,796	122,278
	-----	-----
	469,293	407,200
	=====	=====

<b>12. CREDITORS: amounts falling due within one year</b>	<b>2024</b>	<b>2023</b>
	<b>£</b>	<b>£</b>
Trade creditors	353,685	243,054
Fees received in advance	3,054,929	977,228
Deposits held	247,734	203,416
Bank Loan	-	230,640
Other taxation and social security	295,607	294,986
Other creditors	123,736	186,517
Pension deficit payments	66,424	64,490
Accruals	256,016	186,796
Amounts due to the Trustees of the Charity of the Bernadine Sisters	100,000	100,000
	<u>4,498,131</u>	<u>2,487,127</u>
<b>13. CREDITORS: amounts falling due after more than one year</b>	<b>2024</b>	<b>2023</b>
	<b>£</b>	<b>£</b>
Bank loan	-	952,710
Pension deficit payments	409,242	449,633
Fees received in advance	2,617,815	109,677
Deposits held	2,667,747	2,761,914
Amounts due to the Trustees of the Charity of the Bernadine Sisters	743,597	819,822
	<u>6,438,401</u>	<u>5,093,756</u>

In 2016 the School took out a loan for £7.5m to build a new Junior School wing, the Ark. In July 2024 this loan was repaid in full.

On 1 January 2019 the School acquired St Bernard's Preparatory School from the Charity of the Bernadine Sisters for £1,500,000 payable in 30 instalments of £50,000 over a 15-year period. The first payment was made on acquisition, with subsequent instalments due twice a year on 30 September and 31 March. The net present value of this liability at 31 August 2024 is £843,597 which has been split between creditors due in less than one year and creditors due in more than one year accordingly (2023: £919,822).



**14a. UNRESTRICTED FUNDS**

	Brought forward at 1 September 2023 £	Income £	Expenditure £	Movements in pension provision & Transfers £	Carried forward at 31 August 2024 £
General funds	9,480,322	24,967,972	(23,151,301)	18,809	11,315,802
<i>Designated funds</i>					
Land and Property Fund	4,233,559	-	-	(18,809)	4,214,750
Legacy	-	560,680	-	-	560,680
	4,233,559	560,680	-	(18,809)	4,775,430
	13,713,881	25,528,652	(23,151,301)	-	16,091,232

*Land and Property Fund*

The land and property fund represents the net book value of the School's freehold land and property. A decision was made to separate this fund from the general fund in recognition of the fact that the freehold property is used to provide accommodation for staff and the fund value would not be easily realisable if needed to meet future contingencies. On the acquisition of St Bernard's £3.5m of land was recognised in this fund.

**Prior Year Comparative:**

	Brought forward at 1 September 2022 £	Income £	Expenditure £	Movements in pension provision & Transfers £	Carried forward at 31 August 2023 £
General funds	8,099,173	22,980,470	(21,618,130)	18,809	9,480,322
<i>Designated funds</i>					
Land and Property Fund	4,252,368	-	-	(18,809)	4,233,559
	4,252,368	-	-	(18,809)	4,233,559
	12,351,541	22,980,470	(21,618,130)	-	13,713,881

**14b. RESTRICTED FUNDS**

	Brought forward at 1 September 2023	Income	Expenditure	Carried forward at 31 August 2024
	£	£	£	£
OPA Headmasters Fund	3,035	1,000	-	4,035
Science Garden and Pond	9,228	-	-	9,228
Bursary Appeal	-	86,960	(86,960)	-
Leavers Donations	20,962	18,181	(20,962)	18,181
Annual Fund / Music Studio	6,579	-	(6,579)	-
Annual Fund / Climate Station	4,357	-	(4,357)	-
Annual Fund / Gym	3,608	2,096	(5,704)	-
Annual Fund / Bursaries	-	130,646	(105,217)	25,429
Richard Baker Lecture Series	11,665	4,581	(4,242)	12,004
Misc Gifts and Sponsorships	313	1,812	(2,125)	-
Sloboda Music	5,358	600	(142)	5,816
Ukrainian Student Fund	2,750	-	(2,750)	-
	<u>67,855</u>	<u>245,876</u>	<u>(239,038)</u>	<u>74,693</u>

*OPA Headmaster's Fund*

This fund relates to an annual donation from the Old Priorians' Association for the Headmaster to award to pupil(s) for a specific project or educational experience.

*Science Garden and Pond*

This fund incorporates monies donated by the Gulamhuseinwala family in memory of a former pupil and to be used for a science pond. It also includes monies raised in the annual giving campaign for a science garden and pond. From 2020 these funds were amalgamated.

*Bursary Appeal, Leaver Donations and Bursary Rescue Fund Appeal*

This fund comprises monies to be used for the provision of bursaries for talented academic, sporting and musical pupils.

*Annual Fund /Music Studio*

This fund comprises annual giving monies received in 2021-22. This was spent on technical equipment for the Music Studio.

*Annual Fund /Climate Station*

This fund comprises annual giving monies received in 2022-23. This was spent on a new climate station

*Annual Fund /Gym*

This fund comprises annual giving monies received in 2022-23. This was spent on the refurbishment of the Gym.

*Richard Baker Lecture Series*

Monies donated to fund a series of lectures by a former pupil who was inspired by Richard Baker.

*Miscellaneous Gifts*

This was money donated to be used for Fencing and Adrian Kellet Public speaking cup

*Sloboda Music*

Funds donated for music activities including concerts.

*Ukrainian Student Fund*

This is a donation to be used for equipment for Ukrainian refugees studying at St Benedict's.

## Prior Year Comparative:

## 14b. RESTRICTED FUNDS

	Brought forward at 1 September 2022	Income	Expenditure	Carried forward at 31 August 2024
	£	£	£	£
OPA Headmasters Fund	2,750	1,000	(715)	3,035
Science Garden and Pond	9,228	-	-	9,228
Bursary Appeal	-	70,185	(70,185)	-
Leavers Donations	16,959	20,962	(16,959)	20,962
Annual Fund / Music Studio	22,981	-	(16,402)	6,579
Annual Fund / Climate Station		10,000	(5,643)	4,357
Annual Fund / Gym		18,320	(14,712)	3,608
Annual Fund / Bursaries	-	70,457	(70,457)	-
Richard Baker Lecture Series	12,593	-	(928)	11,665
Misc Gifts and Sponsorships		313		313
Sloboda Music	5,209	149	-	5,358
Ukrainian Student Fund	1,500	1,250	-	2,750
	<u>71,220</u>	<u>192,636</u>	<u>(196,001)</u>	<u>67,855</u>

## 15. ANALYSIS OF NET ASSETS BETWEEN FUNDS

	Tangible Fixed assets £	Other assets/ (liabilities) £	Total 2024 £	Total 2023 £
Restricted funds	-	74,693	74,693	67,855
<i>Unrestricted funds</i>				
General funds	14,036,827	(2,721,025)	11,315,802	9,480,322
Designated funds	4,214,750	560,680	4,775,430	4,233,559
	<u>18,251,577</u>	<u>(2,085,652)</u>	<u>16,165,925</u>	<u>13,781,736</u>



**Prior Year Comparative:**

	<b>Tangible Fixed assets £</b>	<b>Other assets/ (liabilities) £</b>	<b>Total 2023 £</b>	<b>Total 2022 £</b>
Restricted funds	-	67,855	67,855	71,220
<i>Unrestricted funds</i>				
General funds	14,480,076	(4,999,754)	9,480,322	8,099,173
Designated funds	4,233,559	-	4,233,559	4,252,368
	<u>18,713,635</u>	<u>(4,931,899)</u>	<u>13,781,736</u>	<u>12,422,761</u>

**PENSION COSTS****(a) Teachers' Pension Scheme**

The School participates in the Teachers' Pension Scheme ("the TPS") for its teaching staff. The pension charge for the year includes contributions payable to the TPS of £1,544,242 (2023: £1,527,556) and at the year-end £0 (2023 - £0) was accrued in respect of contributions to this scheme.

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

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

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

The employer contribution rate for the TPS is 28.6%, and employers are also required to pay a scheme administration levy of 0.08% giving a total employer contribution rate of 28.68%.

**(b) Support Staff and Alternative Teacher Pension Scheme**

The School runs four defined contribution schemes including two auto enrolment schemes for its teaching and non-teaching staff who are not in a final salary scheme. The cost for the year of the School's contributions was £755,355 (2023: £518,409).

**(c) Former Support Staff Pension Scheme**

The School previously participated in The Independent Schools' Pension Scheme ('the scheme'), the scheme was closed to future accruals on 30<sup>th</sup> September 2018. The scheme is a multi-employer scheme run by The Pensions Trust which provides benefits to some 61 non-associated employers. The scheme is a defined benefit scheme in the UK. It is not

possible for the company to obtain sufficient information to enable it to account for the scheme as a defined benefit scheme, therefore it accounts for the scheme as a defined contribution scheme.

The scheme is subject to the funding legislation outlined in the Pensions Act 2004 which came into force on 30 December 2005. This, together with documents issued by the Pensions Regulator and Technical Actuarial Standards issued by the Financial Reporting Council, set out the framework for funding defined benefit occupational pension schemes in the UK.

The scheme is classified as a 'last-man standing arrangement'. Therefore the School is potentially liable for other participating employers' obligations if those employers are unable to meet their share of the scheme deficit following withdrawal from the scheme. Participating employers are legally required to meet their share of the scheme deficit on an annuity purchase basis on withdrawal from the scheme.

A full actuarial valuation for the scheme was carried out with an effective date of 30 September 2020. This actuarial valuation was certified on 22 December 2021 and showed assets of £201.1m, liabilities of £256.3m and a deficit of £55.2m. To eliminate this funding shortfall, the trustees and the participating employers have agreed that additional contributions will be paid, in combination from all employers, to the scheme as follows:

#### **Deficit contributions**

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From 1 September 2022 to 30 June 2032:	£2,687,000 per annum (payable monthly and increasing by 3% on each 1 <sup>st</sup> September)
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Note that the scheme's previous valuation was carried out with an effective date of 30 September 2017. This valuation showed assets of £149.4m, liabilities of £187.6m and a deficit of £38.2m. To eliminate this funding shortfall, the Trustees had asked the participating employers to pay additional contributions to the scheme as follows:

#### **Deficit contributions**

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From 1 September 2019 to 31 April 2030:	£2,387,357 per annum (payable monthly and increasing by 3% on each 1 <sup>st</sup> September)
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The recovery plan contributions are allocated to each participating employer in line with their estimated share of the scheme liabilities.

Where the scheme is in deficit and where the company has agreed to a deficit funding arrangement the company recognises a liability for this obligation. The amount recognised is the net present value of the deficit reduction contributions payable under the agreement that relates to the deficit. The present value is calculated using the discount rate detailed in these disclosures. The unwinding of the discount rate is recognised as a finance cost.

The deficit contribution paid by the School during the year was £64,490 (2023: £62,611).

**17. OPERATING LEASE COMMITMENTS**

At 31 August 2023, the School had total commitments under non-cancellable operating leases payable as follows:

	<b>Land &amp; Buildings 2024 £</b>	<b>Other 2024 £</b>	<b>Land &amp; Buildings 2023 £</b>	<b>Other 2023 £</b>
Within one year	580,680	70,403	562,673	71,974
Between two and five years	2,092,615	137,042	2,150,190	204,113
More than 5 years	-	-	-	-
	<u>2,673,295</u>	<u>207,445</u>	<u>2,712,863</u>	<u>276,087</u>

Operating lease commitments have been calculated at current rates and will be updated annually for RPIs as per the contracts.

**18. SHARE CAPITAL AND CONTROLLING PARTY**

The School is limited by guarantee and therefore has no share capital. The liability of the members in the event of a winding up is £1 each. No one member has overall control of the School.

**19. RELATED PARTY TRANSACTIONS**

At 31<sup>st</sup> August there were two donations from Governors totalling £210 (2023: £250).

**20. CAPITAL COMMITMENT**

The School were not committed to any capital expenditure at 31<sup>st</sup> August 2024 nor at 31<sup>st</sup> August 2023.



## 21. PRIOR YEAR COMPARATIVES BY FUND

INCOME FROM:	Note	Unrestricted Funds £	Restricted Funds £	Total 2023 £
<b>Charitable activities</b>				
Fees	3	20,275,312	-	20,275,312
Other academic income	4	1,527,553	-	1,527,553
Other educational income	5	893,860	-	893,860
<b>Donations</b>				
Other donations and grants	6	100	192,636	192,736
<b>Other trading activities</b>				
Lettings income		225,871	-	225,871
<b>Bank interest</b>		57,774	-	57,774
<b>Total Income</b>		<u>22,980,470</u>	<u>192,636</u>	<u>23,173,106</u>
<b>EXPENDITURE ON:</b>	7			
<b>Charitable activities:</b>				
Teaching		14,783,420	-	14,783,420
Establishment		4,276,961	196,001	4,472,962
Welfare		573,999	-	573,999
Administration		1,987,214	-	1,987,214
<b>Total Expenditure</b>		<u>21,621,594</u>	<u>196,001</u>	<u>21,817,595</u>
<b>Net income</b>	2	1,358,876	(3,365)	1,355,511
<b>Pension provision movement</b>		3,464	-	3,464
<b>Net movement in funds</b>		<u>1,362,340</u>	<u>(3,365)</u>	<u>1,358,975</u>
 Total funds at 1 September 2022		 <u>12,351,541</u>	 <u>71,220</u>	 <u>12,422,761</u>
<b>Total funds at 31 August 2023</b>		<u><u>13,713,881</u></u>	<u><u>67,855</u></u>	<u><u>13,781,736</u></u>

# GOVERNING BODY

For the year ended 31<sup>st</sup> August 2024

## GOVERNORS

The Governors are both charity trustees and directors of St Benedict's School Ealing. They have all served in office throughout the period except where indicated.

### Governors

Mr Mike Ainslie (retired 01/12/2023)  
 Mr Alex Avella  
 Mr Joe Berger (Chair of Governors to 17/03/2024, retired from Board 20/06/2024)  
 Ms Anne Blixen-Finecke (appointed 01/12/2023)  
 Ms Mary Boyle  
 Mr Amit Chatterjee (appointed 01/12/2023)  
 Ms Melissa Davies-Wright  
 Mr Mike Davis (Acting Chair of Governors appointed 03/07/2024, Chair of Governors appointed 11/11/2024)  
 Ms Mary Edis (Chair of Governors 18/03/2024 to 02/07/2024, retired from Board 02/10/24)  
 Mr David Howe (retired 09/04/2024)  
 Mr Paul Keyte  
 Mr Mark Leonard (retired 14/03/2024)  
 Dom Ambrose McCambridge  
 Ms Ros Nockles  
 Mr Alex Pereira-Inacio  
 Ms Liz Pilgrim  
 Mr Brian Taylor (retired 16/03/2024)  
 Abbot Dominic Taylor  
 Mr Jonathan Walsh (retired 16/03/2024)  
 Ms Fiona Yates (appointed 20/06/2024)

### Heads

Mr J Smith (Chief Executive and Head of St Benedict's Senior School)  
 Mr R G Simmons (Head of St Benedict's Junior School)  
 Ms A Verma (Head of St Bernard's Preparatory School)

### Clerk to the Governors and Bursar

Ms C Bedwin

<b>Company number</b>	08093330
<b>Registered charity number</b>	1148512
<b>Registered Office</b>	54 Eaton Rise, Ealing, London, W5 2ES
<b>Email address</b>	bursarsoffice@stbenedicts.org.uk
<b>Website</b>	www.stbenedicts.org.uk

# ADVISORS

For the year ended 31<sup>st</sup> August 2024

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**Bankers**

Barclays Bank  
Onslow Hall  
Little Green  
Richmond  
Surrey  
TW9 1QS

Allica Bank  
4<sup>th</sup> Floor  
164 Bishopsgate  
London  
EC2M 4LX

**Solicitors**

Veale Wasbrough Vizards  
Orchard Court  
Orchard Lane  
Bristol  
BS1 5WS

Weightmans LLP  
100 Old Hall Street  
Liverpool  
Merseyside  
L3 9QJ

**Auditor**

HaysMac LLP  
10 Queen Street Place  
London  
EC4R 1AG

**Insurance Brokers**

PIB Risk Services Limited  
Poppleton Grange  
Low Poppleton Lane  
York  
YO2 6AZ



# INDEPENDENT AUDITOR'S REPORT

TO THE MEMBERS OF ST BENEDICT'S SCHOOL EALING

## Opinion

We have audited the financial statements of St Benedict's School Ealing for the year ended 31 August 2024 which comprise the Statement of Financial Activities, the Balance Sheet, the Statement of Cash Flows and notes to the financial statements, 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 the charitable company's net movement in funds, including the income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

## Basis for opinion

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

## Conclusions relating to going concern

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

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

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

## Other information

The governors are responsible for the other information. The other information comprises the information included in the Headmaster's Report and the Governors' 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.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

## Opinions 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 (which includes the strategic report and the directors' report prepared for the purposes of company law) for the financial year for which the financial statements are prepared is consistent with the financial statements; and

# INDEPENDENT AUDITOR'S REPORT (continued)

## TO THE MEMBERS OF ST BENEDICT'S SCHOOL EALING

- the strategic report and the directors' report included within the Governors' Report have been prepared in accordance with applicable legal requirements.

### Matters on which we are required to report by exception

In the light of the 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 (which incorporates the strategic report and the directors' report).

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

- adequate accounting records have not been kept by the charitable company, or returns adequate for our audit have not been received from branches not visited by us; or
- the charitable company financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit.

### Responsibilities of trustees for the financial statements

As explained more fully in the trustees' responsibilities statement set out on page 5, the trustees (who are also the directors of the charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the trustees are responsible for assessing the charitable company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to liquidate the charitable company or to cease operations, or have no realistic alternative but to do so.

### Auditor's responsibilities for the audit of the financial statements

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

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 charitable company and the environment in which it operates, we identified that the principal risks of non-compliance with laws and regulations related to independent school regulations, safeguarding regulations, health and safety law, GDPR and employment law and we considered the extent to which non-compliance might have a material effect on the financial statements. We also considered those laws and regulations that have a direct impact on the preparation of the financial statements such as the Companies Act 2006, the Charities Act 2011, and payroll tax.

We evaluated management's incentives and opportunities for fraudulent manipulation of the financial statements (including the risk of override of controls), and determined that the principal risks were related to posting inappropriate journal entries to revenue and management bias in accounting estimates. Audit procedures performed by the engagement team included:

- Inspecting correspondence with regulators and tax authorities;

# INDEPENDENT AUDITOR'S REPORT (continued)

TO THE MEMBERS OF ST BENEDICT'S SCHOOL EALING

- Discussions with management including consideration of known or suspected instances of non-compliance with laws and regulation and fraud;
- Evaluating management's controls designed to prevent and detect irregularities;
- Identifying and testing journals, and
- Challenging assumptions and judgements made by management in their critical accounting estimates.

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 auditor's report.

## Use of our report

This report is made solely to the charitable company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the charitable company's members those matters we are required to state to them in an Auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company and the charitable company's members, as a body, for our audit work, for this report, or for the opinions we have formed.



Lee Stokes (Senior Statutory Auditor)  
For and on behalf of HaysMac LLP, Statutory Auditor  
Date: 10 / 12 / 2024

10 Queen Street Place  
London  
EC4R 1AG





ST BENEDICT'S SCHOOL  
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Ealing • London • W5 2ES • 020 8862 2000