

BISHOP CHALLONER SCHOOL

England & Wales · Charity number 1153948

Details

Status Registered

Legal form Charitable company

Company number [08652238](#)

Registered 2013-09-25

Register [View on the Charity Commission register](#)

Contact

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Activities

Objects: THE ADVANCEMENT OF THE ROMAN CATHOLIC RELIGION THROUGH THE CONDUCT OF A ROMAN CATHOLIC SCHOOL AND BY ANCILLARY RELIGIOUS AND EDUCATIONAL ACTIVITIES FOR THE BENEFIT OF THE PUBLIC.

Activities: CATHOLIC INDEPENDENT SCHOOL CO-ED 3-18 YEAR OLDS (NURSERY TO 6TH FORM)

Classification

- **How:** Provides Buildings/facilities/open Space, Provides Services
- **What:** Education/training
- **Who:** Children/young People

Geography

- Bromley

Finances

Period end	Income	Expenditure	Assets	Employees
2024-08-30	-	-	-	-
2023-08-30	£3,511,115	£3,653,146	£1,311,486	66
2022-08-31	£3,054,353	£3,226,392	£1,453,517	67
2021-08-31	£3,123,107	£3,315,009	£1,625,556	70
2020-08-31	£3,303,881	£3,489,270	£1,817,458	70
2019-08-31	£3,529,989	£3,486,740	£2,002,847	74

Trustees

Name	Role	Appointed
PATRICIA MARY COLLING	Chair	2014-11-25
ANTHONY JAMES CHRUMKA		2021-11-25
Charles Juba		2024-12-02
DEAN LEE LAKE FCA		2018-03-14
Keesia Rachael Samuels		2024-12-02
Lisa Laura Hodson		2024-12-02
OLIVE ESSIEN		2021-11-25
Philippe Robert Ernest Roucoule		2024-12-02
REV Stephen Gerard Wymer		2016-06-15
SEBASTIAN JOHN FRANCIS O'CONNELL		2020-07-01

BISHOP CHALLONER SCHOOL

England & Wales - Charity number 1153948

Accounts

Charity registration number 1153948

Company registration number 08652238 (England and Wales)

BISHOP CHALLONER SCHOOL
(LIMITED BY GUARANTEE)
ANNUAL REPORT AND FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 AUGUST 2023

BISHOP CHALLONER SCHOOL

LEGAL AND ADMINISTRATIVE INFORMATION

Trustees	P M Colling A J Chrumka O Essien T A Cassidy S J F O'Connell D L Lake Rev S G Wymer
Charity number	1153948
Company number	08652238
Registered office	228 Bromley Road Shortlands Kent BR2 0BS
Auditor	Baxter & Co Lynwood House Crofton Road Orpington Kent BR6 8QE

BISHOP CHALLONER SCHOOL

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BISHOP CHALLONER SCHOOL

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT)

FOR THE YEAR ENDED 30 AUGUST 2023

The Trustees of the Charity, who are also the Directors of the company, present their annual report and financial statements for the year ended 30 August 2023.

The financial statements have been prepared in accordance with the accounting policies set out in note 1 to the financial statements and comply with the Charity's constitution, the Companies Act 2006 and "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).

Objectives and activities

Bishop Challoner is an independent Catholic school that also provides educational opportunities for all faiths and none. The school aims to provide a broad general education for 3 to 18-year-old boys and girls. The "all-through" education provides them with a good moral grounding, outstanding pastoral care and excellent academic progress. Bishop Challoner provides a supportive, caring and innovative environment for the pupils .

We aim to:

- provide an ambitious, happy, secure, caring and challenging learning environment within a welcoming Christian Catholic Community where there is an awareness of and a respect for all faiths and ethnicities;
- recognise each pupil as a unique individual, in whom we have high expectations both academically and behaviourally, and who has a special role and part to play within the school community, where diversity and equality are a fundamental part of the school's everyday life;
- encourage and enable each pupil to achieve his or her potential in all areas of school life where personal success is celebrated and valued, working in tandem with parents and carers thus preparing all our young people for their future lives beyond Bishop Challoner;
- provide a balanced curriculum which is responsive to an ever-changing world, is supportive of all needs and aspirations and fosters intellectual curiosity, global awareness and academic achievement;
- provide high quality teaching by well qualified and motivated staff in a positive and supportive environment, building self-confidence and resilience in our young people;
- play an important and active role in the wider community, through partnerships and community initiatives, thus developing a social conscience and a sense of responsibility towards all members of society at a local, regional and national level.

Bishop Challoner aims to be one of the leading co-educational schools in the Bromley and London area. We are committed to providing an environment in which all our pupils are challenged to be the best they can be, in line with our school motto 'Quantum Potes, Tantum Aude' – Dare to be your best. Pastoral care and wellbeing underpin academic, co-curricular and spiritual enterprise. We believe in providing an education that is enriching and forward thinking for all Challoner pupils and we seek to ensure that the learning experience at our school blends the best of tradition with the exciting opportunities provided by new technology, partnerships and enterprise.

We believe a truly excellent school is about more than academic achievement alone: it is developing a passion for learning, for developing skill sets within our pupils that readies them for the world of work or university. We have created an environment where pupils have self-awareness and resilience, self-confidence without arrogance and genuine interests that extend beyond the confines of the classroom.

BISHOP CHALLONER SCHOOL

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED)

FOR THE YEAR ENDED 30 AUGUST 2023

At Bishop Challoner we focus on developing the whole person, aiming to ensure that each pupil understands their responsibilities towards others. We want our pupils to leave Challoner well equipped to engage positively with a rapidly advancing world as accomplished problem solvers and innovators, adaptable thinkers and team players, confident in their ability to lead and with a clear appreciation of and respect for the views and potential of others. In so doing we remain true to our founding Christian principles and values.

To deliver these aims Challoner currently has six distinctive strategic objectives – academic excellence, pastoral and wellbeing excellence, co-curricular excellence, social responsibility, spiritual understanding and commitment to technology advancement and innovation. Of these, pastoral and social responsibility are strongest and provide excellent outcomes for our pupils.

We fulfil our aims well. Our pastoral care system provides human dignity to all members of the school community. It supports our pupils reaching their full potential within a truly supportive environment. Pupils' achievements are celebrated in class and assemblies. We offer a wide range of extra-curricular activities with all staff contributing to the programme on offer.

We serve the wider community by making our education available to all, including those who cannot afford our fees, as far as we are able within our resources. The school awards scholarships and bursaries to enable pupils who would not otherwise be able to be educated at the school.

Scholarships are offered at 7+, 11+, 13+ and 16+ for advanced performing pupils who show potential. As well, the school offers means-tested bursaries.

The school educates around 300 pupils, relieving pressure on local schools, and providing a Catholic "all-through" education not otherwise available in the Borough of Bromley.

In addition, the local community benefits through such facilities as the school can offer such as entirely free accommodation for the extremely active local scouts and the Diocese Youth Ministry local office.

We respond to the changing demands of young people in the wider community in ways that would not otherwise be available locally. We provide lettings to a number of after school clubs e.g. holiday camps, technology clubs, taekwondo classes and fencing.

We work hard to maintain the historic listed buildings which the school is fortunate to occupy. The Trustees have paid due regard to guidance issued by the Charity Commission and the school's constitution in deciding activities Bishop Challoner School should undertake.

Public benefit

The Trustees have paid due regard to guidance issued by the Charity Commission in deciding what activities the Charity should undertake.

BISHOP CHALLONER SCHOOL

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED)

FOR THE YEAR ENDED 30 AUGUST 2023

Key examples of how the charity provides public benefit through its aims and values:

- Bishop Challoner has worked closely with several local Catholic State Primary Academies and offered local opportunities for the Key Stage 1 & 2 children to participate in science activities using the school facilities, as well as enjoying spiritual retreats in our School Chapel, hosted by our Chaplain. The school minibus service has operated for pupils attending. The school provides lunches and/or refreshments depending on the time of day the visits take place;
- Several local nurseries and church Mothers' groups have used our Forest School and the school minibus has operated to enable the children to attend. Special play dates e.g. soft play mornings, arts & craft experiences and meet the animals (e.g. visit the reindeer, farm day) have also been enjoyed by the local nursery and pre-schools;
- We allow a Scout group to use our facilities on site on a regular basis;
- Bishop Challoner allows the Diocese's Youth Minister to use a room in the grounds to enable them to carry out their voluntary work;
- Our Sixth Form volunteer with CAFOD and are part of their Youth Leadership Group;
- The School provides its Chapel for the Catholic community who wish to attend some of the Liturgical events. Families have the opportunity to attend First Holy Communion which is offered in June and alumni have used the Chapel for weddings and celebrating special anniversaries;
- The Collective Worship is offered to the public at certain times during the Liturgical year;
- The beautiful heritage campus is enjoyed by the local and wider community. An annual Shortlands Tour takes place each August. During this financial year, there were over 30 visitors and the school provided afternoon tea following the tour;
- Members of Bishop Challoner play an active role in their local communities by taking part in events at local Catholic Churches and St George's Cathedral, supporting local nursing homes, participating in the Duke of Edinburgh's Award scheme and numerous charities;
- The school community is actively involved in many fundraising events both at local and international level e.g. supporting Bromley Food Bank during Harvest time

The school has made significant bursaries available. These help pupils whose parents would otherwise be unable to afford a Bishop Challoner education. Places are therefore made available within the limits of what is possible, to children whose parents need financial assistance in order to meet the costs. Increasingly, families with children already at the school find that a sudden downturn in family finances or an upheaval of some form, means the school needs to offer fee relief on a temporary and non-refundable basis.

Achievements and performance

Significant activities and achievements against objectives

Bishop Challoner prides itself upon sustaining a caring environment where pupils are given the opportunity to participate in a wide range of co-curricular activities.

There has been much positive progress in the last year with:

- Introduction of ParentPay in January 2023
- Introduction of iPads for all pupils in Year 5 upwards, to support and develop the teaching and learning experience
- Parents Evenings online booking system
- OneSatchel rewards and behaviour system enhanced
- Introduction of the Careers package, Unifrog, which is used for all pupils in Years 7 - 13

In 2023, Bishop Challoner celebrated 100% of pupils achieving grade 9-4 in five or more subjects, with 94% gaining at least five GCSEs including Mathematics and English Language.

At A level, Bishop Challoner achieved 100 percent pass rate. All our Year 13 leavers took up places at their first-choice post-18 education, which included Russell Group universities and military services.

BISHOP CHALLONER SCHOOL

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED)

FOR THE YEAR ENDED 30 AUGUST 2023

Staff seek new and innovative ways of educating pupils for the 21st Century, inspiring them to use initiative and encouraging them to become curious and independent learners. In addition:

- Key performance indicators, such as value-added measurements, are scrutinised and shared with Trustees and Governors
- A regular and robust programme of lesson observations
- Pupil questionnaires and pupil meetings
- Cycle of department reviews
- Regular work scrutiny
- Robust Appraisal System
- Robust Line Management System

Pastoral and wellbeing support is very much at the heart of Bishop Challoner and we are well known for our support to pupils who suffer from forms of anxiety or mental health related issues. This pastoral approach is supported via:

- A dedicated Safeguarding Team comprising of Deputy Head, Head of Key Stage 1 & 2, Heads of Key Stage 3, 4 and 5, School Counsellor and School Chaplain
- Pastoral Leadership Team which meets weekly as well as daily catch-up sessions between Deputy Head and Heads of Section
- Pupil Voice – regular sampling of opinion through focus groups with Senior prefects enabling discussions for Key Stages 1 & 2, Key Stages 3 & 4 and Sixth Form
- Head Pupils and Sixth Form Pupil Leadership Team meets with the Headteacher once per week
- Pupil wellbeing surveys are carried out each term
- Parental questionnaires to assess parental opinion on the quality of care and education provided and monitor action plans we develop as a result of the questionnaires
- Utilisation of staff wellbeing surveys to develop action plans
- Trustee visits to the school

Our co-curricular provision encourages both participation and excellence. Our co-curricular activities entail approximately 40 clubs and activities per term taking place outside lessons, involving a large number of staff and pupils. We regularly review our co-curricular provision through questionnaires with our pupils, and this informs the co-curricular programme we facilitate.

In Sport at the top end, we have pupils and school teams who compete at county, regional, national and international level. Highlights include:

- In fencing, we have achieved County finalists; Independent Schools Association (ISA) Gold, Silver and Bronze medallists; Public Schools Fencing Championship finalists in all age groups;
- In Athletics, Cross-country and swimming, we achieved ISA National Qualification, winning both the swimming and Athletics overall events at both Preparatory and Senior level; and
- We have introduced the Sports Leader Qualification at levels 1, 2 and 3 for pupils in Key Stages 3, 4 and 5 and this is a very popular and successful programme. This has been replicated within Digital Technology.

BISHOP CHALLONER SCHOOL

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED) FOR THE YEAR ENDED 30 AUGUST 2023

We take our social responsibility seriously and during 2022-late 2023, we have been involved in a number of initiatives, some of which have taken place post-year end but highlighted for information:

- One pupil, from March 2022, has been supporting a new nursing home for Dementia by volunteering and performing small ensembles;
- In December 2022, the Junior Chorus performed Christmas Carols to residents at a local care home, for their enjoyment, and in a local shopping centre to fundraise to raise money for charity;
- To promote staff well-being, a survey was conducted in Autumn 2022. Initially, this has led to a weekly Friday Staff Breakfast, co-hosted by the school's Chaplain and Counsellor, and includes the possibility of guided prayer and/or reflection in the Chapel; also, post balance sheet date, the school undertook a staff team-building away day in Aylesford, Kent in September 2023;
- Year 12 are participating in CAFOD's Young Leadership Programme along with over 400 other young people, across 13 dioceses. This is a year-long project in which our young leaders will adopt one of CAFOD's worldwide campaigns (this year it was period poverty) and become equipped to raise awareness of and fundraise for this, in our school and wider community;
- Other post balance sheet events included:
 - The school supported Macmillan Coffee Morning again in September 2023;
 - The school supported Bromley Food Bank with our Harvest offerings by donating 121.65kg of food in October 2023;
- Pupils from across the school have been supporting Age Concern during 2023/24. We hosted the elderly at school for afternoon tea, games and to enjoy some music performed by our pupils;
- Each year the school's Charity Committee and Junior Chaplaincy Team decide upon 4 charities to support over the course of the academic year. For 2023/24 we will support two local charities – CASPA for Autism and The Petts Wood Playgroup for Children with Special Needs – as well as The Passage Homeless Charity and CAFOD's Global Poverty Programme. Activities undertaken to raise money have seen carol services, non-uniform days and competitions.

Financial review

The School recorded a decrease in funds of £142,031 for the year ending 30 August 2023, as compared to the previous year's deficit of £172,039. The accounting period represented a return to normality following the coronavirus pandemic.

Following the return to in-person marketing events such as Open Mornings and Taster Events, pupil numbers rose during the period to 306. Admissions have remained on an upward curve for 23/24 and currently stand at 318. Bishop Challoner is looking forward to emerging a stronger, more dynamic and flexible school with even more to offer its pupils as highlighted by the activities identified earlier in this report.

The School continues to attract academically able pupil admissions with the strong reserves providing support for discounts to be applied both through means tested bursaries and targeted scholarships. This allows the school to continue to offer opportunities to the most able candidates regardless of financial background, whilst complying with the school's constitutional arrangements.

Bishop Challoner remains determined to develop the best in pupils and continues to ensure that the quality of teaching and learning is innovative and enterprising. The school recognises its attractiveness in its provision of "all-through" Catholic education. The values of the school mean we are attractive to non-Catholic families as well.

Costs are continuously controlled and monitored against budget. The historic nature of the premises means that significant investment in the upkeep of the site will always be required. During the financial period, the school re-laid pathways around the school site, notably around the cottage and pre-prep buildings, performed tree remedial works, replaced further carpets, continued its programme of decorating, most notably in the senior school, as well as conducting essential works such as roof and leak repairs.

BISHOP CHALLONER SCHOOL

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED)

FOR THE YEAR ENDED 30 AUGUST 2023

Going concern

As at 30 August 2023 the charity has net current assets of £647,557 (2022: £763,913) and a deficit of £142,031 (2022: £172,039). The financial statements have been prepared on a going concern basis as the trustees believe that adequate cash resources will be available to cover the charitable company's requirements for working capital and capital expenditure for at least the next twelve months.

The COVID-19 outbreak had a significant impact on the school's finances. However, the school had substantial reserves to bolster operational shortfalls, and has made great progress towards the school funding its day-to-day operations from operating cash flows. Although any lasting impact at present is difficult to evaluate, the school has seen a significant and pleasing upturn in pupil numbers. However, the school is also aware of the possible impact of the introduction of VAT on school fees under a Labour Government. The trustees continue to review and assess the current forecast and projections for the school.

Reserves policy

The Balance Sheet of the School shows the net worth ('Total assets less current liabilities') of the company at a healthy £1.31m. Furthermore, whilst many schools' assets are tied up in the fabric of their building, Bishop Challoner School is in the strong position that net current assets make up £0.65m. The freehold of the site is owned by the Archdiocese of Southwark and is therefore not included in the School's fixed assets.

The Trustees will continue to support the drive for improving academic standards and supporting the pastoral needs of our pupils, and recognise the need to maintain and develop the site to enhance the educational experience and attractiveness of the environment. The Trustees have considered the pricing structure of the school with the goal of the school funding its day-to-day operations from operating cash flows to facilitate the ringfencing of reserves for future projects. This strategic investment will be planned long term and balanced against a prudent approach to ensure the continued financial health of the school and its ability to provide an outstanding educational experience for its pupils into the future.

Plans for future periods

The Trustees are satisfied that the constitution gives them an effective framework to build on the school's many successes in the years ahead. Broadly the Trustees have the following aims for Bishop Challoner School:

- To maintain and sustain our current objectives whilst keeping fees at very reasonable levels compared to other local independent schools;
- To increase pupil numbers particularly in the Early Years, Pre-Preparatory and Preparatory schools;
- To maintain and develop the current site and facilities in keeping with its listed status;
- To continue to sympathise with our distinctive Catholic nature, while being inclusive of all religious affiliations and none;
- To broaden our outreach and partnerships with the local community;
- To continue to develop our IT infrastructure and pupil provision.

Structure, governance and management

The School is a charitable company (Co. No: 8652238) limited by guarantee and was incorporated on 15 August 2013.

The School is constituted under a Memorandum and Articles of Association dated 22 July 2013 (as per the Companies Act 2006 for a Company Not Having a Share Capital).

The School is a registered charity (Registered Charity No: 1153948) with a date of registration of 25 September 2013.

BISHOP CHALLONER SCHOOL

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED)

FOR THE YEAR ENDED 30 AUGUST 2023

The Trustees, who are also the directors for the purpose of company law, and who served during the year and up to the date of signature of the financial statements were:

P M Colling

S A Etienne

(Resigned 8 December 2023)

A J Chrumka

O Essien

T A Cassidy

S J F O'Connell

D L Lake

Rev S G Wymer

Recruitment and appointment of trustees

Governors are invited to join the Board based on the skills and experience each individual can bring to the Board of Governors. Following an introduction to the other members of the Board, new Governors complete an induction, including background to the school, the operations and the role of the Board of Governors and the interaction with the Senior Leadership Team. After an initial year serving on the Board of Governors, a Governor may then be invited to be a Trustee of the school.

The School occupies its premises at 228 Bromley Road, Shortlands, Kent, BR2 0BS, under a 99 year lease dated 4 June 2014 with the start of occupancy backdated to 6 December 2013, the date of the Deed of Transfer. The Landlord is the Southwark Roman Catholic Diocesan Corporation (Co. No: 393665) registered at 59 Westminster Bridge Road, London, SE1 7JE. The property incorporates everything within the curtilage of the site including St. Catherine's Cottage (228 Bromley Road, BR2 0AB). During the period, the School sublet a room within the cottage on a rent free basis to the Catholic Agency for Overseas Development (CAFOD), a Charity registered in England and Wales with registered number 285776 whose registered office is at 55 Westminster Bridge Road, London, SE1 7JB.

Buildings and Contents Insurance are held in joint names between Bishop Challoner School and the Diocese through the Catholic Church Insurance Association. All other insurances in respect of Bishop Challoner School are held solely by the School (including Public Liability Insurance, Employer's Liability Insurance and Governors' Liability Insurance).

In setting our objectives and planning our activities, the Trustees have given careful consideration to the Charity Commission's general guidance on public benefit and, in particular, to its supplementary public benefit guidance on the advancement of religion, advancing education and on fee-charging.

Governance and Management

The School was governed during the year by a voluntary Board of Governors, chaired by Patricia Colling.

In addition to the Trustees, five further Governors served on the Board of Governors during the year, namely Mark Blackett, Brian Cahill, Laura Perrins, Philippe Roucoule and Keesia Samuels, bringing a breadth of experience to the Board. All five were parents at the school, with backgrounds in accountancy, banking, law, environmental services and marketing. Two further governors, Soumick Dey, an alumnus who is CEO of an Academy Trust, and Lisa Hodson, a barrister, have been appointed post year end.

Induction and training of trustees

The Board of Governors, via the Clerk to the Governors, are provided with updates from AGBIS, together with opportunities to attend webinars and training courses/seminars run by AGBIS in order to seek to ensure the Board operates in line with best practice.

BISHOP CHALLONER SCHOOL

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED)

FOR THE YEAR ENDED 30 AUGUST 2023

Governance and Management structure

The School was originally formed by the parishes of Beckenham and Bromley –The Archbishop of the Catholic Diocese of Southwark has the power reserved in the constitution to appoint two trustees. One post is filled by Fr Stephen Wymer and the other by Sebastian O'Connell. The Governors come from a variety of backgrounds including religious, educational, legal and financial.

The Trustees of the registered charity are also the Directors of the charitable company limited by guarantee. The Board of Governors meets at least once a term. The Board delegates decision making powers to various sub-committees of Trustees/Governors to drive the school forward through their area of responsibility. The current subcommittees are Finance, Premises and Health & Safety; Strategy and Development; Personnel; Education and Governance and Nominations. The various sub-committees report back to the Full Board Meeting, which is the final meeting of each term, and ratify any decisions.

The day to day decision making and implementation of Trustees' decisions rests with the Senior Leadership Team, currently comprising the Head teacher, a Deputy Head, Assistant Head, Associate Head and the Bursar.

The Trustees invite relevant staff representation to the sub-committee meetings held each term. The Head teacher attends all sub-committee meetings, the Bursar provides monthly reports to the Finance, Premises and Health & safety sub-committee, and the Deputy Head attends the education sub-committee.

The Trustees have arranged for the school to maintain a live risk matrix for the purposes of managing risk.

Risk Management

The Governors are responsible for the overseeing of the risks faced by the School. Detailed considerations of risk are delegated to the Senior Management of the School. Risks are identified, assessed and controls established throughout the year. A review of the Risk Register is undertaken on a termly basis. Risk is managed under the headings of legal, health and safety, financial, external, reputational and people.

The main risks that the Governors have identified and the plans to manage those risks are:

Reputation. The School's success is built on its reputation for the education and well-being of our pupils. We manage this risk through safeguarding policies, staff recruitment policies, pastoral support for both pupils and staff and active identification and resolution of health and safety related issues.

Funding. Our ability to continue to operate is reliant on pupil fees and the ability to pay bills as they fall due. This risk is managed by marketing activity, having a reputation for academic excellence and active cash-flow management.

Curriculum. Academic excellence requires the most able teachers with state of the art facilities delivering the curriculum to able students. We manage this risk by combining attractive salaries with additional allowances, ongoing investment in our estate and an approach to enrolment that works with supportive parents whose children have an appetite for learning and a scholarship scheme that recognises pupil achievement and aptitude.

Through the risk management processes established for the School, the Governors are satisfied that the major risks identified have been adequately mitigated where necessary. It is recognised that systems can only provide reasonable but not absolute assurance that major risks have been adequately managed.

Auditor

In accordance with the company's articles, a resolution proposing that Baxter & Co be reappointed as auditor of the company will be put at a General Meeting.

Disclosure of information to auditor

Each of the Trustees has confirmed that there is no information of which they are aware which is relevant to the audit, but of which the auditor is unaware. They have further confirmed that they have taken appropriate steps to identify such relevant information and to establish that the auditor is aware of such information.

BISHOP CHALLONER SCHOOL

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED) FOR THE YEAR ENDED 30 AUGUST 2023

The Trustees' report was approved by the Board of Trustees.



D L Lake
Trustee

Date: 24th May 2024

BISHOP CHALLONER SCHOOL

STATEMENT OF TRUSTEES' RESPONSIBILITIES

FOR THE YEAR ENDED 30 AUGUST 2023

The Trustees, who are also the directors of Bishop Challoner School for the purpose of company law, are responsible for preparing the Trustees' Report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company Law requires the Trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the Charity and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that year.

In preparing these financial statements, the Trustees are required to:

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

The Trustees are responsible for keeping adequate accounting records that disclose with reasonable accuracy at any time the financial position of the Charity 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 Charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

BISHOP CHALLONER SCHOOL

INDEPENDENT AUDITOR'S REPORT

TO THE TRUSTEES OF BISHOP CHALLONER SCHOOL

Opinion

We have audited the financial statements of Bishop Challoner School (the 'Charity') for the year ended 30 August 2023 which comprise the statement of financial activities, the balance sheet, the statement of cash flows and notes to the financial statements, including 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 30 August 2023 and of its incoming resources and application of resources, 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 Charity'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 other information comprises the information included in the annual report other than the financial statements and our auditor's report thereon. The Trustees are responsible for the other information contained within the annual report. Our opinion on the financial statements does not cover the other information and 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.

Matters on which we are required to report by exception

We have nothing to report in respect of the following matters in relation to which the Charities (Accounts and Reports) Regulations 2008 require us to report to you if, in our opinion:

- the information given in the financial statements is inconsistent in any material respect with the Trustees' report; or
- sufficient accounting records have not been kept; or
- the financial statements are not in agreement with the accounting records; or
- we have not received all the information and explanations we require for our audit.

BISHOP CHALLONER SCHOOL

INDEPENDENT AUDITOR'S REPORT (CONTINUED) TO THE TRUSTEES OF BISHOP CHALLONER SCHOOL

Responsibilities of Trustees

As explained more fully in the statement of Trustees' responsibilities, the Trustees, who are also the directors of the Charity for the purpose 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 Charity'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

We have been appointed as auditor under section 144 of the Charities Act 2011 and report in accordance with the Act and relevant regulations made or having effect thereunder.

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.

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 extent to which our procedures are capable of detecting irregularities, including fraud, is detailed below.

- Enquiry of management and those charged with governance around actual and potential litigation and claims.
- Enquiry of management to identify any instances of non-compliance with laws and regulations.
- Reviewing minutes of meetings of those charged with governance.
- Reviewing financial statement disclosures and testing to supporting documentation to assess compliance with applicable laws and regulations.
- Auditing the risk of management override of controls, including through testing journal entries and other adjustments for appropriateness, and evaluating the business rationale of significant transactions outside the normal course of business.

A further description of our responsibilities is available on the Financial Reporting Council's website at: <https://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 company's members, as a body, in accordance with section 391 of the Companies Act 2014. Our audit work has been undertaken so that we might state to the 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 company and the company's members as a body, for our audit work, for this report, or for the opinions we have formed.

BISHOP CHALLONER SCHOOL

**INDEPENDENT AUDITOR'S REPORT (CONTINUED)
TO THE TRUSTEES OF BISHOP CHALLONER SCHOOL**

Baxter & Co.

Baxter & Co

24 May 2024

**Chartered Accountants
Statutory Auditor**

Lynwood House
Crofton Road
Orpington
Kent
BR6 8QE

Baxter & Co is eligible for appointment as auditor of the Charity by virtue of its eligibility for appointment as auditor of a company under section 1212 of the Companies Act 2006.

BISHOP CHALLONER SCHOOL

STATEMENT OF FINANCIAL ACTIVITIES INCLUDING INCOME AND EXPENDITURE ACCOUNT

FOR THE YEAR ENDED 30 AUGUST 2023

	Notes	Unrestricted funds 2023 £	Unrestricted funds 2022 £
Income and endowments from:			
Donations and legacies	3	817	2,105
Charitable activities	4	3,383,846	3,044,484
Other trading activities	5	30,472	4,990
Investments	6	19,220	2,774
Other income	7	76,760	-
Total income		<u>3,511,115</u>	<u>3,054,353</u>
Charitable activities	8	<u>3,653,146</u>	<u>3,226,392</u>
Net expenditure and movement in funds		(142,031)	(172,039)
Reconciliation of funds:			
Fund balances at 1 September 2022		<u>1,453,517</u>	<u>1,625,556</u>
Fund balances at 30 August 2023		<u><u>1,311,486</u></u>	<u><u>1,453,517</u></u>

The statement of financial activities includes all gains and losses recognised in the year. All income and expenditure derive from continuing activities.

BISHOP CHALLONER SCHOOL

BALANCE SHEET

AS AT 30 AUGUST 2023

	Notes	2023		2022	
		£	£	£	£
Fixed assets					
Tangible assets	13		735,098		689,604
Current assets					
Debtors	14	186,227		125,811	
Cash at bank and in hand		1,526,856		1,576,082	
		<u>1,713,083</u>		<u>1,701,893</u>	
Creditors: amounts falling due within one year	16	<u>1,065,526</u>		<u>937,980</u>	
Net current assets			<u>647,557</u>		<u>763,913</u>
Total assets less current liabilities			<u>1,382,655</u>		<u>1,453,517</u>
Creditors: amounts falling due after more than one year	17		<u>(71,169)</u>		<u>-</u>
Net assets			<u><u>1,311,486</u></u>		<u><u>1,453,517</u></u>
The funds of the Charity					
Unrestricted funds			<u>1,311,486</u>		<u>1,453,517</u>
			<u><u>1,311,486</u></u>		<u><u>1,453,517</u></u>

The company is entitled to the exemption from the audit requirement contained in section 477 of the Companies Act 2006, for the year ended 30 August 2023, although an audit has been carried out under section 144 of the Charities Act 2011.

The directors acknowledge their responsibilities for complying with the requirements of the Companies Act 2006 with respect to accounting records and the preparation of financial statements.

The members have not required the company to obtain an audit of its financial statements under the requirements of the Companies Act 2006, for the year in question in accordance with section 476.

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

The financial statements were approved by the Trustees on 24th May 2024



D L Lake
Trustee

Company registration number 08652238 (England and Wales)

BISHOP CHALLONER SCHOOL

STATEMENT OF CASH FLOWS

FOR THE YEAR ENDED 30 AUGUST 2023

	Notes	2023 £	£	2022 £	£
Cash flows from operating activities					
Cash (absorbed by)/generated from operations	24		(27,359)		31,253
Investing activities					
Purchase of tangible fixed assets		(144,743)		(205,272)	
Investment income received		19,220		2,774	
Net cash used in investing activities			(125,523)		(202,498)
Financing activities					
Payment of obligations under finance leases		103,656		-	
Net cash generated from/(used in) financing activities			103,656		-
Net decrease in cash and cash equivalents			(49,226)		(171,245)
Cash and cash equivalents at beginning of year			1,576,082		1,747,327
Cash and cash equivalents at end of year			<u>1,526,856</u>		<u>1,576,082</u>

BISHOP CHALLONER SCHOOL

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 30 AUGUST 2023

1 Accounting policies

Charity information

Bishop Challoner School is a private company limited by guarantee incorporated in England and Wales. The registered office is 228 Bromley Road, Shortlands, Kent, BR2 0BS.

1.1 Accounting convention

The financial statements have been prepared in accordance with the Charity's [governing document], the Companies Act 2006, FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland" ("FRS 102") and the Charities SORP "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 Charity is a Public Benefit Entity as defined by FRS 102.

The financial statements are prepared in sterling, which is the functional currency of the Charity. Monetary amounts in these financial statements are rounded to the nearest £.

The financial statements have been prepared under the historical cost convention, [modified to include the revaluation of freehold properties and to include investment properties and certain financial instruments at fair value]. The principal accounting policies adopted are set out below.

1.2 Going concern

At the time of approving the financial statements, the Trustees have a reasonable expectation that the Charity has adequate resources to continue in operational existence for the foreseeable future. Thus the Trustees continue to adopt the going concern basis of accounting in preparing the financial statements.

1.3 Charitable funds

Unrestricted funds are available for use at the discretion of the Trustees in furtherance of their charitable objectives.

1.4 Income

Income is recognised when the Charity is legally entitled to it after any performance conditions have been met, the amounts can be measured reliably, and it is probable that income will be received.

Cash donations are recognised on receipt. Other donations are recognised once the Charity has been notified of the donation, unless performance conditions require deferral of the amount.

1.5 Expenditure

Expenditure is recognised once there is a legal or constructive obligation to transfer economic benefit to a third party, it is probable that a transfer of economic benefits will be required in settlement, and the amount of the obligation can be measured reliably.

Expenditure is classified by activity. The costs of each activity are made up of the total of direct costs and shared costs, including support costs involved in undertaking each activity. Direct costs attributable to a single activity are allocated directly to that activity. Shared costs which contribute to more than one activity and support costs which are not attributable to a single activity are apportioned between those activities on a basis consistent with the use of resources. Central staff costs are allocated on the basis of time spent, and depreciation charges are allocated on the portion of the asset's use.

BISHOP CHALLONER SCHOOL

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 30 AUGUST 2023

1 Accounting policies

(Continued)

1.6 Tangible fixed assets

Tangible fixed assets are initially measured at cost and subsequently measured at cost or valuation, net of depreciation and any impairment losses.

Depreciation is recognised so as to write off the cost or valuation of assets less their residual values over their useful lives on the following bases:

Leasehold improvements	5% Straight line
Fixtures and fittings	20% Straight line
Computers	33.3% Straight line
Motor vehicles	25% Reducing balance

The gain or loss arising on the disposal of an asset is determined as the difference between the sale proceeds and the carrying value of the asset, and is recognised in the statement of financial activities.

1.7 Impairment of fixed assets

At each reporting end date, the Charity reviews the carrying amounts of its tangible assets to determine whether there is any indication that those assets have suffered an impairment loss. If any such indication exists, the recoverable amount of the asset is estimated in order to determine the extent of the impairment loss (if any).

1.8 Cash and cash equivalents

Cash and cash equivalents include cash in hand, deposits held at call with banks, other short-term liquid investments with original maturities of three months or less, and bank overdrafts. Bank overdrafts are shown within borrowings in current liabilities.

1.9 Financial instruments

The Charity has elected to apply the provisions of Section 11 'Basic Financial Instruments' and Section 12 'Other Financial Instruments Issues' of FRS 102 to all of its financial instruments.

Financial instruments are recognised in the Charity's balance sheet when the Charity becomes party to the contractual provisions of the instrument.

Financial assets and liabilities are offset, with the net amounts presented in the financial statements, when there is a legally enforceable right to set off the recognised amounts and there is an intention to settle on a net basis or to realise the asset and settle the liability simultaneously.

Basic financial assets

Basic financial assets, which include debtors and cash and bank balances, are initially measured at transaction price including transaction costs and are subsequently carried at amortised cost using the effective interest method unless the arrangement constitutes a financing transaction, where the transaction is measured at the present value of the future receipts discounted at a market rate of interest. Financial assets classified as receivable within one year are not amortised.

BISHOP CHALLONER SCHOOL

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 30 AUGUST 2023

1 Accounting policies

(Continued)

Basic financial liabilities

Basic financial liabilities, including creditors and bank loans are initially recognised at transaction price unless the arrangement constitutes a financing transaction, where the debt instrument is measured at the present value of the future payments discounted at a market rate of interest. Financial liabilities classified as payable within one year are not amortised.

Debt instruments are subsequently carried at amortised cost, using the effective interest rate method.

Trade creditors are obligations to pay for goods or services that have been acquired in the ordinary course of operations from suppliers. Amounts payable are classified as current liabilities if payment is due within one year or less. If not, they are presented as non-current liabilities. Trade creditors are recognised initially at transaction price and subsequently measured at amortised cost using the effective interest method.

Derecognition of financial liabilities

Financial liabilities are derecognised when the Charity's contractual obligations expire or are discharged or cancelled.

1.10 Employee benefits

The cost of any unused holiday entitlement is recognised in the period in which the employee's services are received.

Termination benefits are recognised immediately as an expense when the Charity is demonstrably committed to terminate the employment of an employee or to provide termination benefits.

1.11 Retirement benefits

Payments to defined contribution retirement benefit schemes are charged as an expense as they fall due.

1.12 Leases

Leases are classified as finance leases whenever the terms of the lease transfer substantially all the risks and rewards of ownership to the lessees. All other leases are classified as operating leases.

Assets held under finance leases are recognised as assets at the lower of the assets fair value at the date of inception and the present value of the minimum lease payments. The related liability is included in the balance sheet as a finance lease obligation. Lease payments are treated as consisting of capital and interest elements. The interest is charged to net income/(expenditure) for the year so as to produce a constant periodic rate of interest on the remaining balance of the liability.

2 Critical accounting estimates and judgements

In the application of the Charity's accounting policies, the Trustees are required to make judgements, estimates and assumptions about the carrying amount of assets and liabilities that are not readily apparent from other sources. The estimates and associated 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 where the revision affects only that period, or in the period of the revision and future periods where the revision affects both current and future periods.

BISHOP CHALLONER SCHOOL

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 30 AUGUST 2023

3 Income from donations and legacies

	Unrestricted funds 2023 £	Unrestricted funds 2022 £
Donations and gifts	817	2,105

4 Income from charitable activities

	Unrestricted funds 2023 £	Unrestricted funds 2022 £
Charitable activities		
Gross tuition fees	3,898,378	3,503,332
Breakfast club	6,688	5,554
Scholarship awarded	(262,853)	(216,360)
Bursaries awarded	(285,780)	(263,794)
Other educational income	27,413	15,752
	<u>3,383,846</u>	<u>3,044,484</u>

5 Income from other trading activities

	Unrestricted funds 2023 £	Unrestricted funds 2022 £
Letting and licensing arrangements	30,472	4,990

6 Income from investments

	Unrestricted funds 2023 £	Unrestricted funds 2022 £
Interest receivable	19,220	2,774

BISHOP CHALLONER SCHOOL

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 30 AUGUST 2023

7 Other income

Unrestricted funds	Unrestricted funds
2023	2022
£	£

Trips/Activities

76,760

-

8 Expenditure on charitable activities

Charitable activities	Charitable activities
2023	2022
£	£

Direct costs

Staff costs

2,203,688

2,109,534

Depreciation and impairment

99,249

83,038

Agency costs

6,211

46,060

Recruitment costs

34,323

47,645

Computer expenses

127,191

113,856

Subscriptions

17,480

11,235

Playing fields

6,270

6,576

Staff training

18,190

13,120

Prize giving

3,893

3,718

Refreshments for children

13,153

10,747

Books and teaching aids

67,811

51,635

2,597,459

2,497,164

Share of support and governance costs (see note 9)

Support

1,021,113

697,733

Governance

34,574

31,495

3,653,146

3,226,392

Analysis by fund

Unrestricted funds

3,653,146

3,226,392

BISHOP CHALLONER SCHOOL

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 30 AUGUST 2023

9 Support costs allocated to activities	2023 £	2022 £
Staff costs	379,001	348,436
Operating lease charges	8,827	-
Rates	23,822	7,960
Insurance	19,356	17,660
Energy costs	99,557	52,253
Repairs and maintenance	140,110	122,101
Postage and stationery	52,543	40,806
Telephone and fax	31,313	26,247
Motor expenses	5,751	2,820
Cleaning	63,451	54,624
Staff welfare	4,447	4,055
Other costs	192,935	20,771
Governance costs	34,574	31,495
	<u>1,055,687</u>	<u>729,228</u>
Analysed between:		
Charitable activities	<u>1,055,687</u>	<u>729,228</u>

10 Trustees

None of the Trustees (or any persons connected with them) received any remuneration or benefits from the Charity during the year.

During the year, expenses totalling £548 (2022: £nil) were reimbursed to 1 Trustee.

11 Employees

The average monthly number of employees during the year was:

	2023 Number	2022 Number
Teaching staff	40	41
Teaching support staff	11	11
Office & Premises staff	15	15
Total	<u>66</u>	<u>67</u>

BISHOP CHALLONER SCHOOL

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 30 AUGUST 2023

11 Employees	(Continued)	
	2023	2022
Employment costs	£	£
Wages and salaries	2,105,088	1,974,407
Social security costs	216,612	208,039
Other pension costs	260,989	275,524
	<u>2,582,689</u>	<u>2,457,970</u>

A settlement payment for £4,000 was made after the reporting period, however an adjustment has been made in the accounts, as this is a Post Balance Sheet Event.

The number of employees whose annual remuneration was more than £60,000 is as follows:

	2023	2022
	Number	Number
£60,001 - £70,000	1	1
£70,001 - £80,000	1	-
£80,001 - £90,000	-	1
£90,001 - £100,000	1	-
	<u>1</u>	<u>1</u>

Remuneration of key management personnel

The remuneration of key management personnel is as follows £366,423 (2022: £360,584).

12 Taxation

The charity is exempt from taxation on its activities because all its income is applied for charitable purposes.

BISHOP CHALLONER SCHOOL

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 30 AUGUST 2023

13 Tangible fixed assets	Leasehold improvements £	Fixtures and fittings £	Computers £	Motor vehicles £	Total £
Cost					
At 1 September 2022	711,949	341,181	265,820	57,867	1,376,817
Additions	12,350	7,312	125,081	-	144,743
At 30 August 2023	<u>724,299</u>	<u>348,493</u>	<u>390,901</u>	<u>57,867</u>	<u>1,521,560</u>
Depreciation and impairment					
At 1 September 2022	200,902	204,742	227,080	54,489	687,213
Depreciation charged in the year	35,649	39,239	23,517	844	99,249
At 30 August 2023	<u>236,551</u>	<u>243,981</u>	<u>250,597</u>	<u>55,333</u>	<u>786,462</u>
Carrying amount					
At 30 August 2023	<u>487,748</u>	<u>104,512</u>	<u>140,304</u>	<u>2,534</u>	<u>735,098</u>
At 31 August 2022	<u>511,047</u>	<u>136,439</u>	<u>38,740</u>	<u>3,378</u>	<u>689,604</u>

14 Debtors	2023 £	2022 £
Amounts falling due within one year:		
Trade debtors	74,899	47,750
Other debtors	16,099	11,256
Prepayments	95,229	66,805
	<u>186,227</u>	<u>125,811</u>

15 Finance lease obligations	2023 £	2022 £
Future minimum lease payments due under finance leases:		
Within one year	32,487	-
Within two and five years	71,169	-
	<u>103,656</u>	<u>-</u>

A Finance Lease, for 245 iPads, was committed to in the year, totalling £104k with a further Finance Lease agreement of £16k, for 40 iPads, being entered into after the year end.

BISHOP CHALLONER SCHOOL

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 30 AUGUST 2023

16 Creditors: amounts falling due within one year

	Notes	2023 £	2022 £
Obligations under finance leases	15	32,487	-
Other taxation and social security		53,155	49,147
Deferred income	18	303,091	223,818
Trade creditors		137,988	146,455
Other creditors		494,131	429,674
Accruals		44,674	88,886
		<u>1,065,526</u>	<u>937,980</u>

17 Creditors: amounts falling due after more than one year

	Notes	2023 £	2022 £
Obligations under finance leases	15	<u>71,169</u>	<u>-</u>

18 Deferred income

	2023 £	2022 £
Other deferred income	<u>303,091</u>	<u>223,818</u>

Deferred income is included in the financial statements as follows:

	2023 £	2022 £
Deferred income is included within:		
Current liabilities	<u>303,091</u>	<u>223,818</u>
Movements in the year:		
Deferred income at 1 September 2022	223,818	190,813
Released from previous periods	(223,818)	(190,813)
Resources deferred in the year	<u>303,091</u>	<u>223,818</u>
Deferred income at 30 August 2023	<u>303,091</u>	<u>223,818</u>

BISHOP CHALLONER SCHOOL

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 30 AUGUST 2023

19 Unrestricted funds

The unrestricted funds of the charity comprise the unexpended balances of donations and grants which are not subject to specific conditions by donors and grantors as to how they may be used. These include designated funds which have been set aside out of unrestricted funds by the trustees for specific purposes.

	At 1 September 2022	Incoming resources	Resources expended	At 30 August 2023
	£	£	£	£
General funds	1,453,517	3,511,115	(3,653,146)	1,311,486
	<u> </u>	<u> </u>	<u> </u>	<u> </u>
Previous year:	At 1	Incoming	Resources	At 31 August
	September	resources	expended	2022
	2021			
	£	£	£	£
General funds	1,625,556	3,054,353	(3,226,392)	1,453,517
	<u> </u>	<u> </u>	<u> </u>	<u> </u>

20 Contingent liabilities

At 31 August 2023 there was an ongoing Tribunal case with a member of staff, regarding claims of harassment and victimisation and as this is an ongoing matter and it's more likely than not, a contingent liability disclosure note is required, however an estimate of the financial effect is not measurable at this stage.

21 Operating lease commitments

The operating leases represent leases of photocopiers from third parties. The leases are over terms of 3 years.

At the reporting end date the Charity had outstanding commitments for future minimum lease payments under non-cancellable operating leases, which fall due as follows:

	2023	2022
	£	£
Within one year	8,827	8,827
Between two and five years	-	8,827
	<u> </u>	<u> </u>
	8,827	17,654
	<u> </u>	<u> </u>

22 Related party transactions

There were no disclosable related party transactions during the year (2022: none).

BISHOP CHALLONER SCHOOL

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 30 AUGUST 2023

23 Analysis of changes in net funds	At 1 September	Cash flows	At 30 August
	2022		2023
	£	£	£
Cash at bank and in hand	1,576,082	(49,226)	1,526,856
Obligations under finance leases	-	(103,656)	(103,656)
	<u>1,576,082</u>	<u>(152,882)</u>	<u>1,423,200</u>
24 Cash generated from operations		2023	2022
		£	£
Deficit for the year		(142,031)	(172,039)
Adjustments for:			
Investment income recognised in statement of financial activities		(19,220)	(2,774)
Depreciation and impairment of tangible fixed assets		99,249	83,038
Movements in working capital:			
(Increase) in debtors		(60,416)	(25,684)
Increase in creditors		15,786	115,707
Increase in deferred income		79,273	33,005
Cash (absorbed by)/generated from operations		<u>(27,359)</u>	<u>31,253</u>

BISHOP CHALLONER SCHOOL

England & Wales - Charity number 1153948

Accounts

Charity registration number 1153948

Company registration number 08652238 (England and Wales)

BISHOP CHALLONER SCHOOL
(LIMITED BY GUARANTEE)
ANNUAL REPORT AND FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2022

BISHOP CHALLONER SCHOOL

LEGAL AND ADMINISTRATIVE INFORMATION

Trustees	P M Colling S A Etienne A J Chrumka O Essien T A Cassidy S J F O'Connell D L Lake Rev S G Wymer	(Appointed 25 November 2021) (Appointed 25 November 2021) (Appointed 25 November 2021)
Charity number	1153948	
Company number	08652238	
Registered office	228 Bromley Road Shortlands Kent BR2 0BS	
Auditor	Baxter & Co Lynwood House Crofton Road Orpington Kent BR6 8QE	

BISHOP CHALLONER SCHOOL

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BISHOP CHALLONER SCHOOL

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

The Trustees of the Charity, who are also the Directors of the company, present their annual report and financial statements for the year ended 31 August 2022.

The financial statements have been prepared in accordance with the accounting policies set out in note 1 to the financial statements and comply with the Charity's constitution, the Companies Act 2006 and "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).

Objectives and activities

Bishop Challoner is an independent Catholic school that also provides educational opportunities for all faiths and non. The school aims to provide a broad general education for 3 to 18-year-old boys and girls. The "all- through" education provides them with a good moral grounding, outstanding pastoral care and excellent academic progress. Bishop Challoner provides a supportive, caring and innovative environment for the pupils.

We aim to:

- provide an ambitious, happy, secure, caring and challenging learning environment within a welcoming Christian Catholic Community where there is an awareness of and a respect for all faiths and ethnicities;
- recognise each pupil as a unique individual, in whom we have high expectations both academically and behaviourally, and who has a special role and part to play within the school community, where diversity and equality are a fundamental part of the school's everyday life;
- encourage and enable each pupil to achieve his or her potential in all areas of school life where personal success is celebrated and valued, working in tandem with parents and carers thus preparing all our young people for their future lives beyond Bishop Challoner;
- provide a balanced curriculum which is responsive to an ever-changing world, is supportive of all needs and aspirations and fosters intellectual curiosity, global awareness and academic achievement;
- provide high quality teaching by well qualified and motivated staff in a positive and supportive environment, building self-confidence and resilience in our young people;
- play an important and active role in the wider community, through partnerships and community initiatives, thus developing a social conscience and a sense of responsibility towards all members of society at a local, regional and national level.

Bishop Challoner aims to be one of the leading co-educational schools in the Bromley and London area. We are committed to providing an environment in which all our pupils are challenged to be the best they can be, in line with our school motto 'Quantum Potes, Tantum Aude' – Dare to be your best. Pastoral care and wellbeing underpin academic, co-curricular and spiritual enterprise. We believe in providing an education that is enriching and forward thinking for all Challoner pupils and we seek to ensure that the learning experience at our school blends the best of tradition with the exciting opportunities provided by new technology, partnerships and enterprise.

We believe a truly excellent school is about more than academic achievement alone: it is developing a passion for learning, for developing skill sets within our pupils that readies them for the world of work or university. We have created an environment where pupils have self-awareness and resilience, self-confidence without arrogance and genuine interests that extend beyond the confines of the classroom.

BISHOP CHALLONER SCHOOL

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

At Bishop Challoner we focus on developing the whole person, aiming to ensure that each pupil understands their responsibilities towards others. We want our pupils to leave Challoner well equipped to engage positively with a rapidly advancing world as accomplished problem solvers and innovators, adaptable thinkers and team players, confident in their ability to lead and with a clear appreciation of and respect for the views and potential of others. In so doing we remain true to our founding Christian principles and values.

To deliver these aims Challoner currently has six distinctive strategic objectives – academic excellence, pastoral and wellbeing excellence, co-curricular excellence, social responsibility, spiritual understanding and commitment to technology advancement and innovation. Of these, pastoral and social responsibility are strongest and provide excellent outcomes for our pupils.

We fulfil our aims well. Our pastoral care system provides human dignity to all members of the school community. It supports our pupils reaching their full potential within a truly supportive environment. Pupils' achievements are celebrated in class and assemblies. We offer a wide range of extra-curricular activities with all staff contributing to the programme on offer.

We serve the wider community by making our education available to all, including those who cannot afford our fees, as far as we are able within our resources. The school awards scholarships and bursaries to enable pupils who would not otherwise be able to be educated at the school.

Scholarships are offered at 7+ 11+, 13+ and 16+ for advanced performing pupils who show potential. As well, the school offers means-tested bursaries.

The school educates around 300 pupils, relieving pressure on local schools, and providing a Catholic "all- through" education not otherwise available in the Borough of Bromley.

In addition, the local community benefits through such facilities as the school can offer such as entirely free accommodation for the extremely active local scouts and the CAFOD charity's local office.

We respond to the changing demands of young people in the wider community in ways that would not otherwise be available locally. We provide lettings to a number of after school clubs e.g. holiday camps and fencing.

We work hard to maintain the historic listed buildings which the school is fortunate to occupy.

The Trustees have paid due regard to guidance issued by the Charity Commission in deciding what activities the Charity should undertake.

BISHOP CHALLONER SCHOOL

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

Public Benefit

Key examples of how the charity provides public benefit through its aims and values:

- Bishop Challoner has worked closely with a local Catholic State Primary Academy and offered local opportunities for the Year 5 children to participate in science activities using the school facilities. The school minibus service has operated for pupils attending. One of the groups enjoyed our school lunches and were provided with refreshments;
- A local nursery school have used our Forest School and the school minibus has operated to enable the children to attend. Easter activities were also offered to the children;
- Local Nursery Groups and Church Mother's Groups attend our community Early Years events such as Visit the Reindeer, Farm Day and Jubilee Celebrations;
- We allow a Scout group to use our facilities on site on a regular basis;
- Bishop Challoner allows CAFOD to use a room in the grounds to enable them to carry out their voluntary work;
- The Sixth Form volunteer with CAFOD and are part of their Youth Leadership Group;
- The School provides its Chapel for the Catholic community who wish to attend some of the Liturgical events. Families have the opportunity to attend First Holy Communion which is offered in June;
- The Collective Worship is offered to the public at certain times during the Liturgical year.
- The beautiful heritage campus is enjoyed by the local and wider community. An annual Shortlands Tour takes place each August. In 2022, there were over 30 visitors and the school provided afternoon tea following the tour;
- Members of Bishop Challoner play an active role in their local communities by taking part in events at local Catholic Churches, supporting local nursing homes, participating in the Duke of Edinburgh's Award scheme and numerous charities;
- The school community is actively involved in many fundraising events both at local and international level e.g. supporting Bromley Food Bank during Harvest (October 22).

The school has made significant bursaries available. These help pupils whose parents would otherwise be unable to afford a Bishop Challoner education. Places are therefore made available within the limits of what is possible, to children whose parents need financial assistance in order to meet the costs. Increasingly, families with children already at the school find that a sudden downturn in family finances or an upheaval of some form, means the school needs to offer fee relief on a temporary and non-refundable basis.

Achievements and performance

Bishop Challoner prides itself upon sustaining a nurturing and caring environment for its pupils and ensuring that they are given the opportunity to participate in a wide range of co-curricular activities.

There has been much positive progress in the last year with:

- Introduction of CPOMS and alignment with current MIS in January 2022
- Introduction of InVentry in January 2022
- Introduction of ParentPay in January 2023
- Switching MIS from Bromcom to SIMS in April 2022
- Introduction of One Satchel in August 2022
- Rebrand of Junior School to Preparatory and Pre-Preparatory School together with further alignment between the Preparatory and Senior departments

BISHOP CHALLONER SCHOOL

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

In 2022, Bishop Challoner celebrated 100% of pupils achieving grade 9-4 in five or more subjects, with 94% gaining at least five GCSEs including Mathematics and English Language.

At A level, Bishop Challoner achieved 100 percent pass rate, with 76.6% A*- C grades. All our Year 13 leavers took up places at their first choice post-18 education, which included Russell Group universities, a scholarship to an American university and a highly sought after higher-level apprenticeship scheme.

Staff seek new and innovative ways of educating pupils for the 21st Century, inspiring them to use initiative and encouraging them to become curious and independent learners. In addition:

- Key performance indicators, such as value-added measurements, are scrutinised and shared with Trustees and Governors
- A regular and robust programme of lesson observations
- Pupil questionnaires and pupil meetings
- Cycle of department reviews
- Regular work scrutiny
- Robust Appraisal System
- Robust Line Management System

Pastoral and wellbeing support is very much at the heart of Bishop Challoner and we are well known for our support to pupils who suffer from forms of anxiety or mental health related issues. This pastoral approach is supported via:

- A dedicated Safeguarding Team comprising of Deputy Head, Head of Key Stage 1 & 2, Heads of Key Stage 3, 4 and 5, School Counsellor and School Chaplain
- Pastoral Leadership Team which meets weekly as well as daily catch-up sessions between Deputy Head and Heads of Section
- Pupil Voice – regular sampling of opinion through focus groups with Senior prefects enabling discussions for Key Stages 1 & 2, Key Stages 3 & 4 and Sixth Form
- Head Pupils and Sixth Form Pupil Leadership Team meets with the Headteacher and Deputy Head once per week
- Pupil wellbeing surveys are carried out each term
- Parental questionnaires to assess parental opinion on the quality of care and education provided and monitor action plans we develop as a result of the questionnaires
- the utilisation of staff wellbeing surveys and monitoring action plans we develop as a result of the questionnaires
- Trustee visits to the school

Our co-curricular provision encourages both participation and excellence. Our co-curricular activities entail approximately 40 clubs and activities, at any given term, taking place outside lessons, involving a large number of staff and pupils.

In Sport at the top end, we have pupils and school teams who compete at county, regional, national and international level. Highlights include:

- In fencing, we have achieved County finalists; ISA Gold, Silver and Bronze medallists; Public Schools Fencing Championship finalists in all age groups;
- In Athletics, Cross-country and swimming, we achieved ISA National Qualification, winning both the swimming and Athletics overall events at both Preparatory and Senior level; and
- We have introduced the Sports Leader Qualification at levels 1, 2 and 3 for pupils in Key Stages 3, 4 and 5 and this is already a very popular and successful programme;

We regularly review our co-curricular provision through questionnaires with our pupils. In our most recent questionnaire with KS3 pupils, 80% participate in extra-curricular activities, while 55% of KS4 students participate in extra-curricular activities.

There is a large uptake for, and success in, externally examined Arts course e.g. LAMDA. The current cohort of pupils is 25. In 2022, 88% of pupils achieved Distinction and 12% were rewarded Merit. For the Duke of Edinburgh Awards Scheme, in 2021/22, 19 Year 10 pupils undertook the Bronze Award and 6 Year 12 pupils undertook the Silver Award.

BISHOP CHALLONER SCHOOL

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

We take our social responsibility seriously and during 2021-late 2022, we have been involved in a number of initiatives, some of which have taken place post-year end but highlighted for information:

- Year 12 supported the Eco Garden Project at Shortlands Train Station, by volunteering there every fortnight during 2021/22;
- Pupils supported Demelza by donating a new toy to give a child in need during December 2021;
- Our school community supported Suited and Booted charity which helps vulnerable men into employment by providing interview clothing, interview advice and mentoring;
- One pupil, from March 2022, has been supporting a new nursing home for Dementia by volunteering and performing small ensembles;
- In December 2022, the Junior Chorus performed Christmas Carols to residents at a local care home, for their enjoyment, and in a local shopping centre to fundraise to raise money for charity;
- The School joined forces with a number of Parish organisations to collect much needed items, such as basic toiletries, for Ukrainian Refugee Centres. In addition, our PTA donated second hand uniform;
- The school invited members of the local community, including the Shortlands Residents Association, to our Jubilee Celebrations at the end of May. As part of the celebration, everyone was served cream tea while enjoying the street party which included singing and dancing, the planting of a tree and the celebration of our own jubilee crown, made from recycled materials and proudly displayed at the front of school, drawing widespread admiration and praise from our neighbours and passers-by;
- To promote staff well-being, a survey was conducted in Autumn 2022. Initially, this has led to a weekly Friday Staff Breakfast, co-hosted by the school's Chaplain and Counsellor, and includes the possibility of guided prayer and/or reflection in the Chapel; also, the planning of staff team-building away days to commence Summer 2023.
- Year 12 are participating in CAFOD's Young Leadership Programme along with over 400 other young people, across 13 dioceses, with their first meeting taking place in November 2022. This is a year-long project in which our young leaders will adopt one of CAFOD's worldwide campaigns and become equipped to raise awareness of and fundraise for this, in our school and wider community;
- The school supported Macmillan Coffee Morning in September 2022;
- The school supported Bromley Food Bank with our Harvest offerings by donating 121.65kg of food in October 2022;
- Pupils from across the school have been supporting Age Concern during 2022/23. We host the elderly at school for afternoon tea and to enjoy some music performed by our pupils;
- Year 6 pupils visited Newham Court, a residential home, in December 2022 for carol singing to the residents;
- Each year the school's Charity Committee and Junior Chaplaincy Team decide upon 4 charities to support over the course of the academic year. For 2022/23 we will support two local charities – CASPA for Autism and The Petts Wood Playgroup for Children with Special Needs – as well as The Passage Homeless Charity and CAFOD's Global Poverty Programme. Activities undertaken to raise money have seen Years 3, 4 and 5 pupils singing Christmas carols at the local Glades Shopping Centre and our Carol Service Retiring Collection

BISHOP CHALLONER SCHOOL

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

Financial review

The School recorded a decrease in funds of £172,039 for the year ending 31 August 2022, as compared to the previous year's deficit of £191,902. The accounting period represented the first full year open since the coronavirus pandemic. The school incurred ongoing expenditure to assist both with improving technology for blended learning and in keeping the premises Covid secure, including retaining hand sanitizer units and increased cleaning regimes. The school incurred increased expenditure with the restoration of events and full activities. In order to assist parents through the pandemic, no price increase was applied during the academic year until the summer term 2022, a gap of 4 terms since the previous increase, following a previous gap of 5 terms, meaning only 2 fee increases were applied across 3 years.

Income was further restricted with pupil recruitment having suffered the previous year due to the inability to hold in-person marketing events such as Open Mornings and Taster Events. As a result, pupil numbers had fallen by 20 at the start of the 21/22 academic year. However, the continued development in the school offering and the ability for pupils and parents to experience Bishop Challoner in person in the interim period has meant this shortfall and more had been recovered by the end of the summer term. Pupil numbers have remained on an upward curve for 22/23 and currently stand at 304. Bishop Challoner is looking forward with great optimism to emerging a stronger, more dynamic and flexible school with even more to offer its pupils as highlighted by the activities identified earlier in this report.

The School continues to attract academically able pupil admissions with the strong reserves providing support for discounts to be applied both through means tested bursaries and targeted scholarships. This allows the school to continue to offer opportunities to the most able candidates regardless of financial background, whilst complying with the school's constitutional arrangements.

Bishop Challoner remains determined to nurture pupils and continues to ensure that the quality of teaching and learning is innovative and enterprising, whether face-to-face teaching or blended learning. The school recognises its attractiveness in its provision of "all-through" Catholic education.

Costs are continuously controlled and monitored against budget. The historic nature of the premises means that significant investment in the upkeep of the site will always be required. During the financial period, the school improved the learning environment, investing in new boilers, resurfacing both ball courts and replacing the carpets throughout the senior school. However, substantial remedial expenditure in recent years has enabled the school to limit costs.

The school recognised its need to cut costs and reluctantly proposed exiting the teachers' pension scheme (TPS). Following a full consultation with staff, the school made the difficult decision to leave TPS with effect from 31 December 2021 to protect funds to facilitate an excellent education provision in the short term and futureproof against future contribution changes outside of the school's control. This will allow the school to develop its other resources and facilities in a prudent manner, continuing to consider new development opportunities always with the focus of improving the provision of a varied, high quality education.

Going Concern

As at 31 August 2022 the charity has net current assets of £763,913 (2021: £1,058,186) and a deficit of £172,039 (2021: £191,902). The financial statements have been prepared on a going concern basis as the trustees believe that adequate cash resources will be available to cover the charitable company's requirements for working capital and capital expenditure for at least the next twelve months.

The COVID-19 outbreak had a significant impact on the school's finances. However, the school had substantial reserves to bolster operational shortfalls, and has made great progress towards the school funding its day-to-day operations from operating cash flows. Although any lasting impact at present is difficult to evaluate, the school has seen a significant and pleasing upturn in pupil numbers. The trustees have reviewed the charity's objective, risks and management policies resulting from coronavirus outbreak. The trustees continue to review and assess the current forecast and projections for the school.

BISHOP CHALLONER SCHOOL

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

Reserves

The Balance Sheet of the School shows the net worth ('Total assets less current liabilities') of the company at a healthy £1.5m. Furthermore, whilst many schools' assets are tied up in the fabric of their building, Bishop Challoner School is in the strong position that net current assets make up £0.8m. The freehold of the site is owned by the Archdiocese of Southwark and is therefore not included in the School's fixed assets.

The Trustees will continue to support the drive for improving academic standards and supporting the pastoral needs of our pupils, and recognise the need to maintain and develop the site to enhance the educational experience and attractiveness of the environment. The Trustees have considered the pricing structure of the school with the goal of the school funding its day-to-day operations from operating cash flows to facilitate the ringfencing of reserves for future projects. This strategic investment will be planned long term and balanced against a prudent approach to ensure the continued financial health of the school and its ability to provide an outstanding educational experience for its pupils into the future.

Plans for future periods

The Trustees are satisfied that the constitution gives them an effective framework to build on the school's many successes in the years ahead. Broadly the Trustees have the following aims for Bishop Challoner School:

- To maintain and sustain our current objectives whilst keeping fees at very reasonable levels compared to other local independent schools;
- To increase pupil numbers in the Early Years, Pre-Preparatory and Preparatory schools;
- To maintain and develop the current site and facilities in keeping with its listed status;
- To continue to sympathise with our distinctive Catholic nature, while being inclusive of all religious affiliations and none;
- To broaden our outreach and partnerships with the local community;
- To develop our IT infrastructure and pupil provision

Structure, governance and management

The School is a charitable company (Co. No: 8652238) limited by guarantee and was incorporated on 15 August 2013.

The School is constituted under a Memorandum and Articles of Association dated 22 July 2013 (as per the Companies Act 2006 for a Company Not Having a Share Capital).

The School is a registered charity (Registered Charity No: 1153948) with a date of registration of 25 September 2013.

The Trustees, who are also the directors for the purpose of company law, and who served during the year and up to the date of signature of the financial statements were:

P M Colling

S A Etienne

(Appointed 25 November 2021)

A J Chrumka

(Appointed 25 November 2021)

O Essien

(Appointed 25 November 2021)

T A Cassidy

S J F O'Connell

D L Lake

Rev S G Wymer

The Trustees appointed during the financial year, had previously served as Governors on the Board. Mr. Chrumka is an IT consultant, Mrs. Essien is a lawyer, and Mr. Etienne is a secondary school teacher.

BISHOP CHALLONER SCHOOL

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

The School occupies its premises at 228 Bromley Road, Shortlands, Kent, BR2 0BS, under a 99 year lease dated 4 June 2014 with the start of occupancy backdated to 6 December 2013, the date of the Deed of Transfer. The Landlord is the Southwark Roman Catholic Diocesan Corporation (Co. No: 393665) registered at 59 Westminster Bridge Road, London, SE1 7JE. The property incorporates everything within the curtilage of the site including St. Catherine's Cottage (228 Bromley Road, BR2 0AB). The School sublets a room within the cottage on a rent free basis to the Catholic Agency for Overseas Development (CAFOD), a Charity registered in England and Wales with registered number 285776 whose registered office is at 55 Westminster Bridge Road, London, SE1 7JB.

Buildings and Contents Insurance are held in joint names between Bishop Challoner School and the Diocese through the Catholic Church Insurance Association. All other insurances in respect of Bishop Challoner School are held solely by the School (including Public Liability Insurance, Employer's Liability Insurance and Governors' Liability Insurance).

In setting our objectives and planning our activities, the Trustees have given careful consideration to the Charity Commission's general guidance on public benefit and, in particular, to its supplementary public benefit guidance on the advancement of religion, advancing education and on fee-charging.

Governance and Management

The School was governed during the year by a voluntary Board of Governors, chaired by Patricia Colling.

In addition to the Trustees, three further Governors served on the Board of Governors during the year, namely Brian Cahill, Laura Perrins and Keesia Samuels, bringing a breadth of experience to the Board. All three are parents at the school. Brian Cahill is business development banker, Laura Perrins is a former barrister, now writer and journalist and Keesia Samuels is a senior analyst with the Office for National Statistics and has a background in marketing. A further parent governor, with a background in accountancy and international development, Mark Blackett, has been appointed post year end.

Governance and Management structure

The School was originally formed by the parishes of Beckenham and Bromley –The Archbishop of the Catholic Diocese of Southwark has the power reserved in the constitution to appoint two trustees. One post is filled by Fr Stephen Wymer and the other by Sebastian O'Connell. The Governors come from a variety of backgrounds including religious, educational, legal and financial.

The Trustees of the registered charity are also the Directors of the charitable company limited by guarantee. The Board of Governors meets at least once a term. The Board delegates decision making powers to various sub-committees of Trustees/Governors to drive the school forward through their area of responsibility. The current sub-committees are Finance, Premises and Health & Safety; Strategy and Development; Personnel; Education and Governance and Nominations. The various sub-committees report back to the Full Board Meeting, which is the final meeting of each term, and ratify any decisions.

The day to day decision making and implementation of Trustees' decisions rests with the Senior Leadership Team, currently comprising the Head teacher, a Deputy Head, Assistant Head, and the Bursar.

The Trustees invite relevant staff representation to the sub-committee meetings held each term. The Head teacher attends all sub-committee meetings, the Bursar provides termly reports to the Finance, Premises and Health & safety sub-committee, and the Deputy Head attends the education sub-committee.

The Trustees have arranged for the school to maintain a live risk matrix for the purposes of managing risk.

Appointment of Trustees and Trustee Induction and Training

Governors are invited to join the Board based on the skills and experience each individual can bring to the Board of Governors. Following an introduction to the other members of the Board, new Governors complete an induction, including background to the school, the operations and the role of the Board of Governors and the interaction with the Senior Leadership Team. After an initial year serving on the Board of Governors, a Governor may then be invited to be a Trustee of the school.

The Board of Governors, via the Clerk to the Governors, are provided with updates from AGBIS, together with opportunities to attend webinars and training courses/seminars run by AGBIS in order to seek to ensure the Board operates in line with best practice.

BISHOP CHALLONER SCHOOL

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

Risk Management

The Governors are responsible for the overseeing of the risks faced by the School. Detailed considerations of risk are delegated to the Senior Management of the School. Risks are identified, assessed and controls established throughout the year. A review of the Risk Register is undertaken on a termly basis. Risk is managed under the headings of legal, health and safety, financial, external, reputational and people.

The main risks that the Governors have identified and the plans to manage those risks are:

Reputation. The School's success is built on its reputation for the education and well-being of our pupils. We manage this risk through safeguarding policies, staff recruitment policies, pastoral support for both pupils and staff and active identification and resolution of health and safety related issues.

Funding. Our ability to continue to operate is reliant on pupil fees and the ability to pay bills as they fall due. This risk is managed by marketing activity, having a reputation for academic excellence and active cash-flow management.

Curriculum. Academic excellence requires the most able teachers with state of the art facilities delivering the curriculum to able students. We manage this risk by combining attractive salaries with additional allowances, on-going investment in our estate and an approach to enrolment that works with supportive parents whose children have an appetite for learning and a scholarship scheme that recognises pupil achievement and aptitude.

Through the risk management processes established for the School, the Governors are satisfied that the major risks identified have been adequately mitigated where necessary. It is recognised that systems can only provide reasonable but not absolute assurance that major risks have been adequately managed.

Statement of Trustees' responsibilities

The Trustees, who are also the directors of Bishop Challoner School for the purpose of company law, are responsible for preparing the Trustees' Report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company Law requires the Trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the Charity and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that year.

In preparing these financial statements, the Trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP;
- make judgements and estimates that are reasonable and prudent; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the Charity will continue in operation.

The Trustees are responsible for keeping adequate accounting records that disclose with reasonable accuracy at any time the financial position of the Charity 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 Charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Auditor

In accordance with the company's articles, a resolution proposing that Baxter & Co be reappointed as auditor of the company will be put at a General Meeting.

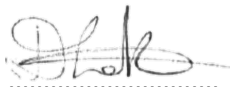
Disclosure of information to auditor

Each of the Trustees has confirmed that there is no information of which they are aware which is relevant to the audit, but of which the auditor is unaware. They have further confirmed that they have taken appropriate steps to identify such relevant information and to establish that the auditor is aware of such information.

BISHOP CHALLONER SCHOOL

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

The Trustees' report was approved by the Board of Trustees.



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D L Lake
Trustee

Date: 26 May 2023

BISHOP CHALLONER SCHOOL

INDEPENDENT AUDITOR'S REPORT

TO THE TRUSTEES OF BISHOP CHALLONER SCHOOL

Opinion

We have audited the financial statements of Bishop Challoner School (the 'Charity') for the year ended 31 August 2022 which comprise the statement of financial activities, the balance sheet, the statement of cash flows and notes to the financial statements, including significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 *The Financial Reporting Standard applicable in the UK and Republic of Ireland* (United Kingdom Generally Accepted Accounting Practice).

In our opinion, the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 August 2022 and of its incoming resources and application of resources, 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 Charity'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 other information comprises the information included in the annual report other than the financial statements and our auditor's report thereon. The Trustees are responsible for the other information contained within the annual report. Our opinion on the financial statements does not cover the other information and 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.

Matters on which we are required to report by exception

We have nothing to report in respect of the following matters in relation to which the Charities (Accounts and Reports) Regulations 2008 require us to report to you if, in our opinion:

- the information given in the financial statements is inconsistent in any material respect with the Trustees' report; or
- sufficient accounting records have not been kept; or
- the financial statements are not in agreement with the accounting records; or
- we have not received all the information and explanations we require for our audit.

BISHOP CHALLONER SCHOOL

INDEPENDENT AUDITOR'S REPORT (CONTINUED) TO THE TRUSTEES OF BISHOP CHALLONER SCHOOL

Responsibilities of Trustees

As explained more fully in the statement of Trustees' responsibilities, the Trustees, who are also the directors of the Charity for the purpose 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 Charity'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

We have been appointed as auditor under section 144 of the Charities Act 2011 and report in accordance with the Act and relevant regulations made or having effect thereunder.

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.

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 extent to which our procedures are capable of detecting irregularities, including fraud, is detailed below.

- Enquiry of management and those charged with governance around actual and potential litigation and claims.
- Enquiry of management to identify any instances of non-compliance with laws and regulations.
- Reviewing minutes of meetings of those charged with governance.
- Reviewing financial statement disclosures and testing to supporting documentation to assess compliance with applicable laws and regulations.
- Auditing the risk of management override of controls, including through testing journal entries and other adjustments for appropriateness, and evaluating the business rationale of significant transactions outside the normal course of business.

A further description of our responsibilities is available on the Financial Reporting Council's website at: <https://www.frc.org.uk/auditorsresponsibilities>. This description forms part of our auditor's report.

BISHOP CHALLONER SCHOOL

INDEPENDENT AUDITOR'S REPORT (CONTINUED) TO THE TRUSTEES OF BISHOP CHALLONER SCHOOL

Use of our report

This report is made solely to the company's members, as a body, in accordance with section 391 of the Companies Act 2014. Our audit work has been undertaken so that we might state to the 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 company and the company's members as a body, for our audit work, for this report, or for the opinions we have formed.



Louise Hallsworth FCA (Senior Statutory Auditor)
for and on behalf of Baxter & Co

26 May 2023
.....

Chartered Accountants
Statutory Auditor

Lynwood House
Crofton Road
Orpington
Kent
BR6 8QE

Baxter & Co is eligible for appointment as auditor of the Charity by virtue of its eligibility for appointment as auditor of a company under section 1212 of the Companies Act 2006.

BISHOP CHALLONER SCHOOL

STATEMENT OF FINANCIAL ACTIVITIES INCLUDING INCOME AND EXPENDITURE ACCOUNT

FOR THE YEAR ENDED 31 AUGUST 2022

		Unrestricted funds 2022 £	Unrestricted funds 2021 £
	Notes		
Income from:			
Donations and legacies	3	2,105	129,734
Charitable activities	4	3,044,484	2,985,736
Other trading activities	5	4,990	-
Investments	6	2,774	7,637
		<hr/>	<hr/>
Total income		3,054,353	3,123,107
		<hr/>	<hr/>
Expenditure on:			
Charitable activities	7	3,226,392	3,315,009
		<hr/>	<hr/>
Net expenditure for the year/ Net movement in funds		(172,039)	(191,902)
Fund balances at 1 September 2021		1,625,556	1,817,458
		<hr/>	<hr/>
Fund balances at 31 August 2022		1,453,517	1,625,556
		<hr/> <hr/>	<hr/> <hr/>

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

All income and expenditure derive from continuing activities.

The statement of financial activities also complies with the requirements for an income and expenditure account under the Companies Act 2006.

BISHOP CHALLONER SCHOOL

BALANCE SHEET

AS AT 31 AUGUST 2022

	Notes	2022 £	£	2021 £	£
Fixed assets					
Tangible assets	11		689,604		567,370
Current assets					
Debtors	12	125,811		100,127	
Cash at bank and in hand		1,576,082		1,747,327	
		<u>1,701,893</u>		<u>1,847,454</u>	
Creditors: amounts falling due within one year	13	<u>(937,980)</u>		<u>(789,268)</u>	
Net current assets			763,913		1,058,186
Total assets less current liabilities			<u>1,453,517</u>		<u>1,625,556</u>
Income funds					
Unrestricted funds			1,453,517		1,625,556
			<u>1,453,517</u>		<u>1,625,556</u>

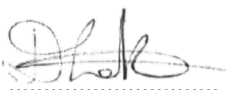
The company is entitled to the exemption from the audit requirement contained in section 477 of the Companies Act 2006, for the year ended 31 August 2022, although an audit has been carried out under section 144 of the Charities Act 2011.

The directors acknowledge their responsibilities for complying with the requirements of the Companies Act 2006 with respect to accounting records and the preparation of financial statements.

The members have not required the company to obtain an audit of its financial statements under the requirements of the Companies Act 2006, for the year in question in accordance with section 476.

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

The financial statements were approved by the Trustees on 26 May 2023



D L Lake
Trustee

Company registration number 08652238

BISHOP CHALLONER SCHOOL

STATEMENT OF CASH FLOWS

FOR THE YEAR ENDED 31 AUGUST 2022

	Notes	2022 £	£	2021 £	£
Cash flows from operating activities					
Cash generated from operations	19		31,253		19,959
Investing activities					
Purchase of tangible fixed assets		(205,272)		(28,630)	
Investment income received		2,774		7,637	
Net cash used in investing activities			(202,498)		(20,993)
Net cash used in financing activities			-		-
Net decrease in cash and cash equivalents			(171,245)		(1,034)
Cash and cash equivalents at beginning of year			1,747,327		1,748,361
Cash and cash equivalents at end of year			<u>1,576,082</u>		<u>1,747,327</u>

BISHOP CHALLONER SCHOOL

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 AUGUST 2022

1 Accounting policies

Charity information

Bishop Challoner School is a private company limited by guarantee incorporated in England and Wales. The registered office is 228 Bromley Road, Shortlands, Kent, BR2 0BS.

1.1 Accounting convention

The financial statements have been prepared in accordance with the Charity's governing document, the Companies Act 2006, FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland" ("FRS 102") and the Charities SORP "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 Charity is a Public Benefit Entity as defined by FRS 102.

The financial statements are prepared in sterling, which is the functional currency of the Charity. Monetary amounts in these financial statements are rounded to the nearest £.

The financial statements have been prepared under the historical cost convention, modified to include the revaluation of freehold properties and to include investment properties and certain financial instruments at fair value. The principal accounting policies adopted are set out below.

1.2 Going concern

At the time of approving the financial statements, the Trustees have a reasonable expectation that the Charity has adequate resources to continue in operational existence for the foreseeable future. Thus the Trustees continue to adopt the going concern basis of accounting in preparing the financial statements.

1.3 Charitable funds

Unrestricted funds are available for use at the discretion of the Trustees in furtherance of their charitable objectives.

1.4 Income

Income is recognised when the Charity is legally entitled to it after any performance conditions have been met, the amounts can be measured reliably, and it is probable that income will be received.

Cash donations are recognised on receipt. Other donations are recognised once the Charity has been notified of the donation, unless performance conditions require deferral of the amount.

1.5 Expenditure

Expenditure is recognised once there is a legal or constructive obligation to transfer economic benefit to a third party, it is probable that a transfer of economic benefits will be required in settlement, and the amount of the obligation can be measured reliably.

Expenditure is classified by activity. The costs of each activity are made up of the total of direct costs and shared costs, including support costs involved in undertaking each activity. Direct costs attributable to a single activity are allocated directly to that activity. Shared costs which contribute to more than one activity and support costs which are not attributable to a single activity are apportioned between those activities on a basis consistent with the use of resources. Central staff costs are allocated on the basis of time spent, and depreciation charges are allocated on the portion of the asset's use.

BISHOP CHALLONER SCHOOL

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2022

1 Accounting policies

(Continued)

1.6 Tangible fixed assets

Tangible fixed assets are initially measured at cost and subsequently measured at cost or valuation, net of depreciation and any impairment losses.

Depreciation is recognised so as to write off the cost or valuation of assets less their residual values over their useful lives on the following bases:

Leasehold improvements	5% Straight line
Fixtures and fittings	20% Straight line
Computers	33.3% Straight line
Motor vehicles	25% Reducing balance

The gain or loss arising on the disposal of an asset is determined as the difference between the sale proceeds and the carrying value of the asset, and is recognised in the statement of financial activities.

1.7 Impairment of fixed assets

At each reporting end date, the Charity reviews the carrying amounts of its tangible assets to determine whether there is any indication that those assets have suffered an impairment loss. If any such indication exists, the recoverable amount of the asset is estimated in order to determine the extent of the impairment loss (if any).

1.8 Cash and cash equivalents

Cash and cash equivalents include cash in hand, deposits held at call with banks, other short-term liquid investments with original maturities of three months or less, and bank overdrafts. Bank overdrafts are shown within borrowings in current liabilities.

1.9 Financial instruments

The Charity has elected to apply the provisions of Section 11 'Basic Financial Instruments' and Section 12 'Other Financial Instruments Issues' of FRS 102 to all of its financial instruments.

Financial instruments are recognised in the Charity's balance sheet when the Charity becomes party to the contractual provisions of the instrument.

Financial assets and liabilities are offset, with the net amounts presented in the financial statements, when there is a legally enforceable right to set off the recognised amounts and there is an intention to settle on a net basis or to realise the asset and settle the liability simultaneously.

Basic financial assets

Basic financial assets, which include debtors and cash and bank balances, are initially measured at transaction price including transaction costs and are subsequently carried at amortised cost using the effective interest method unless the arrangement constitutes a financing transaction, where the transaction is measured at the present value of the future receipts discounted at a market rate of interest. Financial assets classified as receivable within one year are not amortised.

BISHOP CHALLONER SCHOOL

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2022

1 Accounting policies

(Continued)

Basic financial liabilities

Basic financial liabilities, including creditors and bank loans are initially recognised at transaction price unless the arrangement constitutes a financing transaction, where the debt instrument is measured at the present value of the future payments discounted at a market rate of interest. Financial liabilities classified as payable within one year are not amortised.

Debt instruments are subsequently carried at amortised cost, using the effective interest rate method.

Trade creditors are obligations to pay for goods or services that have been acquired in the ordinary course of operations from suppliers. Amounts payable are classified as current liabilities if payment is due within one year or less. If not, they are presented as non-current liabilities. Trade creditors are recognised initially at transaction price and subsequently measured at amortised cost using the effective interest method.

Derecognition of financial liabilities

Financial liabilities are derecognised when the Charity's contractual obligations expire or are discharged or cancelled.

1.10 Employee benefits

The cost of any unused holiday entitlement is recognised in the period in which the employee's services are received.

Termination benefits are recognised immediately as an expense when the Charity is demonstrably committed to terminate the employment of an employee or to provide termination benefits.

1.11 Retirement benefits

Payments to defined contribution retirement benefit schemes are charged as an expense as they fall due.

2 Critical accounting estimates and judgements

In the application of the Charity's accounting policies, the Trustees are required to make judgements, estimates and assumptions about the carrying amount of assets and liabilities that are not readily apparent from other sources. The estimates and associated 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 where the revision affects only that period, or in the period of the revision and future periods where the revision affects both current and future periods.

3 Donations and legacies

	Unrestricted funds	Unrestricted funds
	2022	2021
	£	£
Donations and gifts	2,105	597
Coronavirus job retention scheme	-	129,137
	<u>2,105</u>	<u>129,734</u>

BISHOP CHALLONER SCHOOL

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2022

4 Charitable activities

	Charitable Income Heading 1 2022 £	Charitable Income Heading 1 2021 £
Gross tuition fees	3,503,332	3,421,905
Breakfast club	5,554	3,000
Scholarship awarded	(216,360)	(200,113)
Bursaries awarded	(263,794)	(254,455)
Other educational income	15,752	15,399
	<u>3,044,484</u>	<u>2,985,736</u>

5 Other trading activities

	Unrestricted funds 2022 £	Total 2021 £
Letting and licensing arrangements	<u>4,990</u>	<u>-</u>

6 Investments

	Unrestricted funds 2022 £	Unrestricted funds 2021 £
Interest receivable	<u>2,774</u>	<u>7,637</u>

BISHOP CHALLONER SCHOOL

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2022

7 Charitable activities

	2022	2021
	£	£
Staff costs	2,109,534	2,130,241
Depreciation and impairment	83,038	103,088
Agency costs	46,060	109,974
Recruitment costs	47,645	59,060
Computer expenses	113,856	91,143
Subscriptions	11,235	12,020
Playing fields	6,576	4,380
Staff training	13,120	13,680
Prize giving	3,718	8,710
Refreshments for children	10,747	1,837
Books and teaching aids	51,635	48,586
	<hr/>	<hr/>
	2,497,164	2,582,719
Share of support costs (see note 8)	697,733	688,714
Share of governance costs (see note 8)	31,495	43,576
	<hr/>	<hr/>
	<u>3,226,392</u>	<u>3,315,009</u>

BISHOP CHALLONER SCHOOL

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2022

8 Support costs

	Support costs	Governance costs	2022	Support costs	Governance costs	2021
	£	£	£	£	£	£
Staff costs	348,436	-	348,436	393,079	-	393,079
Rates	7,960	-	7,960	19,769	-	19,769
Insurance	17,660	-	17,660	18,348	-	18,348
Energy costs	52,253	-	52,253	48,744	-	48,744
Repairs and maintenance	122,101	-	122,101	44,884	-	44,884
Postage and stationery	40,806	-	40,806	39,346	-	39,346
Telephone and fax	26,247	-	26,247	53,946	-	53,946
Motor expenses	2,820	-	2,820	4,365	-	4,365
Cleaning	54,624	-	54,624	62,856	-	62,856
Staff welfare	4,055	-	4,055	8,331	-	8,331
Other costs	20,771	-	20,771	(4,954)	-	(4,954)
Audit fees	-	14,149	14,149	-	12,000	12,000
Legal and professional	-	17,346	17,346	-	31,576	31,576
	<u>697,733</u>	<u>31,495</u>	<u>729,228</u>	<u>688,714</u>	<u>43,576</u>	<u>732,290</u>
Analysed between Charitable activities	<u>697,733</u>	<u>31,495</u>	<u>729,228</u>	<u>688,714</u>	<u>43,576</u>	<u>732,290</u>

Governance costs includes payments to the auditors of £10,000 (2021- £9,000) for audit fees and £4,149 (2021: £3,000) in relation to non statutory audit services. Legal and Professional Fees amounting to £17,347 (2021: £31,576).

9 Trustees

None of the Trustees (or any persons connected with them) received any remuneration or benefits from the Charity during the year.

10 Employees

The average monthly number of employees during the year was:

	2022 Number	2021 Number
Teaching staff	41	41
Teaching support staff	11	16
Office & Premises staff	15	13
Total	<u>67</u>	<u>70</u>

BISHOP CHALLONER SCHOOL

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2022

10 Employees (Continued)

Employment costs	2022 £	2021 £
Wages and salaries	1,974,407	1,980,254
Social security costs	208,039	197,826
Other pension costs	275,524	345,240
	<u>2,457,970</u>	<u>2,523,320</u>

The number of employees whose annual remuneration was more than £60,000 is as follows:

	2022 Number	2021 Number
£60,001 - £70,000	4	3
£70,001 - £80,000	1	2
£80,001 - £90,000	1	-
£100,001 +	1	1
	<u>7</u>	<u>6</u>

11 Tangible fixed assets

	Leasehold improvements £	Fixtures and fittings £	Computers £	Motor vehicles £	Total £
Cost					
At 1 September 2021	643,810	230,046	239,822	57,867	1,171,545
Additions	68,139	111,135	25,998	-	205,272
At 31 August 2022	<u>711,949</u>	<u>341,181</u>	<u>265,820</u>	<u>57,867</u>	<u>1,376,817</u>
Depreciation and impairment					
At 1 September 2021	168,428	178,908	203,476	53,363	604,175
Depreciation charged in the year	32,474	25,834	23,604	1,126	83,038
At 31 August 2022	<u>200,902</u>	<u>204,742</u>	<u>227,080</u>	<u>54,489</u>	<u>687,213</u>
Carrying amount					
At 31 August 2022	<u>511,047</u>	<u>136,439</u>	<u>38,740</u>	<u>3,378</u>	<u>689,604</u>
At 31 August 2021	<u>475,382</u>	<u>51,138</u>	<u>36,346</u>	<u>4,504</u>	<u>567,370</u>

Prior year reclassification:

In prior years the IT equipment has been shown as Plant & Machinery which has now been reclassified.

BISHOP CHALLONER SCHOOL

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2022

12 Debtors

	2022	2021
	£	£
Amounts falling due within one year:		
Trade debtors	47,750	34,533
Other debtors	11,256	18,975
Prepayments and accrued income	66,805	46,619
	<u>125,811</u>	<u>100,127</u>

13 Creditors: amounts falling due within one year

	Notes	2022	2021
		£	£
Other taxation and social security		49,147	47,647
Deferred income	14	223,818	190,813
Trade creditors		146,455	82,993
Other creditors		429,674	435,042
Accruals		88,886	32,773
		<u>937,980</u>	<u>789,268</u>

14 Deferred income

	2022	2021
	£	£
Other deferred income	<u>223,818</u>	<u>190,813</u>

Deferred income is included in the financial statements as follows:

	2022	2021
	£	£
Deferred income is included within:		
Current liabilities	<u>223,818</u>	<u>190,813</u>
Movements in the year:		
Deferred income at 1 September 2021	190,813	-
Released from previous periods	(190,813)	-
Resources deferred in the year	<u>223,818</u>	<u>190,813</u>
Deferred income at 31 August 2022	<u>223,818</u>	<u>190,813</u>

BISHOP CHALLONER SCHOOL

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2022

15 Operating lease commitments

At the reporting end date the Charity had outstanding commitments for future minimum lease payments under non-cancellable operating leases, which fall due as follows:

	2022 £	2021 £
Within one year	8,827	8,827
Between two and five years	8,827	16,919
	<u>17,654</u>	<u>25,746</u>

The operating leases represent leases of photocopiers to third parties. The leases are negotiated over terms of 3 years.

16 Capital commitments

	2022 £	2021 £
--	-----------	-----------

At 31 August 2022 the Charity had capital commitments as follows:

Contracted for but not provided in the financial statements:

Acquisition of property, plant and equipment	-	39,720
	<u>-</u>	<u>39,720</u>

17 Related party transactions

There were no disclosable related party transactions during the year (2021 - none).

18 Companies House: Registration of a Charge

NatWest Bank PLC held a charge, since 22 November 2013, over the assets of the company, totalling £76,000. This has been confirmed as released on 5 May 2021.

19 Cash generated from operations

	2022 £	2021 £
--	-----------	-----------

Deficit for the year	(172,039)	(191,902)
Adjustments for:		
Investment income recognised in statement of financial activities	(2,774)	(7,637)
Depreciation and impairment of tangible fixed assets	83,038	103,087
Movements in working capital:		
(Increase)/decrease in debtors	(25,684)	58,398
Increase/(decrease) in creditors	115,707	(132,800)
Increase in deferred income	33,005	190,813
Cash generated from operations	<u>31,253</u>	<u>19,959</u>

20 Analysis of changes in net funds

The Charity had no debt during the year.

BISHOP CHALLONER SCHOOL

England & Wales - Charity number 1153948

Accounts

Charity Registration No. 1153948

Company Registration No. 08652238 (England and Wales)

BISHOP CHALLONER SCHOOL
(A COMPANY LIMITED BY GUARANTEE)
ANNUAL REPORT AND FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2021

BISHOP CHALLONER SCHOOL
(A COMPANY LIMITED BY GUARANTEE)
LEGAL AND ADMINISTRATIVE INFORMATION

Chair of Trustees	Patricia Mary Colling
Trustees	Patricia Mary Colling (Chair of Trustees) Tracey Ann Cassidy Dean Lee Lake Sebastian John Francis O'Connell Rev Fr Stephen Wymer Anthony James Chrumka (Appointed 25 November 2021) Olive Essien (Appointed 25 November 2021) Samy-Joseph Andre Etienne (Appointed 25 November 2021)
Charity number	1153948
Company number	08652238
Principal address	228 Bromley Road Shortlands Kent BR2 0BS
Registered office	228 Bromley Road Shortlands Kent BR2 0BS
Auditors	Ledger Sparks Audit LLP Airport House Suite 43-45 Purley Way Croydon Surrey CR0 0XZ
Head Teacher	J M Wallace (Appointed 01 September 2021) P Anderson (Resigned 31 August 2021)
Bursar	D Rolls

**BISHOP CHALLONER SCHOOL
(A COMPANY LIMITED BY GUARANTEE)
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**BISHOP CHALLONER SCHOOL
(A COMPANY LIMITED BY GUARANTEE)
TRUSTEES REPORT (INCLUDING DIRECTORS' REPORT)
FOR THE YEAR ENDED 31 AUGUST 2021**

The Trustees of the charity, who are also the Directors of the company, Bishop Challoner School ("the School"), present their annual report and the audited financial statements for the School for the Year Ended 31 August 2021.

The accounts have been prepared in accordance with the accounting policies set out in note 1 to the accounts and comply with the Bishop Challoner School's constitution, the Companies Act 2006 and the Statement of Recommended Practice, "Accounting and Reporting by Charities", issued in March 2005.

Objectives and activities

Bishop Challoner is an independent Catholic school that also provides educational opportunities for all faiths. The school aims to provide a broad general education for 3 to 18-year-old boys and girls. The "all-through" education provides them with a good moral grounding, outstanding pastoral care and excellent academic progress. Bishop Challoner provides a supportive, caring and innovative environment for the pupils.

We aim to:-

- provide an ambitious, happy, secure, caring and challenging learning environment within a welcoming Christian Catholic Community where there is an awareness of and a respect for all faiths and ethnicities;
- recognise each pupil as a unique individual, in whom we have high expectations both academically and behaviorally, and who has a special role and part to play within the school community, where diversity and equality are a fundamental part of the school's everyday life;
- encourage and enable each pupil to achieve his or her potential in all areas of school life where individual success is celebrated and valued, working in tandem with parents and carers to prepare all our young people for their future lives beyond Bishop Challoner;
- provide a balanced curriculum which is responsive to an ever-changing world, is supportive of all needs and aspirations and fosters intellectual curiosity, global awareness and academic achievement;
- provide high quality teaching by well qualified and motivated staff in a positive and supportive environment, building self-confidence and resilience in our young people;
- play an important and active role in the wider community, through partnerships and community initiatives, thus developing a social conscience and a sense of responsibility towards all members of society at a local, regional and national level.

Bishop Challoner aims to be one of the leading co-educational schools in the Bromley and London area. We are committed to providing an environment in which all our pupils are challenged to be the best they can be, in line with our school motto 'Quantum Potes, Tantum Aude' – Dare to be your best. Pastoral care and wellbeing underpin academic, co-curricular and spiritual enterprise. We believe in providing an education that is enriching and forward thinking for all Challoner pupils and we seek to ensure that the learning experience at our school blends the best of tradition with the exciting opportunities provided by new technology, partnerships and enterprise.

We believe a truly excellent school is about more than academic achievement alone; it is about developing a passion for learning, for developing skill sets within our pupils that readies them for the world of work or university. We have created an environment where pupils have self-awareness and resilience, self-confidence without arrogance and genuine interests that extend beyond the confines of the classroom.

At Bishop Challoner we focus on developing the whole person, aiming to ensure that each pupil understands their responsibilities towards others. We want our pupils to leave Challoner well equipped to engage positively with a rapidly advancing world as accomplished problem solvers and innovators, adaptable thinkers and team players, confident in their ability to lead and with a clear appreciation of and respect for the views and potential of others. In so doing we remain true to our founding Christian principles and values.

To deliver these aims Challoner currently has six distinctive strategic objectives – academic excellence, pastoral and wellbeing excellence, co-curricular excellence, social responsibility, spiritual understanding and commitment to technology advancement and innovation. Of these, pastoral and social responsibility are strongest and provide excellent outcomes for our pupils.

**BISHOP CHALLONER SCHOOL
(A COMPANY LIMITED BY GUARANTEE)
TRUSTEES REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2021**

We fulfil our aims well. Our pastoral care system provides human dignity to all members of the school community. It supports our pupils in reaching their full potential within a truly supportive environment. Pupils' achievements are celebrated in class and assemblies. We offer a wide range of extra-curricular activities with all staff contributing to the programme on offer.

Our Catholicity and spiritual life of the school was highly praised and evidenced in our recent Denomination Inspection in February 2020.

We serve the wider community by making our education available to all, including those who cannot afford our fees, as far as we are able within our resources. The school awards scholarships and bursaries to enable pupils, who would not otherwise be able, to be educated at the school.

Scholarships are offered at 7+ 11+, 13+ and 16+ for gifted and talented pupils who show potential. The school also offers means-tested bursaries.

The school educates around 300 pupils, relieving pressure on local schools, and providing a Catholic "all-through" education not otherwise available in the Borough of Bromley.

In addition, the local community benefits through such facilities as the school can offer such as entirely free accommodation for the extremely active local scouts and the CAFOD charity's local office.

We respond to the changing demands of young people in the wider community in ways that would not otherwise be available locally. We provide lettings to a number of after school clubs e.g. holiday camps, fencing.

We work hard to maintain the historic listed buildings which the school is fortunate to occupy. The Trustees have paid due regard to guidance issued by the Charity Commission and the school's constitution in deciding activities Bishop Challoner School should undertake.

PUBLIC BENEFIT

Key examples of how the charity provides public benefit through its values and aims:

1. Bishop Challoner has worked closely with a local Catholic State Primary Academy and offered local opportunities for the Year 5 children to participate in science activities using the school facilities. The school minibus service has operated for pupils attending. One of the groups enjoyed our school lunches and were provided with refreshments.
2. A local nursery school have used our Forest School and the school minibus has operated to allow for the children to attend. Easter activities were also offered to the children.
3. We allow a Scout group to use our facilities on site on a regular basis.
4. Bishop Challoner provides CAFOD with use of a room in the grounds to enable them to carry out their voluntary work.
5. The Sixth Form volunteer with Shortlands Train Station Eco Group.
6. The school provides its Chapel for the Catholic community who wish to attend some of the Liturgical events. Families have the opportunity to attend First Holy Communion which is offered in June.
7. The Collective Worship is offered to the public at certain times during the Liturgical year. The beautiful heritage campus is enjoyed by the local and wider community.
8. Members of Bishop Challoner play an active role in their local communities by taking part in events at local Catholic Churches, participating in the Duke of Edinburgh's Award scheme and numerous charities.
9. The school community is actively involved in many fundraising events both at local and international level and contributes annually to a school in Pong Tek, Cambodia.

BISHOP CHALLONER SCHOOL
(A COMPANY LIMITED BY GUARANTEE)
TRUSTEES REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2021

The school has made significant bursaries available. These help pupils whose parents would otherwise be unable to afford a Bishop Challoner education. Places are therefore made available within the limits of what is possible, to children whose parents need financial assistance in order to meet the costs. Increasingly, families with children already at the school find that a sudden downturn in family finances or an upheaval of some form, means the school needs to offer fee relief on a temporary and non-refundable basis.

Achievements and performance

Bishop Challoner prides itself upon sustaining a nurturing and caring environment for its pupils and ensuring that they are given the opportunity to participate in a wide range of co-curricular activities.

The school completed a superb Diocesan inspection in February 2020, with the inspectors referencing 'pupils feel safe, secure and happy in a family environment where each person is welcomed, valued, respected and cared for'. We commit to working together to ensure that this continues, regardless of cultural, social and economic backgrounds.

In November 2019, we had our Independent Schools Inspectorate compliance inspection. The school performed well in the inspection due to the robust measures, hours of hard work and rigour that we placed on school policies and procedures, ensuring that we were fully up to date with key changes and developments.

The Junior department worked well together to put on 'Lights, Camel, Action' and the Year 3 to Sixth Form production of Grease was well received. Donations from the Christmas carol Service went to the School Crises Fund and our Christmas Jumper Day raised money for The Passage which is an organisation that runs London's largest voluntary sector resource centre for homeless and vulnerable people. Our Nursery Forest School Leader arranged for children from a local day nursery to enjoy Forest School sessions at Bishop Challoner.

LAMDA Speech and Drama continues to be popular and has been offered to our Junior children from Year 3 to Year 9, with fantastic results being achieved.

The academic year 2020-21 continued to have the many challenges associated with the pandemic. Two further lockdowns were announced, #2 in November and #3 from January to March. When the school community was together, the school followed strict protocols of year group bubbles, mask wearing, ventilation of all spaces, increased and deep cleaning of all areas and social distancing were possible. GCSE and A level examinations were cancelled once more, this time being replaced by TAGs.

Bishop Challoner celebrated 94.9% of students achieving grade 9-4 in five or more subjects, with the same percentage gaining at least five GCSEs including Mathematics and English Language.

At A level Bishop Challoner achieved 100 percent pass rate, A*- C grades with 78.3% of grades being A*-A and 91.3% A*-B grades with all our Year 13 leavers taking up places at Russell group universities.

We became very familiar with remote provision and launched into a period dominated by the development of online teaching and learning using MS Teams and Purple Mash as well as other technologies. We installed cameras into each of the classrooms in the senior department to cater for any member of staff or pupil who may not have been able to attend school.

We have had mental health and well-being at the heart of all that we have done and introduced a Challoner Channel, simply aimed at the pupils to support their mental health and emotions. This was a medium to stay connected with the pupils and to share stories and provide opportunity for them to be involved in a range of activities, projects, challenges and competitions.

In lockdown, some pupils wrote to their elderly pen pals at Bromley Park Care Centre. One pupil made 3D printed medical visors to help protect the NHS staff and he donated some of these to staff at St Christopher's Hospice through his scout group. From VE Day celebrations to arts and crafts, pupils took the opportunity to discover new talents and extend their skills in various baking challenges including national cupcake day in support of the Alzheimer's society. Two junior children learnt sign language.

**BISHOP CHALLONER SCHOOL
(A COMPANY LIMITED BY GUARANTEE)
TRUSTEES REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2021**

The staff and pupils have risen to the challenges and not only has there been high quality teaching and learning but online assemblies, music and LAMDA lessons, house competitions, pastoral support and care and some clubs. Many pupils took part in the PE running challenge, ensuring that they exercised and looked after both their physical and mental health. The PE department had a great response with pupils completing over 2000 kilometres. Our virtual Christmas carol service and junior production were well executed.

During the course of the year we have focused on one of our Catholic Christian values - diversity and social justice. Bishop Challoner has always been proud of its diverse community and this has not changed. However, we have reviewed our procedures to ensure that we continue to listen to our community ensuring we take responsibility to tackle any issues of prejudice that may arise. We have committed to an EDI (Equality, Diversity and Inclusivity) Charter to develop this very important area much further.

Senior Leadership Team

The Trustees would like to express their thanks to Paula Anderson, Headteacher, who left Bishop Challoner at the end of the 2020/21 Academic Year and Suzanne Woolaway, Deputy Headteacher, who left at Easter, for all their hard work during their time at the School.

The Trustees welcome Mrs Katherine Brooker, Deputy Headteacher, who joined the School during the Lent Term and has brought significant energy and enthusiasm to the role. The Trustees also welcome Mr Mark Wallace who joins Bishop Challoner as Headteacher from the start of the 2021/22 Academic year and brings significant experience, previously being Headteacher at Lincoln Minster School, and innovative plans that he has shared initial thoughts on with the Board. The Trustees look forward to working with them and their Senior Leadership team to further develop the pupil experience and community interaction as the School looks positively to the future.

Financial review

The School recorded a decrease in funds of £191,902 for the year ending 31 August 2021, as compared to the previous year's deficit of £185,389. The accounting period represented a full year operating under the coronavirus pandemic. The school incurred ongoing expenditure to assist both with improving technology for remote learning and in keeping the premises Covid secure, including retaining hand sanitizer units and increased cleaning regimes. The school was able to control some costs during the brief Spring '21 lockdown. However, the site remained open throughout for the children of keyworkers and vulnerable pupils.

Income was restricted with pupil recruitment having suffered the previous year due to the inability to hold in-person marketing events such as Open Mornings and Taster Events. Whilst pupil numbers dropped significantly with a lower intake into the senior school, on the whole, pleasingly this trend has reversed with a healthy Year 7 group for academic year '21/'22 and Bishop Challoner is looking forward with great optimism to emerging a stronger, more dynamic and flexible school with even more to offer its pupils.

The School continues to attract academically able pupil admissions with the strong reserves providing support for discounts to be applied both through means tested bursaries and targeted scholarships. This allows the school to continue to offer opportunities to the most able candidates regardless of financial background, whilst complying with the school's constitutional arrangements.

Bishop Challoner remains determined to nurture pupils and continues to ensure that the quality of teaching and learning is innovative and enterprising, whether face-to-face teaching or remote learning. The school recognises its attractiveness in its provision of "all-through" Catholic education.

Costs are continuously controlled and monitored against budget. The historic nature of the premises means that significant investment in the upkeep of the site will always be required. However, substantial remedial expenditure in recent years has enabled the school to limit costs.

**BISHOP CHALLONER SCHOOL
(A COMPANY LIMITED BY GUARANTEE)
TRUSTEES REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2021**

The school recognised its need to cut costs further and reluctantly proposed exiting the teachers' pension scheme (TPS). Following a full consultation with staff, the school has made the difficult decision to leave TPS with effect from 31 December 2021 to protect funds for the provision of an excellent education provision in the short term and futureproof against future contribution changes outside of the school's control. This will allow the school to develop its other resources and facilities in a prudent manner, continuing to consider new development opportunities always with the focus of improving the provision of a varied, high-quality education.

Reserves

The Balance Sheet of the School shows the net worth ('Total assets less current liabilities') of the company at a healthy £1.6m. Furthermore, whilst many schools' assets are tied up in the fabric of their building, Bishop Challoner School is in the strong position that net current assets make up £1m. The freehold of the site is owned by the Archdiocese of Southwark and is therefore not included in the School's fixed assets.

The Trustees will continue to support the drive for improving academic standards and supporting the pastoral needs of our pupils, and recognize the need to maintain and develop the site to enhance the educational experience and attractiveness of the environment. The Trustees have considered the pricing structure of the school with the goal of the school funding its day-to-day operations from operating cash flows to facilitate the ringfencing of reserves for future projects. This strategic investment will be planned long term and balanced against a prudent approach to ensure the continued financial health of the school and its ability to provide an outstanding educational experience for its pupils into the future.

Going Concern

As at 31 August 2021 the charity has net current assets of £1,058,186 (2020: £1,175,631) and a deficit of £191,902 (2020: £185,389). The financial statements have been prepared on a going concern basis as the trustees believe that adequate cash resources will be available to cover the charitable company's requirements for working capital and capital expenditure for at least the next twelve months.

The COVID-19 outbreak has continued to have a significant impact with further government lockdowns implemented in the UK. Due to the outbreak, economic uncertainties have arisen, which could have some form of negative impact on the charity. However, any lasting impact at present is difficult to evaluate. The trustees have reviewed the charity's objective, risks and management policies resulting from coronavirus outbreak. The trustees continue to review and assess the current forecast and projections for the school.

Plans for the future

The Trustees are satisfied that the new constitution gives them an effective framework to build on the school's many successes in the years ahead. Broadly the Trustees have the following aims for Bishop Challoner School:

- To maintain and sustain our current objectives whilst keeping fees at very reasonable levels compared to other local independent schools;
- To increase pupil numbers in Reception Class and in the Sixth Form;
- To maintain and develop the current site and facilities in keeping with its listed status;
- To continue to sympathise with our distinctive Catholic nature, while being inclusive of all religious affiliations and none;
- To broaden our outreach and partnerships with the local community

Structure, governance and management

The School is a charitable company (Co. No: 08652238) limited by guarantee and was incorporated on 15 August 2013.

The School is constituted under a Memorandum and Articles of Association dated 22 July 2013 (as per the Companies Act 2006 for a Company Not Having a Share Capital).

The School is a registered charity (Registered Charity No: 1153948) with a date of registration of 25 September 2013.

BISHOP CHALLONER SCHOOL
(A COMPANY LIMITED BY GUARANTEE)
TRUSTEES REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2021

The Trustees, who are also the directors for the purpose of company law, and who served during the year were:

Patricia Mary Colling (Chair of Trustees)

Tracey Ann Cassidy

Dean Lee Lake

Sebastian John Francis O'Connell

Rev Fr Stephen Wymer

Anthony James Chrumka

(Appointed 25 November 2021)

Olive Essien

(Appointed 25 November 2021)

Samy-Joseph Andre Etienne

(Appointed 25 November 2021)

Margaret Brocklehurst, a former Trustee and Director, holds the honorary position of Trustee Emeritus.

The School occupies its premises at 228 Bromley Road, Shortlands, Kent, BR2 0BS, under a 99 year lease dated 4 June 2014 with the start of occupancy backdated to 6 December 2013, the date of the Deed of Transfer. The Landlord is the Southwark Roman Catholic Diocesan Corporation (Co. No: 393665) registered at 59 Westminster Bridge Road, London, SE1 7JE. The property incorporates everything within the curtilage of the site including St. Catherine's Cottage (228 Bromley Road, BR2 0AB). The School sublets a room within the cottage on a rent free basis to the Catholic Agency for Overseas Development (CAFOD), a Charity registered in England and Wales with registered number 285776 whose registered office is at 55 Westminster Bridge Road, London, SE1 7JB.

Buildings and Contents Insurance are held in joint names between Bishop Challoner School and the Diocese through the Catholic Church Insurance Association. All other insurances in respect of Bishop Challoner School are held solely by the School (including Public Liability Insurance, Employer's Liability Insurance and Governors' Liability Insurance).

In setting our objectives and planning our activities, the Trustees have given careful consideration to the Charity Commission's general guidance on public benefit and, in particular, to its supplementary public benefit guidance on the advancement of religion, advancing education and on fee-charging.

Governance and Management

The School was governed during the year by a voluntary Board of Governors, chaired by Patricia Colling.

In addition to the Trustees, three further Governors served on the Board of Governors during the year, namely Anthony Chrumka, Olive Essien and Samy-Joseph Etienne. They bring a breadth of experience to the Board; Mr. Chrumka is an IT consultant, Mrs. Essien is a lawyer, and Mr. Etienne is a secondary school teacher.

Due to the pandemic, the three roles have remained as Governors for an extended period. However, it was confirmed for them to be appointed as Full Trustees/Directors at the first Full Governors' Meeting of the new academic year (2021/22).

Appointment of Trustees and Trustee Induction and Training

Governors are invited to join the Board based on the skills and experience each individual can bring to the Board of Governors. Following an introduction to the other members of the Board, new Governors complete an induction, including background to the school, the operations and the role of the Board of Governors and the interaction with the Senior Leadership Team. After an initial year serving on the Board of Governors, a Governor may then be invited to be a Trustee of the school.

The Board of Governors, via the Clerk to the Governors, are provided with updates from AGBIS, together with opportunities to attend webinars and training courses/seminars run by AGBIS in order to seek to ensure the Board operates in line with best practice.

BISHOP CHALLONER SCHOOL
(A COMPANY LIMITED BY GUARANTEE)
TRUSTEES REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2021

Governance and Management structure

The School was originally formed by the parishes of Beckenham and Bromley –The Archbishop of the Catholic Diocese of Southwark has the power reserved in the constitution to appoint two trustees. One post is filled by Fr Stephen Wymer and the other by Sebastian O'Connell. The Governors come from a variety of backgrounds including religious, educational, legal and financial. The Board is attended by a Trustee who is a parent.

The Trustees of the registered charity are also the Directors of the charitable company limited by guarantee. The Board of Governors meets at least once a term. The Board delegates decision making powers to various sub-committees of Trustees/Governors to drive the school forward through their area of responsibility. The current subcommittees are Finance, Premises and Health & Safety; Strategy and Development; Personnel; Education and Governance and Nominations. The various sub-committees report back to the Full Board Meeting, which is the final meeting of each term, and ratify any decisions.

The day to day decision making and implementation of Trustees' decisions rests with the Senior Leadership Team, currently comprising the Head teacher, a Deputy Head, the Bursar, and Head of Junior School.

The Trustees invite relevant staff representation to the sub-committee meetings held each term. The Head teacher attends all sub-committee meetings, the Bursar provides termly reports to the Finance, Premises and Health & safety sub-committee, and the Deputy Head and the Head of Key Stage 1 and 2 attend the education sub-committee.

The Trustees have arranged for the school to maintain a live risk matrix for the purposes of managing risk.

Risk Management

The Governors are responsible for the overseeing of the risks faced by the School. Detailed considerations of risk are delegated to the Senior Management of the School. Risks are identified, assessed and controls established throughout the year. A formal review of the charity's risk management processes is undertaken on an annual basis. Risk is managed under the headings of legal, health and safety, financial, external, reputational and people.

The main risks that the Governors have identified and the plans to manage those risks are:

Reputation. The School's success is built on its reputation for the education and well-being of our pupils. We manage this risk through safeguarding policies, staff recruitment policies, pastoral support for both pupils and staff and active identification and resolution of health and safety related issues.

Funding. Our ability to continue to operate is reliant on pupil fees and the ability to pay bills as they fall due. This risk is managed by marketing activity, having a reputation for academic excellence and active cash-flow management.

Curriculum. Academic excellence requires the most able teachers with state of the art facilities delivering the curriculum to able students. We manage this risk by combining attractive salaries with additional allowances, on-going investment in our estate and an approach to enrolment that works with supportive parents whose children have an appetite for learning and a scholarship scheme that recognises pupil achievement and aptitude.

Through the risk management processes established for the School, the Governors are satisfied that the major risks identified have been adequately mitigated where necessary. It is recognised that systems can only provide reasonable but not absolute assurance that major risks have been adequately managed.

**BISHOP CHALLONER SCHOOL
(A COMPANY LIMITED BY GUARANTEE)
TRUSTEES REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2021**

Disclosure of information in the Strategic Report

The company has taken advantage of the exemption available under section 414B of the Companies Act 2006 to small companies forming part of the ineligible groups and has not presented a strategic report.

Statement of Trustees' Responsibilities

The trustees (who are also the directors for the purpose of company law) are responsible for preparing the Annual Report and the financial statements in accordance with applicable law and regulations.

Company law requires the trustees to prepare financial statements for each financial year. Under that law the trustees must prepare the financial statements in accordance with United Kingdom Generally Accepted Accounting Practice (United Kingdom Accounting Standards and applicable law). Under company law the trustees must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the charitable company and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that period.

In preparing these financial statements, the trustees are required to:

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

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

The trustees confirm that so far as they are aware, there is no relevant audit information (as defined by section 418(3) of the Companies Act 2006) of which the charitable company's auditors are unaware. They have taken all the steps that they ought to have taken as trustees in order to make themselves aware of any relevant audit information and to establish that the charitable company's auditors are aware of that information.

Auditor

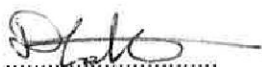
A resolution proposing that Ledger Sparks Audit LLP be reappointed as auditors of the company will be put to the members.

Disclosure of information to auditor

So far as each of the Trustees 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 Trustees 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.

The Trustees report was approved by the Board of Trustees.



Dean Lee Lake

Trustee

Dated: 16 March 2022

**BISHOP CHALLONER SCHOOL
(A COMPANY LIMITED BY GUARANTEE)
INDEPENDENT AUDITOR'S REPORT
TO THE TRUSTEES OF BISHOP CHALLONER SCHOOL**

Opinion

We have audited the financial statements of Bishop Challoner School (the 'charitable company') for the year ended 31 August 2021 which the statement of financial activities, the balance sheet, the statement of cash flows and the 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 2021 and of its incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the charitable company in accordance with the ethical requirements that are relevant to our audit of the financial statements in the 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 entity'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 other information comprises the information included in the annual report other than the financial statements and our auditor's report thereon. The trustees are responsible for the other information contained within the annual report. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon. Our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the course of the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

**BISHOP CHALLONER SCHOOL
(A COMPANY LIMITED BY GUARANTEE)
INDEPENDENT AUDITOR'S REPORT (CONTINUED)
TO THE TRUSTEES OF BISHOP CHALLONER SCHOOL**

Opinions on other matters prescribed by the Companies Act 2006

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

- the information given in the trustees' report, which includes 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
- the directors' report included within the trustees' report has been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

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

Responsibilities of Trustees

As explained more fully in the trustees' responsibilities statement 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.

**BISHOP CHALLONER SCHOOL
(A COMPANY LIMITED BY GUARANTEE)
INDEPENDENT AUDITOR'S REPORT (CONTINUED)
TO THE TRUSTEES OF BISHOP CHALLONER SCHOOL**

Based on our discussions with the charity's management and the Trustees, we identified that the following laws and regulations are significant to the entity:

- Those laws and regulations considered to have a direct effect on the financial statements include UK financial reporting standards and Charity Law.
- Those laws and regulations for which non-compliance may be fundamental to the operating aspects of the charity and therefore may have a material effect on the financial statements include compliance with the charitable objectives, public benefit, fundraising regulations, safeguarding and health and safety legislation.

These matters were discussed amongst the engagement team at the planning stage and the team remained alert to non-compliance throughout the audit.

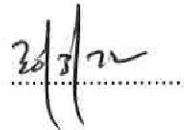
Audit procedures undertaken in response to the potential risks relating to irregularities (which include fraud and non-compliance with laws and regulations) comprised of: inquiries of management and the Trustees as to whether the entity complies with such laws and regulations; enquiries with the same concerning any actual or potential litigation or claims; inspection of relevant legal correspondence; review of Trustee meeting minutes; testing the appropriateness of journal entries; and the performance of analytical review to identify unexpected movements in account balances which may be indicative of fraud.

No instances of material non-compliance were identified. However, the likelihood of detecting irregularities, including fraud, is limited by the inherent difficulty in detecting irregularities, the effectiveness of the entity's controls, and the nature, timing and extent of the audit procedures performed. Irregularities that result from fraud might be inherently more difficult to detect than irregularities that result from error. As explained above, there is an unavoidable risk that material misstatements may not be detected, even though the audit has been planned and performed in accordance with ISAs (UK).

A further description of our responsibilities is available on the Financial Reporting Council's website at: <https://www.frc.org.uk/auditorsresponsibilities>. This description forms part of our auditor's report.



**Bobby Gurdep Bhogal FCCA (Senior Statutory Auditor)
for and on behalf of Ledger Sparks Audit LLP**



Statutory Auditor

Airport House
Suite 43-45
Purley Way
Croydon
Surrey
CR0 0XZ

BISHOP CHALLONER SCHOOL
(A COMPANY LIMITED BY GUARANTEE)
STATEMENT OF FINANCIAL ACTIVITIES
INCLUDING INCOME AND EXPENDITURE ACCOUNT
FOR THE YEAR ENDED 31 AUGUST 2021

	Notes	Unrestricted funds Total 2021 £	Total 2020 £
<u>Income and endowments from:</u>			
<u>Incoming resources from charitable activities</u>			
Incoming resources from charitable activities	3	2,985,736	3,158,646
Investment income	4	7,637	19,862
Donation Income	5	597	2,422
Other Income	5	129,137	122,951
Total income and endowments		3,123,107	3,303,881
<u>Expenditure on:</u>			
<u>Charitable activities</u>			
Support Costs	6	732,290	848,027
Direct Charitable Expenditure	6	2,582,719	2,641,243
Total charitable expenditure		3,315,009	3,489,270
Total resources expended		3,315,009	3,489,270
Net expenditure for the year/ Net movement in funds		(191,902)	(185,389)
Fund balances at 1 September 2020		1,817,458	2,002,847
Fund balances at 31 August 2021		1,625,556	1,817,458

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

All income and expenditure derive from continuing activities .

The statement of financial activities also complies with the requirements for an income and expenditure account under the Companies Act 2006.

The notes on pages 15 to 25 form part of the accounts

BISHOP CHALLONER SCHOOL
(A COMPANY LIMITED BY GUARANTEE)
BALANCE SHEET
AS AT 31 AUGUST 2021

	Notes	2021 £	£	2020 £	£
Fixed assets					
Tangible assets	11		567,370		641,827
Current assets					
Debtors	12	100,127		158,525	
Cash at bank and in hand		1,747,327		1,748,361	
		<u>1,847,454</u>		<u>1,906,886</u>	
Creditors: amounts falling due within one year	13	(789,268)		(731,255)	
Net current assets			1,058,186		1,175,631
Total assets less current liabilities			<u>1,625,556</u>		<u>1,817,458</u>
Income funds					
Unrestricted funds	15		1,625,556		1,817,458
			<u>1,625,556</u>		<u>1,817,458</u>

The Trustees acknowledge their responsibilities for ensuring that the charity keeps accounting records which comply with section 386 of the Act and for preparing financial statements which give a true and fair view of the state of affairs of the company as at the end of the financial year and of its incoming resources and application of resources, including its income and expenditure, for the financial year in accordance with the requirements of sections 394 and 395 and which otherwise comply with the requirements of the Companies Act 2006 relating to financial statements, so far as applicable to the company.

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

The accounts were approved by the Trustees on 16 March 2022



Dean Lee Lake
Trustee

Company Registration No. 08652238

The notes on pages 15 to 25 form part of the accounts

BISHOP CHALLONER SCHOOL
(A COMPANY LIMITED BY GUARANTEE)
STATEMENT OF CASH FLOWS
FOR THE YEAR ENDED 31 AUGUST 2021

	Notes	2021 £	£	2020 £	£
Cash flows from operating activities					
Cash generated from/(absorbed by) operations	16		19,959		(418,862)
Investing activities					
Purchase of tangible fixed assets		(28,630)		(59,138)	
Interest received		7,637		19,862	
Net cash used in investing activities			(20,993)		(39,276)
Net cash used in financing activities			-		-
Net decrease in cash and cash equivalents			(1,034)		(458,138)
Cash and cash equivalents at beginning of year			1,748,361		2,206,499
Cash and cash equivalents at end of year			<u>1,747,327</u>		<u>1,748,361</u>

BISHOP CHALLONER SCHOOL
(A COMPANY LIMITED BY GUARANTEE)
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2021

1 Accounting policies

Company information

Bishop Challoner School is a private company limited by guarantee incorporated in England and Wales. The registered office is 228 Bromley Road, Shortlands, Kent, BR2 0BS.

1.1 Accounting convention

These accounts have been prepared in accordance with FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland" ("FRS 102"), "Accounting and Reporting by Charities" the Statement of Recommended Practice for charities applying FRS 102, the Companies Act 2006 and UK Generally Accepted Accounting Practice as it applies from 1 January 2015. The Bishop Challoner School is a Public Benefit Entity as defined by FRS 102.

The financial statements are prepared in sterling, which is the functional currency of the Bishop Challoner School. Monetary amounts in these financial statements are rounded to the nearest £.

The accounts have been prepared on the historical cost convention, modified to include the revaluation certain financial instruments at fair value. The principal accounting policies adopted are set out below.

1.2 Going concern

At the time of approving the financial statements, the Trustees have a reasonable expectation that the Bishop Challoner School has adequate resources to continue in operational existence for the foreseeable future. Thus the Trustees continue to adopt the going concern basis of accounting in preparing the financial statements.

At 31 August 2021, the charity had net current assets of £1,058,186 (2020: £1,175,631) and net expenditure of £191,902 (2020: £185,389), however the financial statements have been prepared on a going concern basis.

The World Health Organisation declared the outbreak of a coronavirus (COVID-19) as a pandemic. The continued presence of COVID-19 outbreak in the United Kingdom has resulted in further lockdowns and caused interruption and reduction of the School's operations which have been government mandated. The school continued to remain open to the children of keyworkers throughout the crisis and also provides home schooling. The charity's continual review and reassessment of its cash flow forecasts and budgets, show that the charity would have sufficient resources for at least a year from the date these Financial Statements are approved. This is based on the assumptions that the budgeted forecasts are achievable. Given the above, the trustees consider it appropriate to adopt a going concern basis in preparing the financial statements.

1.3 Charitable funds

Unrestricted funds are available for use at the discretion of the Trustees in furtherance of their charitable objectives.

BISHOP CHALLONER SCHOOL
(A COMPANY LIMITED BY GUARANTEE)
NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2021

1 Accounting policies

(Continued)

1.4 Incoming resources

Income is recognised when the Bishop Challoner School is legally entitled to it after any performance conditions have been met, the amounts can be measured reliably, and it is probable that income will be received.

Fee income

Fees income pertains to school fees collected during the period and are accounted for when the service is provided. Fees are stated before grants and remissions granted by the School. Fee income includes charges for examination entry and course supplies.

Deferred income – advance fees

Where income is received in advance of meeting any performance related conditions and there is not unconditional entitlement to the income, its recognition is deferred and included in creditors as deferred income until the performance conditions are met.

Investment income

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

Donations

Donations, Grants and other voluntary income are accounted for as and when entitlement arises, the amount can be reliably measured and the economic benefit is considered probable.

1.5 Resources expended

Expenditure is recognised once there is a legal or constructive obligation to make a payment to a third party, it is probable that settlement will be required and the amount of the obligation can be measured reliably. Expenditure is accounted for on an accruals basis and has been included under expense categories that aggregate all costs for allocation to activities. Expenditure is mainly classified under the following activity headings:

- Expenditure on charitable activities includes the costs of educational activities undertaken to further the purposes of the charity and their associated support costs.
- Support costs are those costs incurred directly in support of expenditure on the objects of the school
- Governance costs are those costs incurred in connection with administration of the school and compliance with constitutional and statutory requirements.

Irrecoverable VAT is charged as a cost against the activity for which the expenditure was incurred.

1.6 Tangible fixed assets

Tangible fixed assets are initially measured at cost and subsequently measured at cost or valuation, net of depreciation and any impairment losses.

Long Leasehold Improvements	5% Straight Line
Plant and machinery	33.3% Straight Line
Fixtures, fittings & equipment	20% Straight Line
Motor vehicles	25% Reducing Balance

1.7 Cash and cash equivalents

Cash and cash equivalents include cash in hand, deposits held at call with banks and other short-term liquid investments with a short maturity.

BISHOP CHALLONER SCHOOL
(A COMPANY LIMITED BY GUARANTEE)
NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2021

1 Accounting policies

(Continued)

Basic financial assets

Basic financial assets, which include debtors and cash and bank balances, are initially measured at transaction price including transaction costs and are subsequently carried at amortised cost using the effective interest method unless the arrangement constitutes a financing transaction, where the transaction is measured at the present value of the future receipts discounted at a market rate of interest. Financial assets classified as receivable within one year are not amortised.

Derecognition of financial assets

Financial assets are derecognised only when the contractual rights to the cash flows from the asset expire or are settled, or when the Bishop Challoner School transfers the financial asset and substantially all the risks and rewards of ownership to another entity, or if some significant risks and rewards of ownership are retained but control of the asset has transferred to another party that is able to sell the asset in its entirety to an unrelated third party.

Basic financial liabilities

Basic financial liabilities, including trade and other payables, are initially recognised at transaction price unless the arrangement constitutes a financing transaction, where the debt instrument is measured at the present value of the future receipts discounted at a market rate of interest. Debt instruments are subsequently carried at amortised cost, using the effective interest rate method.

Trade payables are obligations to pay for goods or services that have been acquired in the ordinary course of operations from suppliers. Accounts payable are classified as current liabilities if payment is due within one year or less. If not, they are presented as non-current liabilities. Trade payables are recognised initially at transaction price and subsequently measured at amortised cost using the effective interest method.

Derecognition of financial liabilities

Financial liabilities are derecognised when the Bishop Challoner School's contractual obligations expire or are discharged or cancelled.

1.8 Employee benefits

The cost of any unused holiday entitlement is recognised in the period in which the employee's services are received.

Termination benefits are recognised immediately as an expense when Bishop Challoner School is demonstrably committed to terminate the employment of an employee or to provide termination benefits.

1.9 Retirement benefits

Payments to defined contribution retirement benefit schemes are charged as an expense as they fall due.

1.10 Leases

Rentals payable under operating leases, including any lease incentives received, are charged as an expense on a straight line basis over the term of the relevant lease.

1.11 Legal status of the School

The School is a company limited by guarantee and has no share capital. The members of the company are the Trustees named on page 1. In the event of the school being wound up, the liability in respect of the guarantee is limited to £1 per member of the school.

1.12 Fund Accounting

General funds are unrestricted funds which are available for use at the discretion of the Trustees in furtherance of the general objectives of the School and which have not been designated for any other purposes. Investment income, gains and losses are also allocated to unrestricted funds.

BISHOP CHALLONER SCHOOL
(A COMPANY LIMITED BY GUARANTEE)
NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2021

1 Accounting policies

(Continued)

1.13 Government grants

Government grants are recognised at the fair value of the asset received or receivable when there is reasonable assurance that the charity will comply with conditions attaching to them and the grants will be received using the accrual model.

1.14 Debtors

Trade and other debtors are recognised at the settlement amount due.

1.15 Creditors

Trade and other creditors are recognised at fair value at initial recognition and the difference between the carrying amount of a financial liability (or part thereof) that is redeemed or is transferred to a third party and the amount paid, including any transfer of assets other than cash and cash equivalents or assumed liabilities, is recognised in profit or loss.

2 Critical accounting estimates and judgements

In the application of the Bishop Challoner School's accounting policies, the Trustees are required to make judgements, estimates and assumptions about the carrying amount of assets and liabilities that are not readily apparent from other sources. The estimates and associated 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 where the revision affects only that period, or in the period of the revision and future periods where the revision affects both current and future periods.

3 Incoming resources from charitable activities

	2021	2020
	£	£
Gross Tuition Fees	3,421,905	3,581,866
Breakfast Club	3,000	3,136
Scholarship Awarded	(200,113)	(206,261)
Bursaries Awarded	(254,455)	(232,472)
Other Educational Income	15,399	12,376
	<u>2,985,736</u>	<u>3,158,646</u>

4 Investment income

	Total	Total
	2021	2020
	£	£
Interest receivable	<u>7,637</u>	<u>19,862</u>

BISHOP CHALLONER SCHOOL
(A COMPANY LIMITED BY GUARANTEE)
NOTES TO THE ACCOUNTS
FOR THE YEAR ENDED 31 AUGUST 2021

5 Other Income

	Unrestricted funds	Unrestricted funds
	2021	2020
	£	£
Donations	597	2,422
Coronavirus Job Retention Scheme	129,137	122,951

6 Charitable activities

	Support Costs	Direct Charitable Expenditure	Total 2021	Total 2020
	£	£	£	£
Expenditure on charitable activities	-	2,582,719	2,582,719	2,641,243
Share of support costs (see note 8)	688,714	-	688,714	814,725
Share of governance costs (see note 8)	43,576	-	43,576	33,302
	<u>732,290</u>	<u>2,582,719</u>	<u>3,315,009</u>	<u>3,489,270</u>
Analysis by fund				
Unrestricted funds	<u>732,290</u>	<u>2,582,719</u>	<u>3,315,009</u>	
	<u>732,290</u>	<u>2,582,719</u>	<u>3,315,009</u>	
For the year ended 31 August 2020				
Unrestricted funds	<u>848,027</u>	<u>2,641,243</u>		<u>3,489,270</u>
	<u>848,027</u>	<u>2,641,243</u>		<u>3,489,270</u>

Payments to the auditors of £9,000 (2020 - £9,000) in relation to audit fees and £3,000 (2020 - £4,800) in relation to non-audit services. Legal and Professional Fees amounting to £31,576 (2020 - £19,502).

BISHOP CHALLONER SCHOOL
(A COMPANY LIMITED BY GUARANTEE)
NOTES TO THE ACCOUNTS (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2021

7 Direct charitable expenditure	2021	2020
Teaching costs	£	£
Wages and salaries	1,642,353	1,716,384
National Insurance	166,219	174,810
Pension Contributions	321,669	338,492
Agency Costs	109,974	66,122
Recruitment Costs	59,060	23,374
Computer Expenses	91,143	88,261
Subscriptions	12,020	10,631
Playing Fields	4,380	12,335
Staff Training	13,680	16,859
Prize Giving	8,710	5,397
Refreshments for Children	1,837	8,982
Books and Teaching Aids	48,586	62,462
Depreciation Expense	103,088	117,134
	<u>2,582,719</u>	<u>2,641,243</u>
Total	<u>2,582,719</u>	<u>2,641,243</u>

The pension charge for the year amounts to £321,669 (2020 : £338,492) as above which was payable to the TPS.

BISHOP CHALLONER SCHOOL
(A COMPANY LIMITED BY GUARANTEE)
NOTES TO THE ACCOUNTS (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2021

8 Analysis of Support costs (including Governance costs)

	Support costs	Governance costs	2021	2020
	£	£	£	£
Wages and salaries	337,901	-	337,901	354,393
National Insurance	31,607	-	31,607	34,610
Pension Contributions	23,571	-	23,571	24,286
Rates	19,769	-	19,769	7,720
Insurance	18,348	-	18,348	19,538
Light & heat	48,744	-	48,744	46,468
Repairs and Maintenance	44,884	-	44,884	91,513
Postage and Stationery	33,383	-	33,383	32,484
Telephone and Fax	5,963	-	5,963	6,371
Motor Expenses	4,365	-	4,365	2,767
Cleaning	62,856	-	62,856	63,395
Staff Welfare	8,331	-	8,331	6,126
Bank Charges	11,936	-	11,936	6,082
Advertising	53,946	-	53,946	54,670
Donations	-	-	-	32,785
Other costs	(16,890)	-	(16,890)	31,518
Audit fees	-	12,000	12,000	13,800
Legal and professional	-	31,576	31,576	19,502
	<u>688,714</u>	<u>43,576</u>	<u>732,290</u>	<u>848,027</u>

Support costs for the period total £688,714 (2020: £814,725). If allocated on the basis of staff numbers, the support cost allocation would be £560,810 (2020: £675,058) to teaching staff and £127,904 (2020: £139,667) allocated to administration, premises and office staff. The pension charge for non teaching staff total £23,571 (2020: £24,286) for the period, as shown above.

9 Trustees

None of the Trustees (or any persons connected with them) received any remuneration or benefits from Bishop Challoner School during the year. None of the trustee received payment for professional or other services supplied to Bishop Challoner School.

BISHOP CHALLONER SCHOOL
(A COMPANY LIMITED BY GUARANTEE)
NOTES TO THE ACCOUNTS (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2021

10 Employees

	2021	2020
	Number	Number
Teaching staff	41	41
Teaching Support Staff	16	17
Office & Premises Staff	13	12
	<u>70</u>	<u>70</u>

	2021	2020
	£	£
Wages and salaries	1,980,254	2,070,777
Social security costs	197,826	209,420
Pension costs	345,240	362,778
	<u>2,523,320</u>	<u>2,642,975</u>

The number of employees who had emoluments and benefits in excess of £60,000 in the year are 6(2020 - 7).

	2021	2020
	Number	Number
£60,000 - £69,999	3	3
£70,000 - £79,999	2	2
£80,000 - £89,999	-	1
£100,000 +	1	1
	<u>6</u>	<u>7</u>

Pension costs are allocated to activities in proportion to the related staffing costs incurred and are wholly charged to unrestricted funds.

BISHOP CHALLONER SCHOOL
(A COMPANY LIMITED BY GUARANTEE)
NOTES TO THE ACCOUNTS (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2021

11 Tangible fixed assets	Long Leasehold Improvements	Plant and machinery	Fixtures, fittings & equipment	Motor vehicles	Total
	£	£	£	£	£
Cost					
At 1 September 2020	643,810	217,260	223,978	57,867	1,142,915
Additions	-	22,562	6,068	-	28,630
At 31 August 2021	<u>643,810</u>	<u>239,822</u>	<u>230,046</u>	<u>57,867</u>	<u>1,171,545</u>
Depreciation and impairment					
At 1 September 2020	136,238	171,185	141,803	51,862	501,088
Depreciation charged in the year	32,190	32,291	37,105	1,501	103,087
At 31 August 2021	<u>168,428</u>	<u>203,476</u>	<u>178,908</u>	<u>53,363</u>	<u>604,175</u>
Carrying amount					
At 31 August 2021	<u>475,382</u>	<u>36,346</u>	<u>51,138</u>	<u>4,504</u>	<u>567,370</u>
At 31 August 2020	<u>507,571</u>	<u>46,076</u>	<u>82,175</u>	<u>6,005</u>	<u>641,827</u>

12 Debtors	2021	2020
	£	£
Amounts falling due within one year:		
Trade debtors	34,533	64,329
Other debtors	18,975	44,022
Prepayments	46,619	50,174
	<u>100,127</u>	<u>158,525</u>

13 Creditors: amounts falling due within one year	2021	2020
	£	£
Other taxation and social security	47,647	48,909
Trade creditors	82,993	36,485
Other creditors	625,855	595,192
Accruals	32,773	50,669
	<u>789,268</u>	<u>731,255</u>

Included in other creditors are fees in advance and deposits due within one year relate to the advanced payment of autumn term fees and deposits refundable for the next accounting period.

BISHOP CHALLONER SCHOOL
(A COMPANY LIMITED BY GUARANTEE)
NOTES TO THE ACCOUNTS (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2021

14 Pension Commitments

The charity operates a Teachers' Pension Scheme (the TPS) for its teaching staff. The pension charge for the year includes contribution payable to the TPS of £345,240 (2020 - £362,778) and at the year end £40,203 (2020 - £34,093) payable to the TPS at the balance sheet date and included in other creditors.

15 Unrestricted funds

The income funds of the charity consists of unrestricted funds which are available for use at the discretion of trustees' for the general objectives of the school and have not being designated for any other purpose.

	Balance at 1 September 2020	Incoming resources	Resources expended	Balance at 31 August 2021
	£	£	£	£
Unrestricted funds	1,817,458	3,123,107	(3,315,009)	1,625,556
	<u>1,817,458</u>	<u>3,123,107</u>	<u>3,315,009</u>	<u>1,625,556</u>

16 Cash generated from operations

	2021 £	2020 £
Deficit for the year	(191,902)	(185,389)
Adjustments for:		
Investment income recognised in profit or loss	(7,637)	(19,862)
Depreciation of tangible fixed assets	103,088	117,134
Movements in working capital:		
Decrease in debtors	58,397	3,313
Increase/(decrease) in creditors	58,013	(334,058)
Cash generated from/(absorbed by) operations	<u>19,959</u>	<u>(418,862)</u>

BISHOP CHALLONER SCHOOL
(A COMPANY LIMITED BY GUARANTEE)
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2021

17 Operating lease commitments

At 31 August 2021 the company had annual commitments under non-cancellable operating leases as follows:

	2021	2020
	£	£
Expiry date		
Within one year	8,827	9,156
Between two and five years	16,919	—
	<u>25,746</u>	<u>9,156</u>

The financial commitments are in relation to office equipments.

18 Related party transactions

There were no disclosable related party transactions during the year (2020 - none).

19 Capital commitments

As at the balance sheet date, Bishop Challoner School had capital commitments of £39,720 (2020: £39,720) in relation to capital improvements.

20 Controlling Party

During the accounting periods the school, having no share capital, is under the control of the Board of Governors including the Trustees who are also directors of the school.

21 Events After The Reporting Period

Since the year end, the COVID-19 outbreak has continued to have a significant impact with further government lockdowns implemented in the UK.

The school has remained open to the children of keyworkers throughout the crisis. It has put in place a comprehensive return to work risk assessment based on government guidance, the key features of which being staying in class cohorts/not mixing with other groups, staggered arrivals, breaks and departures, and good hygiene including additional cleaning programs and hand washing. The school will be led by Government advice as to which year groups are to return and when.

The financial impact on the current business at present is difficult to evaluate. The trustees are continuing to monitor, assess and act to the changing environment to position the charity to ensure its future success.

On the 31 December 2021, the trustee confirmed the decision to restructure and exit from the current teacher's pension scheme provisions provided by the school. The alternative pension scheme provided for teaching staff is APTIS (Aviva Pension Trust for Independent Schools) which is a purpose built vehicle for independent schools leaving the Teachers' Pension Scheme.

BISHOP CHALLONER SCHOOL

England & Wales - Charity number 1153948

Accounts

Charity Registration No. 1153948

Company Registration No. 08652238 (England and Wales)

BISHOP CHALLONER SCHOOL
(A COMPANY LIMITED BY GUARANTEE)
ANNUAL REPORT AND FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2020

BISHOP CHALLONER SCHOOL
(A COMPANY LIMITED BY GUARANTEE)
LEGAL AND ADMINISTRATIVE INFORMATION

Chair of Trustees Patricia Mary Colling

Trustees Patricia Mary Colling (Chair of Trustees)
Tracey Ann Cassidy (Appointed 8 June 2020)
Dean Lee Lake
Sebastian John Francis O'Connell (Appointed 8 June 2020)
Rev Fr Stephen Wymer

Charity number 1153948

Company number 08652238

Principal address 228 Bromley Road
Shortlands
Kent
BR2 0BS

Registered office 228 Bromley Road
Shortlands
Kent
BR2 0BS

Auditors Ledger Sparks Audit LLP
Airport House
Suite 43-45
Purley Way
Croydon
Surrey
CR0 0XZ

Head Teacher Mrs P Anderson

Bursar Mr D Rolls

**BISHOP CHALLONER SCHOOL
(A COMPANY LIMITED BY GUARANTEE)
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BISHOP CHALLONER SCHOOL
(A COMPANY LIMITED BY GUARANTEE)
TRUSTEES REPORT (INCLUDING DIRECTORS' REPORT)
FOR THE YEAR ENDED 31 AUGUST 2020

The Trustees of the charity, who are also the Directors of the company, Bishop Challoner School ("the School"), present their annual report and the audited financial statements for the School for the Year Ended 31 August 2020.

The accounts have been prepared in accordance with the accounting policies set out in note 1 to the accounts and comply with the Bishop Challoner School's constitution, the Companies Act 2006 and the Statement of Recommended Practice, "Accounting and Reporting by Charities", issued in March 2005.

Objectives and activities

Bishop Challoner is an independent Catholic school that also provides educational opportunities for non-Catholics. The school aims to provide a broad general education for 3 to 18-year-old boys and girls. The "all-through" education provides them with a good moral grounding, outstanding pastoral care and excellent academic success. Bishop Challoner provides a supportive, nurturing and caring environment for the pupils and pupils support the Catholic ethos of the school. Catholicity is at the heart of the school and the constitution provides for strong Catholic leadership both from the teaching staff and Trustees.

We aim to:-

- recognise each individual as a unique part of God's creation and respect the human dignity of all members of the community;
- encourage each pupil to achieve his or her full potential in all areas including academic, creative, emotional and physical;
- celebrate and value personal success and achievement in all areas;
- provide a balanced curriculum which is responsive to and supportive of all needs and aspirations, fostering both intellectual curiosity and academic achievement;
- create a positive and supportive environment where high expectations are the norm;
- provide high quality teaching by well qualified staff in a disciplined working environment; and develop a social conscience towards all members of society - locally, nationally and globally.

We work in partnership with parents to develop the talents and interests of all the young people entrusted to us. We aim to develop each individual pupil's potential, academically, personally and spiritually. We serve the wider community by making this education available to all, including those who cannot afford our fees, as far as we are able within our resources. The school awards scholarships and bursaries to enable pupils who would not otherwise be able to be educated at the school.

Scholarships are offered at 7+ 11+, 13+ and 16+ for gifted and talented pupils who show potential. The school also offers means-tested bursaries.

The school educates around 300 pupils, relieving pressure on local schools, and providing a Catholic "all-through" education not otherwise available in the Borough of Bromley.

In addition, the local community benefits through such facilities as the school can offer such as entirely free accommodation for both the extremely active local scouts and another charity's local office (CAFOD).

We respond to the changing demands of young people in the wider community in ways that would not otherwise be available locally. We provide lettings to a number of after school clubs e.g. Chess, Irish dancing, fencing.

We work hard to maintain the historic listed buildings which the school is fortunate to occupy. The Trustees have paid due regard to guidance issued by the Charity Commission and the school's constitution in deciding what activities Bishop Challoner School should undertake.

BISHOP CHALLONER SCHOOL
(A COMPANY LIMITED BY GUARANTEE)
TRUSTEES REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2020

PUBLIC BENEFIT

Key examples of how the charity provides public benefit through its values and aims:

1. Bishop Challoner has worked closely with a local Catholic State Primary Academy and offered opportunities for the Year 5 children to participate in science activities using the school facilities. The school minibus service has operated for pupils attending. One of the groups enjoyed our school lunches and were provided with refreshments.
2. A local nursery school have used our Forest School and the school minibus has operated to allow for the children to attend. Easter activities were also offered to the children.
3. We allow a local Scout group to use our facilities on site on a regular basis.
4. Bishop Challoner allows CAFOD to use a room in the grounds to enable them to carry out their voluntary work.
5. The Sixth Form support local residential homes at Christmas and invited them into the school for a Christmas party.
6. The school provides its Chapel for the Catholic community who wish to attend some of the Liturgical events. Families have the opportunity to attend First Holy Communion which is offered in June.
7. The Collective Worship is offered to the Public at certain times during the Liturgical year. The beautiful heritage campus is enjoyed by the local and wider community.
8. The school has strong relationships with the local community including a visit from the Shortlands residents to have a tour of Bishop Challoner followed by refreshments.
9. Members of Bishop Challoner play an active role in their local communities by taking part in events at local Catholic Churches, participating in the Duke of Edinburgh's Award scheme and numerous charities.
10. The school community was actively involved in many fundraising events both at local and international level and contributes annually to a school in Pong Tek, Cambodia.

The school has made significant bursaries available. These help pupils whose parents would otherwise be unable to afford a Bishop Challoner education. Places are therefore made available, within the limits of what is possible, to children whose parents need financial assistance in order to meet the costs. Increasingly, families with children already at the school find that a sudden downturn in family finances or an upheaval of some form, means the school needs to offer fee relief on a temporary and non-refundable basis.

Achievements and performance

Bishop Challoner prides itself upon sustaining a nurturing and caring environment for its pupils and ensuring that they are given the opportunity to participate in a wide range of co-curricular activities.

During the accounting period, the school completed a superb Diocesan inspection in February 2020, with the inspectors referencing 'pupils feel safe, secure and happy in a family environment where each person is welcomed, valued, respected and cared for'. We commit to working together to ensure that this continues, regardless of cultural, social and economic backgrounds.

In November 2019, we had our Independent Schools Inspectorate compliance inspection. The school sailed through this due to the robust measures, hours of hard work and rigour that we placed on school policies and procedures, ensuring that we were fully up to date with key changes and developments.

BISHOP CHALLONER SCHOOL
(A COMPANY LIMITED BY GUARANTEE)
TRUSTEES REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2020

The Junior department worked well together to put on 'Lights, Camel, Action' and the Year 3 to Sixth Form production of Grease was well received. Donations from the Christmas carol Service went to the School Crises Fund and our Christmas Jumper Day raised money for The Passage which is an organisation that runs London's largest voluntary sector resource center for homeless and vulnerable people. Our Nursery Forest School Leader arranged for children from a local day nursery to enjoy Forest School sessions at Bishop Challoner.

LAMDA Speech and Drama continues to be popular and has been offered to our Junior children from Year 3 to Year 9, with fantastic results being achieved.

This has been an incredible extraordinary year like no other. The Secretary of State for Education announced on the 18th March 2020 that schools would close on the 20th March. It is difficult to quantify the impact that this extraordinary period has had on the Bishop Challoner community. Bishop Challoner closed its doors to all pupils except for key worker children and vulnerable children. GCSE and A level examinations were cancelled.

Bishop Challoner celebrated 95 per cent of students achieving grade 9-4 in five or more subjects, with 92.3 percent gaining at least five GCSEs including mathematics and English Language.

100 per cent 9-4 grades were achieved in art, biology, chemistry, computing, design technology, drama French, Latin, music, physical education, physics and Spanish. In addition, at least half of all grades in biology, chemistry, computing, Latin and music were grades 9 – 7.

Top performers achieved 10 GCSEs with seven grade 9s, two grade 8s and one grade 7. One pupil achieved 10 GCSEs with six grade 9s, two grade 8s and two grade 7s.

Many more of our students gained some excellent results with a good number of grade 7 to 9 amongst their other pleasing results.

At A level Bishop Challoner achieved 100 percent pass rate, A*- C grades with 45.5 percent of grades being A*-A and 81.8 percent A*-B grades with many heading to Russell group universities.

Half of all grades achieved were higher than their baseline ALIS predictions demonstrating commitment to their studies and passion for learning with the support of outstanding teachers.

We also had to familiarize ourselves with remote provision and launch into a period dominated by the development of online teaching and learning using MS Teams and Purple Mash as well as other technologies. We installed cameras into each of the classrooms in the senior department to cater for any member of staff or pupil who may not have been able to attend school.

We have had mental health and well-being at the heart of all that we have done and introduced a Challoner Channel, simply aimed at the pupils to support their mental health and emotions. This was a medium to stay connected with the pupils and to share stories and provide opportunity for them to be involved in a range of activities, projects, challenges and competitions.

In lockdown, some pupils wrote to their elderly pen pals at Bromley Park Care Centre. One pupil made 3D printed medical visors to help protect the NHS staff and he donated some of these to staff at St Christopher's Hospice through his scout group. From VE Day celebrations to arts and crafts, pupils took the opportunity to discover new talents and extend their skills in various baking challenges including national cupcake day in support of the Alzheimer's society. Two junior children learnt sign language.

The staff and pupils have risen to the challenges and not only has there been high quality teaching and learning but online assemblies, music and LAMDA lessons, house competitions, pastoral support and care and some clubs. Many pupils took part in the PE running challenge, ensuring that they exercised and looked after both their physical and mental health. The PE department had a great response with pupils completing over 2000 kilometres. Our virtual Christmas carol service and junior production were well executed.

During the course of the year we have focussed on one of our Catholic Christian values, diversity and social justice. Bishop Challoner has always been proud of its diverse community and this has not changed, however, we have reviewed our procedures and ensure that we continue to listen to and have a responsibility to tackle any issues of prejudice that may arise and we take this seriously.

BISHOP CHALLONER SCHOOL
(A COMPANY LIMITED BY GUARANTEE)
TRUSTEES REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2020

Financial review

The School recorded a decrease in funds of £185,389 for the year ending 31 August 2020, as compared to the previous year's surplus of £43,249. The accounting period included the outbreak of the coronavirus global pandemic. The school incurred significant expenditure to assist both with remote learning and in making the premises Covid secure, including external sinks, hand sanitizer units and increased cleaning regimes, in preparation for the wider return to school. The site remained open throughout for the children of keyworkers. Income was also restricted, with no price increase applied during the accounting year, and small rebates given to all year groups for the summer term 2020, part funded through accessing the government furlough scheme for non-essential support staff.

The school continues to attract academically able pupil admissions with the strong reserves providing support for greater discounts to be applied both through means tested bursaries and targeted scholarships. This allows the school to continue to offer opportunities to the most able candidates regardless of financial background, whilst complying with the school's constitutional arrangements.

The school remains determined to nurture pupils and continues to ensure that the quality of teaching and learning is excellent, whether face-to-face teaching or remote learning. The school recognizes its attractiveness in its provision of "all-through" Catholic education. Pupil retention of those already on school roll remains good, although slightly impacted by the economic downturn; pupil recruitment has proven difficult due to the inability to hold in-person marketing events such as Open Mornings.

Costs are continuously controlled and monitored against budget. The historic nature of the premises means that significant investment in the upkeep of the site will always be required. However, substantial remedial expenditure in recent years has enabled the school to deliver more focused projects, allowing finances to be concentrated on essential health and safety works such as tree surveys, fire risk assessment remedials and the aforementioned Covid measures. The school aspires to further expand and develop its site in a prudent manner, continuing to consider new development opportunities always with the focus of improving the provision of a varied, high quality education.

Reserves

The Balance Sheet of the School shows the net worth ('Total assets less current liabilities') of the company at a healthy £1.8m. Furthermore, whilst many schools' assets are tied up in the fabric of their building, Bishop Challoner School is in the strong position that net current assets make up £1.2m. The freehold of the site is owned by the Archdiocese of Southwark and is therefore not included in the School's fixed assets.

The Trustees will continue to support the drive for improving academic standards and supporting the pastoral needs of our pupils, and recognize the need to maintain and develop the site to enhance the education experience and attractiveness of the environment. The Trustees have considered the pricing structure of the school with the goal of the school funding its day-to-day operations from operating cash flows to facilitate the ringfencing of reserves for future projects. This strategic investment will be planned long term and balanced against a prudent approach to ensure the continued financial health of the school and its ability to provide an outstanding educational experience for its pupils into the future.

Going Concern

As at 31 August 2020 the charity has net current assets of £1,175,631 (2019: £1,303,025) and a deficit of £185,389 (2019: net income of £43,249). The financial statements have been prepared on a going concern basis as the trustees believe that adequate cash resources will be available to cover the charitable company's requirements for working capital and capital expenditure for at least the next twelve months.

BISHOP CHALLONER SCHOOL
(A COMPANY LIMITED BY GUARANTEE)
TRUSTEES REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2020

The charity is proposing to exit the current teachers' pension plan and provide an alternative pension scheme to teachers. As a result of the change, a full consultation was conducted with the teachers about the proposed changes and, during the period of consultation, following consultation with their unions, members of one teaching union implemented three periods of 2 days of strike action during the second half of the summer term. The Senior Leadership Team and trustees implemented various measures to keep any disturbance to the operations of the school to a minimum and prevent disruption to learning during this time. There remains, however, uncertainty as to whether those members of teaching staff will take further action at the start of the next academic year such that the situation represents a material uncertainty, but the trustees are endeavouring to ensure a satisfactory solution to conclude the dispute. However, the trustees consider this to be a key risk to the School's operation and will continue to monitor and assess and consider an appropriate course of action required to resolve the matter.

COVID-19 outbreak has continued to have a significant impact with further government lockdowns implemented in the UK. Due to the outbreak, economic uncertainties have arisen, which could have some form of negative impact on the charity, however any impact at present is difficult to evaluate. The trustees have reviewed the charity's objective, risks and management policies resulting from coronavirus outbreak. The trustees continue to review and assess the current forecast and projections for the school and utilise the UK government support made available where appropriate.

Plans for the future

The Trustees are satisfied that the new constitution gives them an effective framework to build on the school's many successes in the years ahead. They continue to review average use and any issues which may have adverse effects on the effectiveness of the school. Broadly the Trustees have the following aims for Bishop Challoner School:

- To maintain and sustain our current objectives whilst keeping fees at very reasonable levels compared to other local independent schools.
- To increase pupil numbers in Reception Class and in the Sixth Form
- To maintain and develop the current site and facilities.
- To continue to develop the distinctive Catholic nature of the school.
- To continue to develop partnerships with local State Schools.

Structure, governance and management

The School is a charitable company (Co. No: 8652238) limited by guarantee and was incorporated on 15 August 2013.

The School is constituted under a Memorandum and Articles of Association dated 22 July 2013 (as per the Companies Act 2006 for a Company Not Having a Share Capital).

The School is a registered charity (Registered Charity No: 1153948) with a date of registration of 25 September 2013.

The Trustees, who are also the directors for the purpose of company law, and who served during the year were:

Patricia Mary Colling (Chair of Trustees)	
Philip Walter Huggett	(Resigned 31 August 2020)
Maria Noone	(Resigned 27 April 2020)
Susannah Mary Watchorn	(Resigned 31 December 2019)
Tracey Ann Cassidy	(Appointed 8 June 2020)
Dean Lee Lake	
Sebastian John Francis O'Connell	(Appointed 8 June 2020)
Rev Fr Stephen Wymer	

Margaret Brocklehurst, a former Trustee and Director, holds the honorary position of Trustee Emeritus.

BISHOP CHALLONER SCHOOL
(A COMPANY LIMITED BY GUARANTEE)
TRUSTEES REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2020

The School occupies its premises at 228 Bromley Road, Shortlands, Kent, BR2 0BS, under a 99 year lease dated 4 June 2014 with the start of occupancy backdated to 6 December 2013, the date of the Deed of Transfer. The Landlord is the Southwark Roman Catholic Diocesan Corporation (Co. No: 393665) registered at 59 Westminster Bridge Road, London, SE1 7JE. The property incorporates everything within the curtilage of the site including St. Catherine's Cottage (228 Bromley Road, BR2 0AB). The School sublets a room within the cottage on a rent free basis to the Catholic Agency for Overseas Development (CAFOD), a Charity registered in England and Wales with registered number 285776 whose registered office is at 55 Westminster Bridge Road, London, SE1 7JB.

Buildings and Contents Insurance are held in joint names between Bishop Challoner School and the Diocese through the Catholic Church Insurance Association. All other insurances in respect of Bishop Challoner School are held solely by the School (including Public Liability Insurance, Employer's Liability Insurance and Governors' Liability Insurance).

In setting our objectives and planning our activities, the Trustees have given careful consideration to the Charity Commission's general guidance on public benefit and, in particular, to its supplementary public benefit guidance on the advancement of religion, advancing education and on fee-charging.

Governance and Management

The School was governed during the year by a voluntary Board of Governors, chaired by Patricia Colling.

There were three departures from the Board during the year, namely Susannah Watchorn, Maria Noone and Philip Huggett.

The school would like to put on record its sincere thanks to the departing Trustees for their service to the school.

Appointment of Trustees and Trustee Induction and Training

Two Governors were appointed as Trustees of the Charity/Directors of the Company, namely Sebastian O'Connell and Tracey Cassidy. Mr. O'Connell is a Resource Manager at a secondary school and Ms. Cassidy a solicitor.

A further three Governors joined the Board of Governors during the year, namely Anthony Chrumka, Olive Essien and Samy-Joseph Etienne. The new appointees bring a breadth of experience to the Board. Mr. Chrumka is an IT consultant, Mrs. Essien is a lawyer, and Mr. Etienne is a secondary school teacher.

Governors are invited to join the Board based on the skills and experience each individual can bring to the Board of Governors. Following an introduction to the other members of the Board, new Governors complete an induction, including background to the school, the operations and the role of the Board of Governors and the interaction with the Senior Leadership Team. After an initial year serving on the Board of Governors, a Governor may then be invited to be a Trustee of the school.

The Board of Governors, via the Clerk to the Governors, are provided with updates from AGBIS, together with opportunities to attend webinars and training courses/seminars run by AGBIS in order to seek to ensure the Board operates in line with best practice.

Governance and Management structure

The school was originally formed by the parishes of Beckenham and Bromley –The Archbishop of the Catholic Diocese of Southwark has the power reserved in the constitution to appoint two trustees. One post is filled by Fr Stephen Wymer and the other by Sebastian O'Connell. The Governors come from a variety of backgrounds including religious, education, legal and financial. The Board is attended by Trustees who are parents.

The Trustees of the registered charity are also the Directors of the charitable company limited by guarantee. The Board of Governors meets at least once a term. The Board delegates decision making powers to various sub-committees of Trustees/Governors to drive the school forward through their area of responsibility. The current subcommittees are Finance, Premises and Health & Safety; Strategy and Development; Personnel; Education and Governance and Nominations. The various sub-committees report back to the Full Board Meeting, which is the final meeting of each term, and ratify any decisions.

BISHOP CHALLONER SCHOOL
(A COMPANY LIMITED BY GUARANTEE)
TRUSTEES REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2020

The day to day decision making and implementation of Trustees' decisions rests with the Senior Leadership Team, currently comprising the Head teacher, the Bursar, a Deputy Head and Head of Junior School.

The Trustees invite relevant staff representation to the sub-committee meetings held each term. The Head teacher attends all sub-committee meetings, the Bursar provides termly reports to the Finance, Premises and Health & safety sub-committee, and the Deputy Head and the Head of Key Stage 1 and 2 attend the education sub-committee.

The Trustees have arranged for the school to maintain a live risk matrix for the purposes of managing risk.

Risk Management

The Governors are responsible for the overseeing of the risks faced by the School. Detailed considerations of risk are delegated to the Senior Management of the School. Risks are identified, assessed and controls established throughout the year. A formal review of the charity's risk management processes is undertaken on an annual basis. Risk is managed under the headings of legal, health and safety, financial, external, reputational and people.

The main risks that the Governors have identified and the plans to manage those risks are:

Reputation. The School's success is built on its reputation for the education and well-being of our pupils. We manage this risk through safeguarding policies, staff recruitment policies, pastoral support for both pupils and staff and active identification and resolution of health and safety related issues.

Funding. Our ability to continue to operate is reliant on pupil fees and the ability to pay bills as they fall due. This risk is managed by marketing activity, having a reputation for academic excellence and active cash-flow management.

Curriculum. Academic excellence requires the most able teachers with state of the art facilities delivering the curriculum to able students. We manage this risk by combining attractive salaries with additional allowances, on-going investment in our estate and an approach to enrolment that works with supportive parents whose children have an appetite for learning and a scholarship scheme that recognises pupil achievement and aptitude.

Through the risk management processes established for the School, the Governors are satisfied that the major risks identified have been adequately mitigated where necessary. It is recognised that systems can only provide reasonable but not absolute assurance that major risks have been adequately managed.

Auditor

A resolution proposing that Ledger Sparks Audit LLP be reappointed as auditors of the company will be put to the members.

Disclosure of information to auditor

So far as each of the Trustees 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 Trustees 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.

The Trustees report was approved by the Board of Trustees.

Dean Lee Lake

Trustee

Dated: 30 July 2021

**BISHOP CHALLONER SCHOOL
(A COMPANY LIMITED BY GUARANTEE)
INDEPENDENT AUDITOR'S REPORT
TO THE TRUSTEES OF BISHOP CHALLONER SCHOOL**

Opinion

We have audited the financial statements of Bishop Challoner School (the 'Bishop Challoner School') for the year ended 31 August 2020 which comprise the statement of financial activities, the balance sheet, the statement of cash flows and the 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 2020 and of its incoming resources and application of resources, 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 Bishop Challoner School 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

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

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

Other information

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

We have nothing to report in this regard.

Opinions on other matters prescribed by the Companies Act 2006

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

- the information given in the Trustees report, which includes 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
- the directors' report included within the Trustees report has been prepared in accordance with applicable legal requirements.

**BISHOP CHALLONER SCHOOL
(A COMPANY LIMITED BY GUARANTEE)
INDEPENDENT AUDITOR'S REPORT (CONTINUED)
TO THE TRUSTEES OF BISHOP CHALLONER SCHOOL**

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 trustees' report.

We have nothing to report in respect of the following matters in relation to which the Charities (Accounts and Reports) Regulations 2008 require us to report to you if, in our opinion:

- the information given in the financial statements is inconsistent in any material respect with the Trustees report; or
- sufficient accounting records have not been kept; or
- the financial statements are not in agreement with the accounting records; 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

As explained more fully in the statement of Trustees responsibilities, the Trustees, who are also the directors of the Bishop Challoner School for the purpose 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 Bishop Challoner School'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

We have been appointed as auditor under section 144 of the Charities Act 2011 and report in accordance with the Act and relevant regulations made or having effect thereunder.

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

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

**Bobby Gurdep Bhogal FCCA (Senior Statutory Auditor)
for and on behalf of Ledger Sparks Audit LLP**

12 August 2021

Statutory Auditor

Airport House
Suite 43-45
Purley Way
Croydon
Surrey
CR0 0XZ

BISHOP CHALLONER SCHOOL
(A COMPANY LIMITED BY GUARANTEE)
STATEMENT OF FINANCIAL ACTIVITIES
INCLUDING INCOME AND EXPENDITURE ACCOUNT
FOR THE YEAR ENDED 31 AUGUST 2020

	Notes	Unrestricted funds £	Total 2019 £
<u>Income and endowments from:</u>			
<u>Incoming resources from charitable activities</u>			
Incoming resources from charitable activities	3	3,158,646	3,527,191
Investment income	4	19,862	17,809
Other income	5	125,373	9,243
		<hr/>	<hr/>
Total income and endowments		3,303,881	3,554,243
		<hr/>	<hr/>
<u>Expenditure on:</u>			
<u>Charitable activities</u>			
Support Costs	6	848,027	945,591
Direct Charitable Expenditure	6	2,641,243	2,565,403
		<hr/>	<hr/>
Total charitable expenditure		3,489,270	3,510,994
		<hr/>	<hr/>
Total resources expended		3,489,270	3,510,994
		<hr/>	<hr/>
Net (expenditure)/income for the year/ Net movement in funds		(185,389)	43,249
Fund balances at 1 September 2019		2,002,847	1,959,598
		<hr/>	<hr/>
Fund balances at 31 August 2020		1,817,458	2,002,847
		<hr/> <hr/>	<hr/> <hr/>

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

All income and expenditure derive from continuing activities .

The statement of financial activities also complies with the requirements for an income and expenditure account under the Companies Act 2006.

The notes on pages 13 to 22 form part of the accounts

BISHOP CHALLONER SCHOOL
(A COMPANY LIMITED BY GUARANTEE)
BALANCE SHEET

AS AT 31 AUGUST 2020

	Notes	2020		2019	
		£	£	£	£
Fixed assets					
Tangible assets	11		641,827		699,822
Current assets					
Debtors	13	158,525		161,839	
Cash at bank and in hand		1,748,361		2,206,499	
		<u>1,906,886</u>		<u>2,368,338</u>	
Creditors: amounts falling due within one year	14	<u>(731,255)</u>		<u>(1,065,313)</u>	
Net current assets			1,175,631		1,303,025
Total assets less current liabilities			<u>1,817,458</u>		<u>2,002,847</u>
Income funds					
Unrestricted funds			1,817,458		2,002,847
			<u>1,817,458</u>		<u>2,002,847</u>

The Trustees acknowledge their responsibilities for ensuring that the charity keeps accounting records which comply with section 386 of the Act and for preparing financial statements which give a true and fair view of the state of affairs of the company as at the end of the financial year and of its incoming resources and application of resources, including its income and expenditure, for the financial year in accordance with the requirements of sections 394 and 395 and which otherwise comply with the requirements of the Companies Act 2006 relating to financial statements, so far as applicable to the company.

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

The accounts were approved by the Trustees on 30 July 2021

Dean Lee Lake
Trustee

Company Registration No. 08652238

The notes on pages 13 to 22 form part of the accounts

BISHOP CHALLONER SCHOOL
(A COMPANY LIMITED BY GUARANTEE)
STATEMENT OF CASH FLOWS
FOR THE YEAR ENDED 31 AUGUST 2020

	Notes	2020 £	£	2019 £	£
Cash flows from operating activities					
Cash (absorbed by)/generated from operations	15		(418,862)		116,034
Investing activities					
Purchase of tangible fixed assets		(59,138)		(102,301)	
Interest received		19,862		17,809	
Net cash used in investing activities			(39,276)		(84,492)
Net cash used in financing activities			-		-
Net (decrease)/increase in cash and cash equivalents			(458,138)		31,542
Cash and cash equivalents at beginning of year			2,206,499		2,174,957
Cash and cash equivalents at end of year			1,748,361		2,206,499

BISHOP CHALLONER SCHOOL

(A COMPANY LIMITED BY GUARANTEE)

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 AUGUST 2020

1 Accounting policies

Company information

Bishop Challoner School is a private company limited by guarantee incorporated in England and Wales. The registered office is 228 Bromley Road, Shortlands, Kent, BR2 0BS.

1.1 Accounting convention

These accounts have been prepared in accordance with FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland" ("FRS 102"), "Accounting and Reporting by Charities" the Statement of Recommended Practice for charities applying FRS 102, the Companies Act 2006 and UK Generally Accepted Accounting Practice as it applies from 1 January 2015. The Bishop Challoner School is a Public Benefit Entity as defined by FRS 102.

The financial statements have departed from the Charities (Accounts and Reports) Regulations 2008 only to the extent required to provide a true and fair view. This departure has involved following the Statement of Recommended Practice for charities applying FRS 102 rather than the version of the Statement of Recommended Practice which is referred to in the Regulations but which has since been withdrawn.

The financial statements are prepared in sterling, which is the functional currency of the Bishop Challoner School. Monetary amounts in these financial statements are rounded to the nearest £.

The accounts have been prepared on the historical cost convention, modified to include the revaluation certain financial instruments at fair value. The principal accounting policies adopted are set out below.

1.2 Going concern

At the time of approving the financial statements, the Trustees have a reasonable expectation that the Bishop Challoner School has adequate resources to continue in operational existence for the foreseeable future. Thus the Trustees continue to adopt the going concern basis of accounting in preparing the financial statements.

At 31 August 2020, the charity had net current assets of £1,175,631 (2019: £1,303,025) and net expenditure of £185,389 (2019: net income of £43,249), however the financial statements have been prepared on a going concern basis.

The World Health Organisation declared the outbreak of a coronavirus (COVID-19) as a pandemic. The continued presence of COVID-19 outbreak in the United Kingdom has resulted in further lockdowns and caused interruption and reduction of the School's operations which have been government mandated. The school continued to remain open to the children of keyworkers throughout the crisis and also provides home schooling. The charity's continual review and reassessment of its cash flow forecasts and budgets, show that the charity would have sufficient resources for at least a year from the date these Financial Statements are approved. This is based on the assumptions that the budgeted forecasts are achievable. Given the above, the trustees consider it appropriate to adopt a going concern basis in preparing the financial statements.

The Trustees of Bishop Challoner School are proposing to exit the current teachers' pension plan and provide an alternative pension scheme to teachers. As a result of the change, a full consultation was conducted with the teachers about the proposed changes and, during the period of consultation, following consultation with their unions, members of one teaching union implemented three periods of 2 days of strike action during the second half of the summer term. The Senior Leadership Team and trustees implemented various measures to keep any disturbance to the operations of the school to a minimum and prevent disruption to learning during this time. The trustees consider this to be a key risk to the School's operation and will continue to monitor and assess and consider an appropriate course of action required to resolve the matter.

BISHOP CHALLONER SCHOOL
(A COMPANY LIMITED BY GUARANTEE)
NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2020

1 Accounting policies **(Continued)**

1.3 Charitable funds

Unrestricted funds are available for use at the discretion of the Trustees in furtherance of their charitable objectives.

1.4 Incoming resources

Income is recognised when the Bishop Challoner School is legally entitled to it after any performance conditions have been met, the amounts can be measured reliably, and it is probable that income will be received.

1.5 Resources expended

Expenditure is recognised once there is a legal or constructive obligation to make a payment to a third party, it is probable that settlement will be required and the amount of the obligation can be measured reliably. Expenditure is accounted for on an accruals basis and has been included under expense categories that aggregate all costs for allocation to activities. Expenditure is mainly classified under the following activity headings:

- Expenditure on charitable activities includes the costs of educational activities undertaken to further the purposes of the charity and their associated support costs.
- Support costs are those costs incurred directly in support of expenditure on the objects of the school
- Governance costs are those costs incurred in connection with administration of the school and compliance with constitutional and statutory requirements.

Irrecoverable VAT is charged as a cost against the activity for which the expenditure was incurred.

1.6 Tangible fixed assets

Tangible fixed assets are initially measured at cost and subsequently measured at cost or valuation, net of depreciation and any impairment losses.

Long Leasehold Improvements	5% Straight Line
Plant and machinery	33.3% Straight Line
Fixtures, fittings & equipment	20% Straight Line
Motor vehicles	25% Reducing Balance

1.7 Cash and cash equivalents

Cash and cash equivalents include cash in hand, deposits held at call with banks and other short-term liquid investments with a short maturity.

Basic financial assets

Basic financial assets, which include debtors and cash and bank balances, are initially measured at transaction price including transaction costs and are subsequently carried at amortised cost using the effective interest method unless the arrangement constitutes a financing transaction, where the transaction is measured at the present value of the future receipts discounted at a market rate of interest. Financial assets classified as receivable within one year are not amortised.

Derecognition of financial assets

Financial assets are derecognised only when the contractual rights to the cash flows from the asset expire or are settled, or when the Bishop Challoner School transfers the financial asset and substantially all the risks and rewards of ownership to another entity, or if some significant risks and rewards of ownership are retained but control of the asset has transferred to another party that is able to sell the asset in its entirety to an unrelated third party.

BISHOP CHALLONER SCHOOL
(A COMPANY LIMITED BY GUARANTEE)
NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2020

1 Accounting policies

(Continued)

Basic financial liabilities

Basic financial liabilities, including trade and other payables, are initially recognised at transaction price unless the arrangement constitutes a financing transaction, where the debt instrument is measured at the present value of the future receipts discounted at a market rate of interest. Debt instruments are subsequently carried at amortised cost, using the effective interest rate method.

Trade payables are obligations to pay for goods or services that have been acquired in the ordinary course of operations from suppliers. Accounts payable are classified as current liabilities if payment is due within one year or less. If not, they are presented as non-current liabilities. Trade payables are recognised initially at transaction price and subsequently measured at amortised cost using the effective interest method.

Derecognition of financial liabilities

Financial liabilities are derecognised when the Bishop Challoner School's contractual obligations expire or are discharged or cancelled.

1.8 Employee benefits

The cost of any unused holiday entitlement is recognised in the period in which the employee's services are received.

Termination benefits are recognised immediately as an expense when Bishop Challoner School is demonstrably committed to terminate the employment of an employee or to provide termination benefits.

1.9 Retirement benefits

Payments to defined contribution retirement benefit schemes are charged as an expense as they fall due.

1.10 Leases

Rentals payable under operating leases, including any lease incentives received, are charged as an expense on a straight line basis over the term of the relevant lease.

1.11 Legal status of the School

The School is a company limited by guarantee and has no share capital. The members of the company are the Trustees named on page 1. In the event of the school being wound up, the liability in respect of the guarantee is limited to £1 per member of the school.

1.12 Fund Accounting

General funds are unrestricted funds which are available for use at the discretion of the Trustees in furtherance of the general objectives of the School and which have not been designated for any other purposes. Investment income, gains and losses are also allocated to unrestricted funds.

2 Critical accounting estimates and judgements

In the application of the Bishop Challoner School's accounting policies, the Trustees are required to make judgements, estimates and assumptions about the carrying amount of assets and liabilities that are not readily apparent from other sources. The estimates and associated 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 where the revision affects only that period, or in the period of the revision and future periods where the revision affects both current and future periods.

BISHOP CHALLONER SCHOOL
(A COMPANY LIMITED BY GUARANTEE)
NOTES TO THE ACCOUNTS
FOR THE YEAR ENDED 31 AUGUST 2020

3 Incoming resources from charitable activities

	2020	2019
	£	£
Gross Tuition Fees	3,581,866	3,909,017
Breakfast Club	3,136	10,312
Scholarship Awarded	(206,261)	(194,784)
Bursaries Awarded	(232,472)	(212,792)
Other Educational Income	12,376	15,438
	<u>3,158,646</u>	<u>3,527,191</u>

4 Investment income

	Total	Total
	2020	2019
	£	£
Interest receivable	<u>19,862</u>	<u>17,809</u>

5 Other income

	Unrestricted	Unrestricted
	funds	funds
	2020	2019
	£	£
Other income	<u>125,373</u>	<u>9,243</u>

BISHOP CHALLONER SCHOOL
(A COMPANY LIMITED BY GUARANTEE)
NOTES TO THE ACCOUNTS (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2020

6 Charitable activities

	Support Costs £	Direct Charitable Expenditure £	Total 2020 £	Total 2019 £
Expenditure on charitable activities	-	2,641,243	2,641,243	2,565,403
Share of support costs (see note 8)	814,725	-	814,725	920,501
Share of governance costs (see note 8)	33,302	-	33,302	25,090
	<u>848,027</u>	<u>2,641,243</u>	<u>3,489,270</u>	<u>3,510,994</u>
Analysis by fund				
Unrestricted funds	<u>848,027</u>	<u>2,641,243</u>	<u>3,489,270</u>	
	<u>848,027</u>	<u>2,641,243</u>	<u>3,489,270</u>	
For the year ended 31 August 2019				
Unrestricted funds	<u>945,591</u>	<u>2,565,403</u>		<u>3,510,994</u>
	<u>945,591</u>	<u>2,565,403</u>		<u>3,510,994</u>

Payments to the auditors of £13,800 (2019 - £13,800) in relation to audit fees and Nil (2019 - Nil) in relation to non-audit services. Legal and Professional Fees amounting to £19,502 (2018 - £11,290).

7 Direct charitable expenditure

Teaching costs	2020 £	2019 £
Gross Wages	1,782,506	1,735,288
National Insurance	174,810	164,635
Pension Contributions	338,492	237,634
Recruitment Costs	23,374	35,457
Computer Expenses	88,261	81,699
Subscriptions	10,631	8,670
Playing Fields	12,335	23,052
Staff Training	16,859	26,515
Prize Giving	5,397	5,875
Refreshments for Children	8,982	37,455
Books and Teaching Aids	62,462	100,749
Depreciation Expense	117,134	108,374
Total	<u>2,641,243</u>	<u>2,565,403</u>

The pension charge for the year amounts to £338,492 (2019 : £237,634) as above which was payable to the TPS.

BISHOP CHALLONER SCHOOL
(A COMPANY LIMITED BY GUARANTEE)
NOTES TO THE ACCOUNTS (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2020

8 Analysis of Support costs (including Governance costs)

	Support costs	Governance costs	2020	2019
	£	£	£	£
Gross Wages	354,393	-	354,393	355,566
National Insurance	34,610	-	34,610	34,481
Pension Contributions	24,286	-	24,286	23,556
Rates	7,720	-	7,720	42,421
Insurance	19,538	-	19,538	20,152
Light & heat	46,468	-	46,468	46,766
Repairs and Maintenance	91,513	-	91,513	141,525
Postage and Stationery	32,484	-	32,484	35,716
Telephone and Fax	6,371	-	6,371	8,219
Motor Expenses	2,767	-	2,767	4,332
Cleaning	63,395	-	63,395	64,295
Staff Welfare	6,126	-	6,126	7,430
Bank Charges	6,082	-	6,082	6,560
Advertising	54,670	-	54,670	63,209
Donations	32,785	-	32,785	32,301
Other costs	31,518	-	31,518	33,972
Audit fees	-	13,800	13,800	13,800
Legal and professional	-	19,502	19,502	11,290
	<u>814,725</u>	<u>33,302</u>	<u>848,027</u>	<u>945,591</u>

Support costs for the period total £814,725 (2019: £920,501). If allocated on the basis of staff numbers, the support cost allocation would be £675,058 (2019: £771,231) to teaching staff and £139,667 (2019: £149,270) allocated to administration, premises and office staff.

The pension charge for non teaching staff total £24,286 (2019: £23,556) for the period, as shown above.

9 Trustees

None of the Trustees (or any persons connected with them) received any remuneration or benefits from Bishop Challoner School during the year. None of the trustee received payment for professional or other services supplied to Bishop Challoner School.

BISHOP CHALLONER SCHOOL
(A COMPANY LIMITED BY GUARANTEE)
NOTES TO THE ACCOUNTS (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2020

10 Employees

	2020	2019
	Number	Number
Teaching staff	41	42
Teaching Support Staff	17	20
Office & Premises Staff	12	12
	<u>70</u>	<u>74</u>
	<u><u>70</u></u>	<u><u>74</u></u>
	2020	2019
	£	£
Wages and salaries	2,136,899	2,090,853
Social security costs	209,420	199,116
Pension costs	362,778	261,190
	<u>2,709,097</u>	<u>2,551,159</u>
	<u><u>2,709,097</u></u>	<u><u>2,551,159</u></u>

The number of employees who had emoluments and benefits in excess of £60,000 in the year was 2 (2019: 2). Pension costs are allocated to activities in proportion to the related staffing costs incurred and are wholly charged to unrestricted funds.

11 Tangible fixed assets

	Long Leasehold Improvements	Plant and machinery	Fixtures, fittings & equipment	Motor vehicles	Total
	£	£	£	£	£
Cost					
At 1 September 2019	630,626	194,377	200,906	57,867	1,083,776
Additions	13,183	22,883	23,072	-	59,138
	<u>643,809</u>	<u>217,260</u>	<u>223,978</u>	<u>57,867</u>	<u>1,142,914</u>
At 31 August 2020	<u>643,809</u>	<u>217,260</u>	<u>223,978</u>	<u>57,867</u>	<u>1,142,914</u>
	<u><u>643,809</u></u>	<u><u>217,260</u></u>	<u><u>223,978</u></u>	<u><u>57,867</u></u>	<u><u>1,142,914</u></u>
Depreciation and impairment					
At 1 September 2019	104,468	129,278	100,348	49,861	383,955
Depreciation charged in the year	31,770	41,906	41,455	2,001	117,132
	<u>136,238</u>	<u>171,184</u>	<u>141,803</u>	<u>51,862</u>	<u>501,087</u>
At 31 August 2020	<u>136,238</u>	<u>171,184</u>	<u>141,803</u>	<u>51,862</u>	<u>501,087</u>
	<u><u>136,238</u></u>	<u><u>171,184</u></u>	<u><u>141,803</u></u>	<u><u>51,862</u></u>	<u><u>501,087</u></u>
Carrying amount					
At 31 August 2020	507,571	46,076	82,175	6,005	641,827
	<u>507,571</u>	<u>46,076</u>	<u>82,175</u>	<u>6,005</u>	<u>641,827</u>
At 31 August 2019	<u>526,159</u>	<u>65,098</u>	<u>100,559</u>	<u>8,006</u>	<u>699,822</u>
	<u><u>526,159</u></u>	<u><u>65,098</u></u>	<u><u>100,559</u></u>	<u><u>8,006</u></u>	<u><u>699,822</u></u>

BISHOP CHALLONER SCHOOL
(A COMPANY LIMITED BY GUARANTEE)
NOTES TO THE ACCOUNTS (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2020

12	Financial instruments	2020	2019
		£	£
	Carrying amount of financial assets		
	Debt instruments measured at amortised cost	108,351	105,867
		<u> </u>	<u> </u>
	Carrying amount of financial liabilities		
	Measured at amortised cost	682,346	1,014,386
		<u> </u>	<u> </u>
13	Debtors	2020	2019
		£	£
	Amounts falling due within one year:		
	Trade debtors	64,329	44,261
	Other debtors	44,022	61,606
	Prepayments	50,174	55,972
		<u> </u>	<u> </u>
		158,525	161,839
		<u> </u>	<u> </u>
14	Creditors: amounts falling due within one year	2020	2019
		£	£
	Other taxation and social security	48,909	50,927
	Trade creditors	36,485	172,823
	Other creditors	595,192	770,764
	Accruals	50,669	70,799
		<u> </u>	<u> </u>
		731,255	1,065,313
		<u> </u>	<u> </u>
15	Cash generated from operations	2020	2019
		£	£
	(Deficit)/surplus for the year	(185,389)	43,249
	Adjustments for:		
	Investment income recognised in profit or loss	(19,862)	(17,809)
	Depreciation of tangible fixed assets	117,134	108,374
	Movements in working capital:		
	Decrease/(increase) in debtors	3,313	(51,680)
	(Decrease)/increase in creditors	(334,058)	33,900
		<u> </u>	<u> </u>
	Cash (absorbed by)/generated from operations	(418,862)	116,034
		<u> </u>	<u> </u>

BISHOP CHALLONER SCHOOL
(A COMPANY LIMITED BY GUARANTEE)
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2020

16 Operating lease commitments

At 31 August 2020 the company had annual commitments under non-cancellable operating leases as follows:

	2020	2019
Expiry date	£	£
Within one year	9,156	10,987
Between two and five years	-	8,240
	<u>9,156</u>	<u>19,227</u>
	<u><u>9,156</u></u>	<u><u>19,227</u></u>

The financial commitments are in relation to photocopiers.

17 Related party transactions

There were no disclosable related party transactions during the year (2019 - none).

18 Capital commitments

As at the balance sheet date, Bishop Challoner School had capital commitments of £39,720 (2019: Nil) in relation to capital improvements.

19 Controlling Party

During the accounting periods the school, having no share capital, is under the control of the Board of Governors including the Trustees who are also directors of the school.

BISHOP CHALLONER SCHOOL
(A COMPANY LIMITED BY GUARANTEE)
NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2020

20 Events Since The Reporting Period

Since the year end, the COVID-19 outbreak has continued to have a significant impact with further government lockdowns implemented in the UK.

Following lockdown, the school provided immediate assistance to parents by extending instalment plans to 2 September, effectively halving their monthly payment during the summer 2020 term. The school also provided a commitment to refunding all school trip costs, regardless of any contractual disputes with trip providers.

The school has remained open to the children of keyworkers throughout the crisis. It has put in place a comprehensive return to work risk assessment based on government guidance, the key features of which being staying in class cohorts/not mixing with other groups, staggered arrivals, breaks and departures, and good hygiene including additional cleaning programs and hand washing. The school will be led by Government advice as to which year groups are to return and when.

The financial impact on the current business at present is difficult to evaluate. The trustees are continuing to monitor, assess and act to the changing environment to position the charity to ensure its future success.

Additionally, since the year end, the school has conducted a consultation regarding a proposal to exit the current teachers' pension plan and provide an alternative pension scheme to teachers. As a result of the change, a full consultation was conducted with the teachers about the proposed changes and, during the period of consultation, following consultation with their unions, members of one teaching union implemented three periods of 2 days of strike action during the second half of the summer term. The Senior Leadership Team and trustees implemented various measures to keep any disturbance to the operations of the school to a minimum and prevent disruption to learning during this time. The trustees are closely monitoring the risk of the situation in order to consider an appropriate course of action required to resolve the matter.