

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 P Anderson	(Appointed 01 September 2021) (Resigned 31 August 2021)
Bursar	D Rolls	

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(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
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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.

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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.

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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.

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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

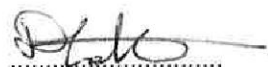
A resolution proposing that Ledger Sparks Audit LLP be reappointed as auditors of the company will be put to the members.

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:

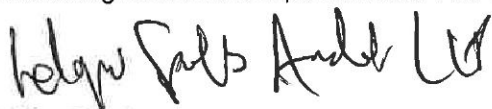
- Those laws and regulations considered to have a direct effect on the financial statements include UK financial reporting standards and Charity Law.
- Those laws and regulations for which non-compliance may be fundamental to the operating aspects of the charity and therefore may have a material effect 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.

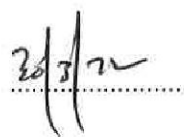
Audit procedures undertaken in response to the potential risks relating to irregularities (which include fraud and non-compliance with laws and regulations) comprised of: inquiries of management and the Trustees as to whether the entity complies with such laws and regulations; enquiries with the same 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

		Unrestricted funds Total 2021 £	Total 2020 £
	Notes		
<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 2021 £	Total 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
	732,290	2,582,719	3,315,009	3,489,270
Analysis by fund				
Unrestricted funds	732,290	2,582,719	3,315,009	
	732,290	2,582,719	3,315,009	
For the year ended 31 August 2020				
Unrestricted funds	848,027	2,641,243		3,489,270
	848,027	2,641,243		3,489,270

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		
Teaching costs	2021	2020
	£	£
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
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	643,810	239,822	230,046	57,867	1,171,545
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	168,428	203,476	178,908	53,363	604,175
Carrying amount					
At 31 August 2021	475,382	36,346	51,138	4,504	567,370
At 31 August 2020	507,571	46,076	82,175	6,005	641,827

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
	100,127	158,525

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
	789,268	731,255

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.