

WITHINGTON GIRLS' SCHOOL

England & Wales · Charity number 1158226

Details

Status Registered

Legal form Charitable company

Company number [09083954](#)

Registered 2014-08-12

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

Contact

Address Withington Girl's School
100 Wellington Road
Fallowfield
Manchester
M14 6BL

Phone 01612493469

Email cohen@wgs.org

Website www.wgs.org

Activities

Objects: (1) THE OBJECTS OF THE CHARITY (THE "OBJECTS") SHALL BE TO ADVANCE EDUCATION FOR THE PUBLIC BENEFIT BY THE PROVISION AND MAINTENANCE OF A GIRLS' SCHOOL, WHERE BOYS MAY BE ADMITTED TO THE PREPARATORY DEPARTMENT, AND BY ANCILLARY OR INCIDENTAL EDUCATIONAL ACTIVITIES AND OTHER ASSOCIATED ACTIVITIES FOR THE BENEFIT OF THE COMMUNITY.(2) RELIGIOUS INSTRUCTION MUST BE GIVEN IN THE SCHOOL IN ACCORDANCE WITH THE PRINCIPLES OF THE CHRISTIAN FAITH UNDER REGULATIONS MADE BY THE TRUSTEE

Activities: The Charity is an Independent School for Girls from age 7 to 18

Classification

- **How:** Provides Services, Other Charitable Activities
- **What:** Education/training, Other Charitable Purposes
- **Who:** Children/young People, Other Charities Or Voluntary Bodies, The General Public/mankind

Geography

- Cheshire East
- Cheshire West & Chester
- Manchester City
- Stockport
- Warrington

Finances

| Period end | Income | Expenditure | Assets | Employees |
|------------|-------------|-------------|-------------|-----------|
| 2025-08-31 | £11,265,737 | £11,138,776 | £14,902,431 | 150 |
| 2024-08-31 | £11,175,216 | £11,133,325 | £14,775,777 | 148 |
| 2023-08-31 | £10,180,013 | £10,446,809 | £14,707,455 | 148 |
| 2022-08-31 | £10,900,585 | £9,922,257 | £14,968,510 | 151 |
| 2021-08-31 | £9,401,179 | £9,210,007 | £13,968,774 | 153 |
| 2020-08-31 | £9,262,283 | £8,979,037 | £13,711,183 | 115 |

Trustees

| Name | Role | Appointed |
|----------------------------|-------|------------|
| MALCOLM JOHN PIKE | Chair | 2015-12-09 |
| Andrew Chicken | | 2018-09-01 |
| Ashvin Pathak | | 2015-12-09 |
| Christopher Michael Poston | | 2019-08-28 |
| Diane Hawkins | | 2017-09-01 |
| Dr JANE ALLRED MB, CHB | | 2015-12-09 |
| Dr Louise Maynard-Atem | | 2022-12-12 |
| Dr Shivani Patel | | 2025-12-02 |
| HOWARD SINCLAIR | | 2015-12-09 |
| Martin Griffin | | 2021-06-14 |
| Martyn Torevell | | 2023-03-24 |
| Professor David Leigh | | 2020-01-13 |
| Sally Stuffins | | 2018-01-05 |

Linked charities

- THE WITHINGTON GIRLS' SCHOOL FOUNDATION (1158226-1)

WITHINGTON GIRLS' SCHOOL

England & Wales - Charity number 1158226

Accounts

WITHINGTON GIRLS' SCHOOL

Charity Number: 1158226

Company Limited by Guarantee Number: 09083954

ANNUAL REPORT

YEAR ENDED 31 AUGUST 2025

WITHINGTON GIRLS' SCHOOL
ANNUAL REPORT OF THE GOVERNORS
FOR THE YEAR ENDED 31 AUGUST 2025

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ANNUAL REPORT OF THE GOVERNORS
FOR THE YEAR ENDED 31 AUGUST 2025

GOVERNORS, OFFICERS AND ADVISERS

Governors, Charity Trustees, and Directors

The Governors listed below are the charity trustees of Withington Girls' School at the current time.

Mr M J Pike LLB (Chair) *^
Mr C M Poston BSc, FCA (Finance Governor) *^
Dr J P Allred MB, ChB, MRCGP, DRCOG, DFFP *
Mr A H Chicken BA, MEd, FRSA ^~
Mr M J Griffin
Mrs D M Hawkins DL JP LLB
Dr R Dev-Jairath MBChB, MRCGP, OCH, DRCOG, DPD, FHEA #
Prof D Leigh, BSc PhD CChem FRS FRSE FRSC MAE ~
Dr L Maynard Atem PhD ~
Mr A R Pathak BSc *
Mr H P Sinclair
Mrs S J Stuffins BA, MSc, MRICS
Mr M Torevell BA Hons (Cantab), ACA *#

* Member of the Finance and General Purposes Committee

~ Member of the Education Committee

Parent of a pupil currently at Withington Girls' School

^ Member of the Remuneration Committee.

There were two changes within the Governing Body during the year.

Senior Leadership Team

| | |
|-------------------------------------|---|
| Headmistress | Mrs S J Haslam BA |
| Deputy Head Pastoral | Ms J Baylis MA |
| Deputy Head Academic | Mr T Bennett MA |
| Assistant Head | Dr S Madden PhD |
| Assistant Head Academic | Mrs E Suttle MA |
| Assistant Head Pastoral | Mrs J Johnson BA, NPQSL |
| Director of Sixth Form | Ms Elizabeth Robinson MA |
| Head of the Junior School | Mrs E Clark BA (appointed 1 st September 2024) |
| Chief Financial & Operating Officer | Mr C Cross BA (appointed 22 nd April 2025) |

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FOR THE YEAR ENDED 31 AUGUST 2025

| | |
|---------------------------|---|
| Registered address | Wellington Road Fallowfield Manchester M14 6BL |
| Website | www.wgs.org |
| ADVISERS: | |
| Auditor | Crowe U.K. LLP 3rd Floor, St George's House, 56 Peter Street MANCHESTER M2 3NQ |
| Bankers | National Westminster Bank Plc 669 Wilmslow Road Didsbury MANCHESTER M20 6NW Lloyds Bank 223 Finney Lane Heald Green Cheshire SK8 3PY |
| Insurance Brokers | REICH Insurance Brokers Medal House 197 Chapel Street MANCHESTER M35EQ |
| Solicitors | Veale Wasbrough Vizards Orchard Court Orchard Lane BRISTOL BS1 SWS |

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FOR THE YEAR ENDED 31 AUGUST 2025

ANNUAL REPORT OF THE GOVERNORS

The Governors present their annual report for the year ended 31 August 2025 under the Charities Act 2011, together with the audited accounts for the year, and confirm that the latter comply with the requirements of the Act, the Trust Deed, and the Charities SORP 2015.

REFERENCE AND ADMINISTRATIVE INFORMATION

The Charity was founded in 1890 as a charitable trust and was registered with the Charity Commission under charity number 526632.

On 1st September 2015 a transfer of assets took place from this Charity to a new charitable company (company number 09083954 and registered charity number 1158226), which was set up by the Governors (as Trustees) to receive the assets of the Charity and the undertaking of Withington Girls' School as part of an "incorporation process" to modernise the legal structure of the Charity.

The Transfer Deed provided for all of the Charity's unrestricted assets and liabilities to be transferred to the new charitable company. The land and buildings, considered by the Charity Commission to be permanent endowment, remain within the charitable trust. The charitable company is the sole corporate trustee of the Charity.

On 9th December 2015, the Charity Commission made a "linking direction" which formally determined that the Charity (number 526632) be "linked" with charity number 1158226. This means that the two charities are registered under a single registration number and that the Governors can produce a single set of accounts for the reporting and linked charity. As a result of the linking direction, the Charity is now registered under number 1158226-1.

The Withington Girls' School Governors and Senior Leadership Team are listed on page 1. Particulars of the Charity's address and professional advisers are given on page 2.

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing Document

The Charity is governed by its Trust Deed dating from 1890 which was amended by a Scheme dated 8th August 1985, a further Scheme dated 29th January 2004 as amended by Resolution dated 16th March 2015 and by Order dated 18th August 2015. The Company is governed by a Memorandum and Articles of Association which were amended by a special resolution dated December 2023.

Recruitment and Training of Governors

The power of appointing new Governors is vested in the existing board. Governors are generally appointed to fill a vacancy and to provide suitable skills, knowledge and experience as the board requires. The Headmistress and Chair of Governors meet prospective new Governors prior to ratification by the Governing Body.

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Following appointment, new Governors are inducted into the workings of the Charity by the Headmistress and Chief Financial & Operating Officer. All Governors are invited to attend external training courses and are invited to join School Committees and attend School events. A programme is in place to enable Governors to visit Academic and Support Departments and attend departmental meetings thus gaining enhanced knowledge and understanding of the life of the School, as well as satisfying themselves that the practice in School is in line with the policies approved at the start of each academic year and with regulatory requirements.

The annual Strategy Day for Governors and the Senior Leadership Team provides an opportunity to discuss strategic developments.

Organisational Management

The Governors, as the Trustees of the Charity, are legally responsible for the overall management and control of the School and meet at least four times a year. The work of monitoring the implementation of most of their policies is primarily carried out by the members of the Finance and General Purposes (F&GP) Committee who meet in advance of each Governors' meeting. The F&GP Committee approves the budgets and finalises the audited accounts and annual report for approval by the Governing Body. The F&GP Committee works under the Chairmanship of the Finance Governor of the Governing Body.

The Education Committee was established in September 2023 to allow for greater scrutiny and involvement of Governors in the academic development of the School.

The Remuneration Committee determines the salary levels for the Headmistress, the Chief Financial & Operating Officer, the Deputy Head Academic, the Deputy Head Pastoral and the Head of Junior School.

Nominated members of the Governing Body attend meetings of the Health & Safety Committee, Safeguarding Team (with the Deputy Head Pastoral and School Health Lead) and Learning Support Team.

The day to day running of the School is delegated to the Headmistress supported by the Senior Leadership Team. The Headmistress, Chief Financial & Operating Officer, Deputy Head Academic, Deputy Head Pastoral, Assistant Head and Head of the Junior School attend Governors' meetings. The Headmistress and Chief Financial & Operating Officer attend meetings of the F&GP Committee. The Headmistress, Deputy Head Academic and Head of the Junior School attend the Education Committee meetings.

The Headmistress is a qualified Team Inspector for the Independent Schools Inspectorate. The Chief Financial & Operating Officer is a member of the Independent Schools Bursars' Association (ISBA), and the Headmistress is a member of the Girls' Schools Association (GSA). The School is a member of the Heads' Conference (HMC) and the Association of Governing Bodies of Independent Schools (AGBIS).

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Risk Management

The Governing Body is responsible for the management of the risks faced by the School. Detailed considerations of risk are delegated to the Finance & General Purposes Committee, who are assisted by the Senior Leadership Team. 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. Governors extract the most significant risks which are summarised in an Executive Summary from the Risk Register. The Executive Summary is reviewed at each F&GP meeting and all risks are reviewed annually in detail, when the likelihood and impact of each risk is considered using a risk rating. The top ten risks include strategic, financial, operational and reputational risks.

The key controls used by the charity include:

- Formal agendas for all Committee and Board meetings
- Comprehensive strategic planning, budgeting, and management accounting
- Established organisational structure and lines of reporting
- Formal written policies
- Clear authorisation and approval levels
- Vetting procedures as required by law for the protection of the vulnerable.

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

OBJECTS, AIMS, OBJECTIVES AND ACTIVITIES

Charitable Objects

The objects of the Charity as set out in the Articles of Association as amended in December 2023, shall be to advance education for the public benefit by the provision and maintenance of a girls' school, where boys may be admitted to the Preparatory Department, and by ancillary or incidental educational activities and other associated activities for the benefit of the community.

School Ethos

The School aims to create an environment in which all pupils are supported and encouraged to reach their full potential, academically, socially and personally. True to our founding principles, we are a school where the pleasure of learning is its own reward. The Withington ethos recognises that understanding the value of learning and knowing how to learn sustains and enriches us throughout our lives.

The golden rule of respect for self, respect for others and personal responsibility underpins our school community where diversity is celebrated, teamwork valued, and every pupil is encouraged to play their part, older pupils and alumnae providing inspirational role models.

Combining a wealth of extra-curricular activities with an exceptional academic experience, each girl has the opportunity to develop her talents, skills, interests and character, as well as a strong sense of responsibility which extends beyond the classroom and into the wider world.

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Aims and Intended Impact

The specific aims and objectives of the School are:

- To sustain an innovative and inspiring place of learning where our pupils grow into resilient, independent lifelong learners, curious and passionate about their world
- To nurture our pupils' personal development and character, promoting respect and responsibility, enabling our pupils to thrive and to meet challenge confidently, compassionately and collaboratively
- To support a diverse, inclusive and open-minded school community and to work in partnership with local, national and international organisations for the benefit of our pupils

Strategies to Achieve the Objectives

The School has sustained the quality and expertise of teaching and support staff through careful recruitment and ongoing support and staff development. Safeguarding of pupils is overseen by the team of Designated Safeguarding Lead (DSL), who is the Deputy Head Pastoral and their Deputies (DDSLs), comprising the Assistant Head Pastoral, Director of Sixth Form, the Deputy Head of the Junior School and the School Health Lead.

Academic Heads of Department in the senior school report to the Deputy Head Academic who is supported by the Assistant Head Academic. The Heads of Year report to the Deputy Head Pastoral who oversees pastoral arrangements for pupils and staff in senior school. The Assistant Head oversees the Co-Curriculum and co-ordinates the School's programme of events.

The Head of the Junior School is responsible for its day-to-day running supported by a Deputy Head.

Our Ethos

The School is a registered charity and charitable company which seeks to benefit the public through the pursuit of its stated aims. Fees are set at a level to ensure the financial viability of the School and to provide a first-class education to our pupils.

The School welcomes pupils from all backgrounds. Entrance examinations, interviews, and references from candidates' current schools enable the School to select pupils who will best benefit from the full range of opportunities on offer.

We are an equal opportunity organisation and are committed to a working environment that is free from any form of discrimination. We will make reasonable adjustments to meet the individual needs of staff or pupils.

The School is committed to safeguarding and promoting the welfare of our pupils and expects all staff and volunteers to share this commitment.

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An Independent Schools Inspectorate inspection was carried out in February 2025. Inspectors found that all Standards relating to leadership and management and governance, the quality of education, training and recreation, pupils' physical and mental health and emotional wellbeing, pupils' social and economic education and contribution to society, and safeguarding were met. The report highlighted the strong oversight provided by Governors, the warm and supportive culture of the school, and the high quality of teaching which enables pupils to make good progress, with examination outcomes above the national average. Inspectors also noted that leaders provide pupils with opportunities for discussion and reflection in relation to their own and other cultures, enabling pupils to develop respect and appreciation for different cultures. This, and the promotion of recognition and understanding of all faiths, was identified as a significant strength of the school.

Parents are given regular information about their daughters' social and academic progress through parents' evenings, half-termly progress grades, and written reports. Regular contact with parents is maintained throughout the year with a weekly email setting out the activities for the week ahead, Parents' Breakfasts, informal contacts, termly Bulletins and the annual Newsletter. Trained Sixth-form pupils act as Peer Supporters for younger pupils, assisting the School's pastoral team in creating an environment where every child can feel valued and safe.

Access Policy

The School greatly values the denominational, cultural, and social diversity of its community. It is important to the School that access to the education it offers is not restricted to those who can afford to pay fees.

There is an established bursary policy and this, together with various Community Initiatives, contributes to a widening of access to the education offered and the facilities available.

Means-tested bursaries are available in the Junior School (for entry into Years 5 and 6) and the Senior School (for girls from age 11 to 18). Junior School bursaries were first offered from September 2015.

Bursary Policy

The School's bursary awards are available to pupils who meet the entry requirements and are made solely on the basis of parental means or, to relieve hardship where a pupil's education would otherwise be at risk, for example in the case of redundancy. In assessing parental means a number of factors are taken into consideration including family income; investments; savings; opportunity to generate additional income; and family circumstances (for example, dependent relatives).

The School receives funding for bursaries from the WGS Trust (Charity number 505207) and from several other charitable trusts.

The bursary awards range from 10% to 100% remission of fees. A small fund supplements bursary awards to support academic school trips, individual instrumental lessons, LAMDA lessons, uniform and equipment. Information about fee assistance through bursaries is provided to all parents of girls applying to the Senior School and Years 5 & 6 in the Junior School. The existence of means-tested bursaries is publicised through advertisements in the press and promotional materials. Details of the bursary policy and how to apply are also on the School website.

The success of the bursary scheme is illustrated in the review of activities and achievements section of this report.

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Other Policies on Assistance

Timely financial planning is often the key for many parents who are hoping to send their daughters to the School and flexible payment arrangements are available to fund tuition fees.

Family Discounts Policy

To underline the value placed on continuity for families, a discount of £100 per term, for the second and any subsequent siblings is offered.

Scholarship Policy

The School does not offer scholarships of any type.

COMMUNITY INITIATIVES

The School enjoys strong links with the local community, and staff and pupils participate in local, national, and international initiatives. Comprehensive details of all the School's partnership work can be seen on the Schools Together website: www.schoolstogether.org

A summary of the activities undertaken for the year is shown below:

Partnerships with Local Schools

SHiNE Together Educational Programme

Withington Girls' School has organised and delivered a successful, community-focused series of Saturday School courses since 2007.

The WGS SHiNE Together educational programme is aimed at able students in Years 5 and 6 at maintained primary schools in and around South Manchester. The aim is to increase pupils' love of learning, boost self-esteem in the classroom, and provide opportunities for academic growth and development.

The programme provides, free of charge, specialist teaching in a range of courses and over the years subjects on offer have included Art, Science, Computing, Creative Writing, Design & Food Technology, Classics, Spanish, Drama and Music. Girls and boys from local state primary schools are invited to come to Withington on a Saturday morning to take part in this exciting programme of themed courses, allowing them to learn fresh skills and make new friends.

Classics Programme

The Latin department has a long-running partnership with a local maintained primary school. Withington Sixth Form Pupils deliver Latin lessons in a fun and entertaining way to Year 5 pupils over a 9-week period. These lessons introduce children to vocabulary, grammar and mythological stories.

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Science Communicators

Science Communicators is a mutually beneficial partnerships programme having a positive impact on local primary and secondary schools. We have expanded this year to also support Manchester Hospital Schools. The audience is given the opportunity to observe and experience science activities they would not ordinarily have access to, in terms of subject expertise and specialist resources.

Our students also benefit enormously from the process. They develop and demonstrate key valuable skills: organisation, collaboration, and communication. In order to commend this, a Gold Crest Award from the British Science Association is awarded to all successful participants (100%).

Feedback from these events (staff and students) is indicative of their success. Students are engaged, curiosity sparked, and aspirations raised. Staff are able to draw upon the learning in future curriculum links across all 3 Science disciplines.

Activities included:

- Flash-bang Chemistry shows to KS2 and 3 pupils from 4 different schools
- Required practical workshops with KS4 pupils to focus on assessment criteria in preparation for examination
- The production of an interactive video and instructions, alongside resources to support coverage for transient Hospital School pupils.

Manchester Sings

Our exciting musical partnership, Manchester Sings, first took place in December 2019 and is now an annual event in the School's calendar. The inaugural event involved six maintained partner primary schools from across Greater Manchester and in 2021, this expanded to seven schools who performed alongside our Senior Choir and musicians.

The project brings together hundreds of children from across our region to celebrate music and recognise the power of community. The children come together at Manchester Cathedral after weeks of rehearsals - the event itself is the first time they all perform together.

The festival of song is a fundraiser for the Booth Centre and Wood Street Mission, both of whom are long-standing charity partners of the school.

Future Focus

The partnership with Manchester Academy goes from strength to strength. The inaugural Future Focus Conference took place in 2022, with the aim of equipping young women with 'soft skills' in order to succeed and flourish in their future. This was the first in a series of conferences to inspire young women with confidence, develop self-esteem and improve mental health.

Identity Maps

Year 4 pupils take part in a Schools Linking programme with a local maintained primary school. Pupils from both schools explore identity and belonging in creative and participatory ways.

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Community Based Initiatives

Duke of Edinburgh Awards

From Year 9, the majority of our students embark on the Duke of Edinburgh Awards. Participants volunteer in their communities, make a positive contribution to society and demonstrate social responsibility. This programme culminates in a challenging expedition, which encourages the pupils to work as a team and practice the outdoor skills that they have learned along the way.

Citizenship Day

This annual event is an opportunity for pupils and staff to think carefully about their roles as citizens in a variety of communities. Pupils undertake a variety of community projects, and the aim of the day is for pupils to gain a better sense of their roles and responsibilities as citizens both locally and globally.

Senior Citizens' Christmas Party

The Christmas Party for local senior citizens is one of the highlights of the festive season. More than 200 Senior Citizens enjoy musical performances and a tea party prepared by pupils and staff. This is a wonderful occasion where links are forged across the generations.

Withington Foodbank

With great support from parents, pupils from both the Junior and Senior School organised a midsummer collection for the local Fallowfield and Withington Food Bank. By replenishing their stocks, it was hoped that they would be able to alleviate the significant issue of holiday hunger for those in need in the local area.

The Junior School's harvest collection was donated to the Fallowfield and Withington Food Bank again this year. With this being such a local charity, Year 5 and their teachers delivered the goods on behalf of the Junior School.

Summer Activities for the Local Community

The School was able to run summer activities for children in the local community for the first two weeks of the holidays. Multi-Sports, Theatre, and Art courses were delivered. Over 100 pupils took part, and the School received fantastic feedback from both parents and children.

Other

Withington staff have attended various Cluster Meetings, on a range of academic and pastoral subjects within GSA, HMC, and other professional networks.

The School is a long-standing member of ISTIP (the Independent Schools' Teacher Induction Panel) and hosts a day's training each term for this group. In the region of 30 Early Careers Teachers (ECTs) attend the workshops which are delivered by teachers from the School.

The School also supports the programme for PGCE students in conjunction with the University of Manchester.

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Free Use of Facilities

The School makes its facilities available to the following groups free-of-charge as part of its role in supporting the community.

- The Association of Language Learners
- The Associated Board of the Royal Schools of Music (ABRSM), the School being a centre for ABRSM examinations which are held twice a year in School

Other Use

We hire our outdoor facilities to a local children's lacrosse team of which some of our pupils are members as well as hosting an England Lacrosse training weekend.

We hire our Arts Centre theatre facilities to a local school for their annual awards event.

The Gambia

The cultural and educational exchange programme with The Gambia has been running since 2003 and a group of Year 12 pupils visited the country in the Autumn term. There are huge benefits for those pupils taking part in the year-long fundraising initiative culminating in a week-long stay with a Partnership school in The Gambia. Our pupils interact with the local community and spend time on renovation work at the school, as well as teaching the primary-aged children. This is a wonderful learning experience for all involved as everyone involved learns from each other. WGS works with local community groups in the country, as well as a local health centre and the benefits of the support we can provide are social, economic, cultural and environmental.

Charity Fundraising

All pupils engage in charity fundraising throughout the year for local, national, and international charitable organisations. Each form in the Senior School runs a charity event at various times throughout the year, and the money raised goes to their chosen charity. Money was raised for a variety of causes, including local charities very close to Withington.

Parent Teachers' Association (PTA)

Current parents play a vital role on the Parent Teachers Association Committee which raises funds for School equipment and organises social events for all parents. The PTA is very grateful for the hard work of committee members particularly those involved in the sale of sustainable uniform.

Parents also offer invaluable support in the extracurricular programme including assistance with work placements, mock interviews for university candidates, and careers advice. Junior and Senior School parents have provided talks to pupils about their careers.

REVIEW OF ACHIEVEMENTS AND PERFORMANCE FOR THE YEAR

Pupil numbers and fees

This year the School averaged 756 (2024: 744) pupils. There were 164 (2024: 156) girls in the Junior School and 592 (2024: 588) girls in the Senior School. The School is over-subscribed for entry at age 11.

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The fees for the academic year 2024/25 were set by the Governors at:

Junior School

£11,676 excluding VAT (Sept 2024) £13,428 including VAT (Jan 2025)

Senior School

£15,558 excluding VAT (Sept 2024) £17,892 including VAT (Jan 2025)

Academic Outcomes

Public examination results at GCSE and A Level in Summer 2025 were again very strong. At GCSE, 58.2% of entries were awarded Grade 9, with 82.2% achieving Grades 8 or 9 and 92.9% at Grade 7 or above, placing the School significantly ahead of other leading schools in the region in terms of the proportion of top grades. The overall value added score was +1.67 based on YELLIS baselines.

At A Level, 41.2% of grades were at A*, 75.1% at A* or A, and 91.3% at A* to B. Value added was +0.10 based on GCSE prior attainment and +0.54 when measured against ALIS test based predictions, reflecting strong progress for a cohort with exceptionally high baseline attainment. These outcomes continue the pattern of outstanding attainment and progress seen in recent years, against a national context in which grade distributions have returned to pre-pandemic standards.

Destinations for the 2025 leavers were similarly positive, with 79% of applicants securing their firm choice and 97% securing either their firm or insurance choice. Pupils progressed to a wide range of competitive courses and institutions, including Medicine, Dentistry, Music, PPE, Law, Architecture, Business Management, History, Film Production and Natural Sciences, with destinations including Oxford, Cambridge, University College London, Durham, LSE, Leeds, Edinburgh, Royal College of Music and Manchester. The School was once again recognised as the Sunday Times Parent Power Top Performing School in the North West.

Inclusion and Diversity

Alongside our fellow GSA and HMC schools, we are proud to be further developing our inclusion and diversity strategy which will allow us to reflect in depth on the inclusive culture of our school and to ensure that everyone benefits from the strength and success that a positive, active approach to inclusion brings.

The School has committed to an embedded, strategic approach which will enable us to continue to reflect on the inclusive culture of our school. This continues to be an ongoing focus, and our EDI Leadership Group continues to develop and implement our EDI Action Plan.

Facilities

The School continues to invest in its buildings, grounds and facilities and an extensive schedule of external and internal maintenance and decorating took place during the summer holidays.

The main school boilers have been replaced and the Food and Nutrition room has been completely refurbished.

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Information Technology

As part of the School's ongoing IT strategy, we continue to invest in the IT infrastructure and hardware. The School has completed an upgrade to the Wi-Fi system, and the replacement of hardware continues on its normal cycle.

Cyber security continues to be a priority to the School and several of the systems used have received significant upgrades throughout the year. Regular phishing tests and staff training are undertaken to protect the systems further.

Environmental Initiatives: Cutting the 'carbon footprint'

The School community continues to promote sustainability, and the installation of more efficient boilers contributes to this. The School has also introduced a salary sacrifice scheme for some colleagues to enable them to lease an electric vehicle.

The Eco Society continues to be active in School life and we have been recognised continuously since 2010 as a Green Flag School. The Award recognises the efforts of the School's 'Eco' groups in creating and communicating a school 'eco-code' in which all pupils and staff cooperate and undertake to play their part.

Details of Bursary Awards - Policy into Practice

In addition to financial support received from other Educational Trusts, the School receives financial support from the WGS Trust (Charity Number 505207) for means-tested bursaries. (Details of the WGS Trust are provided in Note 12 on page 33 of these accounts.)

The WGS Trust made a donation to the School in the year of £500,000 (2024: £395,415).

The total value of bursaries for 2025 was £1,023,476 (2024: £976,689) representing 9% of fee income in 2024/25 (2024: 9%).

There were 100 pupils in receipt of bursaries for the year to 31st August 2025: 4 in the Junior School and 96 in the Senior School. This equates to 16% of pupils in Senior School and 2% of pupils in Years 5/6 of the Junior School receiving support. Twenty-six pupils in the Senior School benefited from a full bursary and a further twenty pupils in the Senior School obtained a bursary worth 80% or more of fees. In the Senior School, therefore, 27% of the bursaries were worth 100% of fees and 48% of the bursaries were worth 80% or more of the fees.

Fundraising Performance

Our fundraising activity continues to prioritise increasing support for means-tested bursaries. Named in honour of our former Headmistress, the Marjorie Hulme Bursary Fund remains a cornerstone of the School's commitment to widening access and ensuring that talented girls can thrive regardless of financial background.

Philanthropic income totalled £446,970 in the year to 31 August 2025. We are pleased to report that, despite challenging economic conditions, we have sustained long-term growth in fundraising income.

WITHINGTON GIRLS' SCHOOL
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FOR THE YEAR ENDED 31 AUGUST 2025

During the year, descendants of one of Withington's founders, Jane Louisa Lejeune, launched a bursary fund in her honour. Members of the Lejeune family, joining from the United States, Canada, Europe and Australia, gathered both in person and online for a signing ceremony at School in April 2025 to mark the official inauguration of the fund. Their aspiration is to grow the fund over time, ultimately enabling it to support a bursary in perpetuity. We are deeply grateful to the Lejeune family for their vision and generosity.

In March 2025, Withington hosted its second Iftar in support of the Marjorie Hulme Bursary Fund. The evening was expertly led by Year 13 pupils, and two Sixth Form Bursary Ambassadors spoke powerfully about the impact that bursary support has had on their education. A total of £10,000 was pledged during the event, and we extend our sincere thanks to all donors for their generosity.

Over the summer of 2025, we launched the Memories and Milestones direct mail appeal. Thanks to the generous contributions of alumnae, former parents, former staff, and the support of two match-funding donors, the appeal raised over £30,000—equivalent to the funding required for two full bursaries for one year.

The School's Approach to Fundraising

The School employs an in-house Development Team to manage its fundraising activities, with the Director of Development reporting directly to the Headmistress. Where appropriate, external professional fundraising consultancies are engaged to support specific projects.

Fundraising activities at Withington are conducted in accordance with the Institute of Fundraising's Code of Practice, and this is complemented by the School's own published Fundraising Code of Practice.

The activities of the Development Office are closely monitored by the Governors of the School and the Trustees of the WGS Trust. The Director of Development provides regular reports to both bodies, ensuring transparency and effective oversight.

There were no complaints regarding fundraising activities in the year to 31 August 2025 (2024: nil).

FINANCIAL REVIEW AND RESULTS FOR THE YEAR

As an educational charity, all income is applied in furtherance of the School's charitable educational objectives.

Financial Performance

For the year ended 31 August 2025, the School reported net incoming resources of £126,654 (2024: net incoming resources of £68,322). Capital expenditure on fixed assets during the year amounted to £541,993 (2024: £352,462), funded from cash reserves.

The Governors have considered financial performance in the context of inflationary pressures, the ongoing impact of VAT on school fees, and wider economic conditions affecting the independent education sector. Fee setting for 2025/26 has been undertaken with reference to maintaining affordability whilst ensuring long-term sustainability.

WITHINGTON GIRLS' SCHOOL
ANNUAL REPORT OF THE GOVERNORS
FOR THE YEAR ENDED 31 AUGUST 2025

Reserves Policy

The Governors maintain a reserves policy intended to ensure sufficient financial resources are available to support the School's operational and strategic requirements.

Free reserves, calculated as net assets less fixed assets, at 31 August 2025 amounted to £1,238,670 (2024: £816,099) which although below the target level of approximately one term's teaching payroll (c. £1.9 million), is considered manageable in light of the School's strong cash generation and absence of external debt.

The School continues to aim to build up free reserves through annual operating surpluses.

Cash Flow and Liquidity

The School maintains a strong liquidity position, with £3,954,616 cash reserves at 31 August 2025.

The School has no external borrowing and therefore no debt servicing or covenant requirements. The School also benefits from the support of the WGS Trust (Charity 505207), which provides funding for means-tested bursaries and capital projects. However, the School does not rely on this support for day-to-day operations.

Cash flow forecasts indicate that the School will maintain sufficient liquidity to meet its liabilities as they fall due for at least 12 months from the date of approval of the financial statements, including consideration of the timing of termly fee receipts and payroll cycles.

Forecasts and Key Assumptions

Governors have approved detailed budgets for 2025/26 and 2026/27 - and considered budgets and pupil numbers for future years. These forecasts incorporate prudent assumptions regarding:

- Fee levels and increases
- Pupil recruitment and retention
- Staffing costs
- General inflation
- The impact of VAT on school fees

Risk Management and Sensitivity Analysis

Sensitivity analysis has been undertaken on key variables including pupil numbers, fee income, and staffing costs.

The analysis indicates that the School retains sufficient financial headroom to withstand reasonably plausible downside scenarios, including modest reductions in pupil numbers or delays in fee collection, without requiring external financing.

Mitigating actions available to the Governors include cost control measures, adjustment of discretionary expenditure, and utilisation of cash reserves if required.

Conclusion

Having considered the School's financial position, approved budgets, cash flow forecasts, and associated sensitivities, the Governors and Senior Leadership Team are satisfied that the School has adequate resources to continue in operational existence for the foreseeable future.

WITHINGTON GIRLS' SCHOOL
ANNUAL REPORT OF THE GOVERNORS
FOR THE YEAR ENDED 31 AUGUST 2025

FUTURE PLANS

The Board approved the School Development Plan in June 2022. A review of these strategic priorities took place in June 2024.

The current strategic priorities are as follows:

- To sustain an innovative and inspiring place of learning where our pupils grow into resilient, independent lifelong learners, curious and passionate about their world
- To nurture our pupils' personal development and character, promoting respect and responsibility, enabling our pupils to thrive and to meet challenge confidently, compassionately and collaboratively
- To support a diverse, inclusive and open-minded school community and to work in partnership with local, national and international organisations for the benefit of our pupils

Approved by the Governing Body of Withington Girls' School on ^{May 26, 2026} and signed on its behalf by:



Mr Malcom Pike
Chair of Governors

WITHINGTON GIRLS' SCHOOL
ANNUAL REPORT OF THE GOVERNORS
FOR THE YEAR ENDED 31 AUGUST 2025

STATEMENT OF GOVERNORS' RESPONSIBILITIES

The Governors (who are also directors of Withington Girls' School for the purposes of company law) are responsible for preparing the Annual report of the Governors, which includes the strategic report and the financial statements in accordance with applicable law and regulations.

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

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

- select suitable accounting policies and then apply them consistently.
- make judgements and accounting 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;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in business.

The Governors are responsible for keeping adequate accounting records that are sufficient to show and explain the charity's transactions and 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, accordingly, for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Financial statements are published on the charity's website in accordance with legislation in the United Kingdom governing the preparation and dissemination of financial statements, which may vary from legislation in other jurisdictions. The maintenance and integrity of the charity's website is the responsibility of the Governors. The Governors' responsibility also extends to the ongoing integrity of the financial statements contained therein.

Statement as to disclosure of information to auditors

In so far as the Governors are aware at the time of approving our Annual Report of the Governors:

- there is no relevant information, being information needed by the auditor in connection with preparing their report, of which the group's auditor is unaware, and
- the Governors, having made enquiries of fellow directors and the group's auditor that they ought to have individually taken, have each taken all steps that he/she is obliged to take as a director in order to make themselves aware of any relevant audit information and to establish that the auditor is aware of that information.

On behalf of the Board of Governors



Mr Malcolm Pike
Chair of Governors

May 26, 2026

Date

WITHINGTON GIRLS' SCHOOL

INDEPENDENT AUDITOR'S REPORT TO THE GOVERNORS OF WITHINGTON GIRLS' SCHOOL

FOR THE YEAR ENDED 31 AUGUST 2025

Opinion

We have audited the financial statements of Withington Girls' School ('the charitable company') for the year ended 31 August 2025 which comprise the Statement of Financial Activities, the Balance Sheet, the Cash Flow Statement 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 2025 and of 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 Governors' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

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

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

Other information

The Governors are responsible for the other information contained within the annual report. 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.

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

WITHINGTON GIRLS' SCHOOL

**INDEPENDENT AUDITOR'S REPORT TO THE GOVERNORS OF
WITHINGTON GIRLS' SCHOOL**

FOR THE YEAR ENDED 31 AUGUST 2025

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.

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 Governors' 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 Governors' report has been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

In light of the knowledge and understanding of the charitable company and their environment obtained in the course of the audit, we have not identified material misstatements in the directors' report included within the Governors' 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 and proper accounting records have not been kept; 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; or
- the Governors were not entitled to prepare the financial statements in accordance with the small companies regime and take advantage of the small companies' exemptions in preparing the Governors' report and from the requirement to prepare a strategic report.

Responsibilities of Governors

As explained more fully in the Governors' responsibilities statement set out on page 16, the Governors (who are also the directors of the charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the Governors determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

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

WITHINGTON GIRLS' SCHOOL

**INDEPENDENT AUDITOR'S REPORT TO THE GOVERNORS OF
WITHINGTON GIRLS' SCHOOL**

FOR THE YEAR ENDED 31 AUGUST 2025

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.

Details of the extent to which the audit was considered capable of detecting irregularities, including fraud and non-compliance with laws and regulations are set out below.

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

Extent to which the audit was considered capable of detecting irregularities, including fraud

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We identified and assessed the risks of material misstatement of the financial statements from irregularities, whether due to fraud or error, and discussed these between our audit team members. We then designed and performed audit procedures responsive to those risks, including obtaining audit evidence sufficient and appropriate to provide a basis for our opinion.

We obtained an understanding of the legal and regulatory frameworks within which the charitable company operates, focusing on those laws and regulations that have a direct effect on the determination of material amounts and disclosures in the financial statements. The laws and regulations we considered in this context were the Companies Act 2006, taxation legislation together with the Charities SORP (FRS 102). We assessed the required compliance with these laws and regulations as part of our audit procedures on the related financial statement items.

In addition, we considered provisions of other laws and regulations that do not have a direct effect on the financial statements but compliance with which might be fundamental to the charitable company's ability to operate or to avoid a material penalty. We also considered the opportunities and incentives that may exist within the charitable company for fraud. The laws and regulations we considered in this context for the UK operations were The Education (Independent School Standards) Regulations 2014, Employment legislation and Health and Safety legislation.

Auditing standards limit the required audit procedures to identify non-compliance with these laws and regulations to enquiry of the Trustees and other management and inspection of regulatory and legal correspondence, if any.

We identified the greatest risk of material impact on the financial statements from irregularities, including fraud, to be within the timing of recognition of other income, and the override of controls by management. Our audit procedures to respond to these risks included enquiries of management about their own identification and assessment of the risks of irregularities, sample testing on the posting of journals, reviewing accounting estimates for biases, reviewing regulatory correspondence with the Charity Commission, Independent Schools Inspectorate and reading minutes of meetings of those charged with governance.

Owing to the inherent limitations of an audit, there is an unavoidable risk that we may not have

WITHINGTON GIRLS' SCHOOL
INDEPENDENT AUDITOR'S REPORT TO THE GOVERNORS OF
WITHINGTON GIRLS' SCHOOL
FOR THE YEAR ENDED 31 AUGUST 2025

detected some material misstatements in the financial statements, even though we have properly planned and performed our audit in accordance with auditing standards. For example, the further removed non-compliance with laws and regulations (irregularities) is from the events and transactions reflected in the financial statements, the less likely the inherently limited procedures required by auditing standards would identify it. In addition, as with any audit, there remained a higher risk of non-detection of irregularities, as these may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal controls. We are not responsible for preventing non-compliance and cannot be expected to detect non-compliance with all laws and regulations.

Use of our report

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

Kathryn Paul

Kathryn Paul
Senior Statutory Auditor
For and on behalf of
Crowe U.K. LLP
Statutory Auditor
3rd floor
St George's House
56 Peter Street
Manchester
M2 3NQ

May 27, 2026

Date

WITHINGTON GIRLS' SCHOOL
STATEMENT OF FINANCIAL ACTIVITIES
FOR THE YEAR ENDED 31 AUGUST 2025

| | Notes | 2025 Unrestricted Funds £ | 2024 Unrestricted Funds £ |
|--|-------|------------------------------------|------------------------------------|
| INCOME | | | |
| Donations | | | |
| Donation from WGS Trust | | 500,000 | 395,415 |
| Other Donations | | 128,883 | 155,949 |
| | 2 | 628,883 | 551,364 |
| Income from Charitable Activities | | 9,801,781 | 9,299,166 |
| Tuition Fees Receivable | | | |
| School Meals | | 580,233 | 650,021 |
| Other Income | | 110,555 | 123,993 |
| | 3 | | |
| Investment Income | | 144,285 | 87,747 |
| Total Income | | 11,265,737 | 10,712,291 |
| EXPENDITURE | | | |
| Cost of Raising Funds | 4 | 188,435 | 109,906 |
| Expenditure on Charitable Activities | 5 | 10,950,341 | 10,560,494 |
| Total Expenditure | | 11,138,776 | 10,670,400 |
| Net Income Before Actuarial Movements | | 126,961 | 41,891 |
| Actuarial (Loss)/Gain on CARE Pension Scheme | 15 | (307) | 26,431 |
| Net movement in funds | | 126,654 | 68,322 |
| RECONCILIATION OF FUNDS | | | |
| TOTAL FUNDS BROUGHT FORWARD | 11 | 14,775,777 | 14,707,455 |
| TOTAL FUNDS CARRIED FORWARD | 11 | 14,902,431 | 14,775,777 |

The notes on pages 24 to 37 form part of these accounts.

WITHINGTON GIRLS' SCHOOL

BALANCE SHEET

AT 31 AUGUST 2025

| | Notes | 2025 | | 2024 | |
|--|-------|--------------------|--------------------------|--------------------|--------------------------|
| | | £ | £ | £ | £ |
| FIXED ASSETS | | | | | |
| Tangible assets | 7 | | 13,663,761 | | 13,959,678 |
| CURRENT ASSETS | | | | | |
| Debtors | 8 | 433,479 | | 183,622 | |
| Cash at bank | | <u>3,954,616</u> | | <u>4,570,724</u> | |
| | | 4,388,095 | | 4,754,346 | |
| CREDITORS | | | | | |
| Amounts due within 1 year | 9 | <u>(3,069,505)</u> | | <u>(3,813,165)</u> | |
| NET CURRENT ASSETS | | | | | |
| | | | <u>1,318,590</u> | | <u>941,181</u> |
| TOTAL ASSETS LESS CURRENT LIABILITIES | | | | | |
| | | | <u>14,982,351</u> | | <u>14,900,859</u> |
| CREDITORS | | | | | |
| Pension liability | 10 | | (79,920) | | (125,082) |
| NET ASSETS | | | | | |
| | | | <u>14,902,431</u> | | <u>14,775,777</u> |
| ACCUMULATED UNRESTRICTED FUNDS | | | | | |
| | 11 | | 14,902,431 | | 14,775,777 |
| | | | <u>14,902,431</u> | | <u>14,775,777</u> |

The financial statements were approved and authorised for issue by the Board of Governors on **May 26, 2026** and signed on its behalf by:



Mr Malcolm Pike
Governor

Chris Poston

Chris Poston (May 26, 2026 17:22:50 GMT+1)

Mr Christopher Poston
Governor

WITHINGTON GIRLS' SCHOOL
STATEMENT OF CASH FLOWS
FOR THE YEAR ENDED 31 AUGUST 2025

| | 2025 | 2024 |
|---|-------------------------|-------------------------|
| | <u>£</u> | <u>£</u> |
| Reconciliation of net movement in funds to net cash flow from operating activity | | |
| Net movement in funds | 126,654 | 68,322 |
| Add back depreciation charge | 637,661 | 600,000 |
| Deduct interest income shown in investing activities | (144,285) | (87,747) |
| (Increase) in debtors | (249,857) | (39,571) |
| (Decrease) in creditors | (743,660) | 2,510,888 |
| (Decrease) in pension liability | (45,162) | (66,022) |
| Net cash flow from operating activities | <u>(418,649)</u> | <u>2,985,870</u> |
| Cash flows from investing activities | | |
| Interest income | 144,285 | 87,747 |
| Purchase of tangible fixed assets | (541,993) | (352,462) |
| Disposals of tangible fixed assets | 200,249 | - |
| Cash used in investing activities | <u>(197,459)</u> | <u>(264,715)</u> |
| Reconciliation of net cash/debt | | |
| Increase in cash and cash equivalents in the year | (616,108) | 2,721,155 |
| Cash and cash equivalents at the beginning of the year | 4,570,724 | 1,849,569 |
| Total cash and cash equivalents at the end of the year | <u>3,954,616</u> | <u>4,570,724</u> |

WITHINGTON GIRLS' SCHOOL
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2025

1 ACCOUNTING POLICIES

(a) Basis of preparation of financial statements

The financial statements have been prepared in accordance with the Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2015) – (Charities SORP (FRS 102)), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Charities Act 2011.

Withington Girls' School meets the definition of a public benefit entity under FRS 102.

Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy note

(b) Incoming resources

Fees receivable in respect of the provision of education to pupils are stated after deducting allowances and other remissions granted by the School. Fees receivable, charges for services and use of premises are accounted for in the period in which the service is provided. Fees for education in future years are carried forward as deferred income in the balance sheet.

Donations received for the general purposes of the Charity are credited to the general Unrestricted Fund.

(c) Resources expended

All expenditure is accounted for on an accruals basis, is allotted directly to the category to which it relates and includes irrecoverable VAT.

Governance costs comprise those costs incurred complying with constitutional and statutory requirements

(d) Fund accounting

All funds held by the Charity are unrestricted and can be used in accordance with the charitable objects at the discretion of the trustees.

(e) Tangible fixed assets and depreciation

Tangible fixed assets are stated at cost or valuation less depreciation. Depreciation is provided at rates calculated to write off the cost or valuation of fixed assets over their expected lives on a straight-line basis at the following annual rates.

Buildings and external facilities: 2% to 10%
Fixtures, fittings and equipment, and computers: 5% to 25%

Individual items over £1,000 will normally be capitalised.

Capital grants are accounted for when the Charity is unconditionally entitled to receive the monies.

WITHINGTON GIRLS' SCHOOL
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2025

(f) Expenditure on charitable activities

This includes all items required to provide schooling for pupils.

(g) Pensions

The School makes pension contributions in respect of eligible teaching staff to the Teachers' Pensions Scheme. The School also makes contributions to the personal pension plans of other employees.

The School contributes to the Career Average Revalued Earnings Scheme ("CARE") Pension Scheme offered by TPT Retirement Solutions which has been made available to all non-teaching staff appointed since 1 September 2004 up until 31st March 2016 (when the Scheme closed). From 1st April 2016 the School has offered a Defined Contribution Scheme through TPT Retirement Solutions (the Growth Plan Series 4).

The pension charge represents the amount payable in respect of the pension schemes mentioned above.

(h) Financial Instruments

Basic financial instruments are initially recognised at transaction value and subsequently measured at amortised cost with the exception of investments which are held at fair value. Financial assets held at amortised cost comprise cash at bank and in hand, together with trade and other debtors. A specific provision is made for debts for which recoverability is in doubt. Cash at bank and in hand is defined as all cash held in instant access bank accounts and treasury reserve accounts with a maximum term of 6 months. Financial liabilities held at amortised cost comprise all creditors except social security and other taxes and provisions. Assets and liabilities held in foreign currency are translated to GBP at the balance sheet date at an appropriate year-end exchange rate.

(i) Critical accounting judgements and key sources of estimation uncertainty

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

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

In the view of the Governors, no assumptions concerning the future or estimation uncertainty affecting assets or liabilities at the balance sheet date are likely to result in a material adjustment to their carrying amounts in the next financial year other than the provision for any pension deficit levy. The School has an obligation to pay deficit funding contributions towards the support staff defined benefit pension plan. This provision is dependent on a number of factors including discount rate, life expectancy and asset valuations. The assumptions reflect historical experience and current trends.

WITHINGTON GIRLS' SCHOOL
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2025

(k) Going Concern

The Governors and Senior Leadership Team have reviewed the Financial Forecast and Budget and consider that the School is a Going Concern. The Statement of Cash Flows shows the cash inflow from Operating Activities which enables investment in the fabric of the School. The School is also grateful for the support of the WGS Trust (Charity 505207) which provides financial assistance to the School for means-tested bursaries and capital projects. Governors have critically appraised the School's financial position and have taken appropriate measures to limit the fee increase for parents in the 2025/2026 academic year.

2. DONATIONS

| | 2025 | 2024 |
|-------------------------|----------------|----------------|
| | (£) | (£) |
| Donation from WGS Trust | 500,000 | 395,415 |
| Other Donations | 128,883 | 148,349 |
| Ad Lucem Fund | - | 7,600 |
| | 628,883 | 551,364 |

3. OTHER INCOME

| | 2025 | 2024 |
|---------------------------|----------------|----------------|
| | (£) | (£) |
| Entrance Examination Fees | 21,499 | 21,381 |
| Miscellaneous Income | 89,056 | 102,612 |
| | 110,555 | 123,993 |

WITHINGTON GIRLS' SCHOOL
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2025

4. COSTS OF RAISING FUNDS

| | 2025 | 2024 |
|----------------------------|----------------|----------------|
| | (£) | (£) |
| Salaries | 120,309 | 59,765 |
| Pension Costs | 13,406 | 6,795 |
| Social Security Costs | 14,974 | 6,973 |
| Total Staff Costs | 148,689 | 73,533 |
| Administration expenditure | 39,746 | 36,373 |
| Total Costs | 188,435 | 109,906 |

The costs shown above represent 100% of the direct running costs of the Development Office. In the prior year, the costs represented 50% of the direct running costs of the Development Office. This is because in the prior year 50% of the costs were borne by a separate charity, the WGS Trust (charity number 505207). Any income raised by the Development Office was previously included in the accounts of the WGS Trust.

5. EXPENDITURE ON CHARITABLE ACTIVITIES

| | 2025 | 2024 |
|-----------------------|------------------|------------------|
| | (£) | (£) |
| Teaching Costs | | |
| Teachers' Salaries | 4,073,234 | 3,942,372 |
| Pension Costs | 1,098,872 | 952,036 |
| Social Security Costs | 471,769 | 413,577 |
| | 5,643,875 | 5,307,985 |

WITHINGTON GIRLS' SCHOOL
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2025

Support Costs

| | 2025 (£) | 2024 (£) |
|--|--------------------|--------------------|
| Wages and Salaries | 2,134,747 | 1,892,671 |
| Pension Costs | 172,979 | 160,959 |
| Social Security Costs | 200,196 | 148,233 |
| Apprenticeship Levy | 13,667 | 12,058 |
| Supplies Equipment and Tools | 728,142 | 980,682 |
| Miscellaneous Expenses | 340,680 | 384,760 |
| Administration Expenses | 188,088 | 197,634 |
| Operating Lease Payments | 9,161 | 9,161 |
| Professional Fees | 150,036 | 172,835 |
| Interest and Charges for CARE Pension Scheme | 19,156 | 22,525 |
| Insurance | 90,476 | 94,036 |
| VAT Costs | 11,635 | - |
| Loss On Disposal Of Fixed Assets | 24,721 | - |
| | 4,083,684 | 4,075,554 |

WITHINGTON GIRLS' SCHOOL
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2025

Premises Costs

| | 2025 | 2024 |
|---|------------------|------------------|
| | (£) | (£) |
| Repairs, Maintenance, and Replacement of Buildings | 60,475 | 99,589 |
| Repairs, Maintenance and Replacement of Fixtures and Fittings | 20,405 | 18,482 |
| Depreciation | 637,661 | 600,000 |
| Maintenance of Grounds | 18,961 | 36,294 |
| Utilities | 288,453 | 294,873 |
| Rates | 160,753 | 76,586 |
| CCTV | 5,960 | 7,648 |
| | 1,192,668 | 1,133,472 |

Governance Costs

| | 2025 | 2024 |
|----------------------------|---------------|---------------|
| | (£) | (£) |
| Audit fee | 22,714 | 29,175 |
| Legal and associated costs | 7,400 | 14,308 |
| Total costs | 30,114 | 43,483 |

TOTAL EXPENDITURE ON CHARITABLE ACTIVITIES

| | 2025 | 2024 |
|--|-------------------|-------------------|
| | (£) | (£) |
| | 10,950,341 | 10,560,494 |

WITHINGTON GIRLS' SCHOOL
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2025

6. STAFF COSTS

| | 2025 (£) | 2024 (£) |
|------------------------|-------------------------|-------------------------|
| Payroll Costs | | |
| Teaching Staff | 4,073,234 | 3,942,372 |
| Academic Support Staff | 508,567 | 472,628 |
| Catering Staff | 465,829 | 374,147 |
| Cleaners | 149,326 | 151,596 |
| Premises Staff | 159,248 | 144,995 |
| Administration Staff | <u>865,445</u> | <u>761,363</u> |
| | 2,148,414 | 1,904,729 |
| | | |
| Development Staff | 120,309 | 59,765 |
| | <u>6,341,957</u> | <u>5,906,866</u> |
| | | |
| Pension Costs | 1,285,257 | 1,119,790 |
| Social Security Costs | 686,939 | 568,783 |
| | <u>8,314,153</u> | <u>7,595,439</u> |

The average number of full and part time employees during the year was 150 (2024: 148) including temporary appointments to cover members of staff on maternity leave.

The average number of full and part time employees during the year, expressed as full-time equivalents, was 112 (2024: 110).

The average number of full and part time teachers during the year, expressed as full-time equivalents, was 80 (2024: 80).

No termination payments were made during the year (2024: £NIL)

The number of employees with emoluments exceeding £60,000 was as follows:

| | 2025 | 2024 |
|----------------------|------|------|
| £60,000 to £70,000 | 7 | 5 |
| £70,000 to £80,000 | 2 | 3 |
| £80,000 to £90,000 | 2 | 2 |
| £90,000 to £130,000 | - | - |
| £130,000 to £140,000 | - | 1 |
| £140,000 to £150,000 | 1 | - |

WITHINGTON GIRLS' SCHOOL
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2025

Contributions were made to the Teachers' Pensions Scheme which is a defined benefit scheme for nine of the above higher paid employees. Two employees are members of the TPT Retirement Solutions Growth Plan.

The cost of the contributions in respect of the above higher paid employees was £217,113 (2024: £183,796).

The remuneration of the Senior Leadership Team, including social security and pension costs, was £1,004,170 (2024: £947,294).

None of the Trustees received any remuneration during the year (2024: £NIL)

Trustees received travel expenses of £NIL (2024 as restated: £NIL).

Further details about the Teachers' Pension Scheme, the CARE Pension Scheme and the Growth Plan 4 pension scheme are provided in Notes 13, 14, 15 and 16 in these accounts.

7. TANGIBLE FIXED ASSETS

| | Freehold buildings and grounds £ | Fixtures and equipment £ | Asset under construction £ | Total £ |
|--|---|--------------------------------|----------------------------------|-------------------|
| Cost or valuation | | | | |
| At 1 September 2024 | 19,252,354 | 4,918,512 | 168,617 | 24,339,483 |
| Additions for the year | 167,401 | 374,592 | - | 541,993 |
| Disposals for the year | - | (2,903,690) | - | (2,903,690) |
| Transfers | 168,617 | - | (168,617) | - |
| | 19,588,372 | 2,389,414 | - | 21,977,786 |
| At Governors' valuation at 1 September 1995 | 2,750,000 | 250,000 | - | 3,000,000 |
| At cost | 16,838,372 | 2,139,414 | - | 18,977,786 |
| | 19,588,372 | 2,389,414 | - | 21,977,786 |
| Depreciation | | | | |
| At 1 September 2024 | 6,055,327 | 4,324,478 | - | 10,379,805 |
| Charge for the year | 434,808 | 202,853 | - | 637,661 |
| Eliminated on disposals | 4,964 | (2,708,405) | - | (2,703,441) |
| At 31 August 2025 | 6,495,099 | 1,818,926 | - | 8,314,025 |
| Net book value | | | | |
| At 31 August 2025 | 13,093,273 | 570,488 | - | 13,663,761 |
| At 31 August 2024 | 13,197,027 | 594,034 | 168,617 | 13,959,678 |

The charity has taken advantage of the transitional provisions available under FRS102 Tangible Fixed Assets not to update the revaluation of its fixed assets. The Governors are confident that the current value of the land and buildings is not less than the value stated above.

WITHINGTON GIRLS' SCHOOL
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2025

On 1st September 2015 a transfer of assets took place as part of the incorporation process as described on Page 3 of this Annual Report. The Transfer Deed provided for all the Charity's unrestricted assets and liabilities to be transferred to the new charitable company (company number 09083954 and registered charity number 1158226). The School's land and buildings, considered by the Charity Commission to be permanent endowment, remain within the Charitable Trust. The charitable company is the sole corporate trustee of the Charity.

The land is registered at HM Land Registry under the title number MAN246365.

8. DEBTORS

| | 2025 (£) | 2024 (£) |
|---------------------------|----------------------|----------------------|
| Fees Owing from Parents | 7,912 | 30,879 |
| Sundry Debtors | 6,057 | 25,266 |
| Amount Due from WGS Trust | 137,925 | 6,201 |
| Prepayments | 90,376 | 121,276 |
| VAT recoverable | 191,209 | - |
| | <hr/> 433,479 | <hr/> 183,622 |

9. CREDITORS

| | 2025 (£) | 2024 (£) |
|-------------------------|------------------------|------------------------|
| Tuition fees | 1,757,519 | 2,990,582 |
| Tax and Social Security | 27,284 | 268,206 |
| Capital Accruals | 39,825 | 54,922 |
| Other Accruals | 1,244,877 | 499,455 |
| | <hr/> 3,069,505 | <hr/> 3,813,165 |

10. PENSION LIABILITY

| | 2025 (£) | 2024 (£) |
|-------------------|---------------------|----------------------|
| Pension Liability | <hr/> 79,920 | <hr/> 125,082 |

WITHINGTON GIRLS' SCHOOL
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2025

11. ACCUMULATED FUNDS

| | 2025 (£) | 2024 (£) |
|---|--------------------|--------------------|
| Unrestricted Undesignated Funds | | |
| As at 1 September 2024 | 14,775,777 | 14,707,455 |
| Surplus/(Deficit) for the year | 126,654 | 68,322 |
| Less transfer to Designated Fund | - | - |
| Plus transfer from Designated Fund | - | - |
| | 14,902,431 | 14,775,777 |
| Total Funds | | |
| As at 1 September 2024 | 14,775,777 | 14,707,455 |
| Surplus/(Deficit) for the year | 126,654 | 68,322 |
| | 14,902,431 | 14,775,777 |

The reserves shown above include those which have financed Fixed Assets (as shown in Note 7). Free reserves are £1,238,670 as at 31 August 2025 (2024: £816,099).

12. RELATED PARTIES

The Governors of Withington Girls' School appoint the Trustees of the WGS Trust, a registered charity. Transactions with the WGS Trust have been identified and disclosed within the accounts and annual report as appropriate.

The operation of the WGS Trust is independent of the School. The objects of the Trust are the advancement of the educational work of Withington Girls' School, the charitable purposes of, or associated with, the School and the advancement of education. A specific aim of the Trust is to maintain and enhance the level of means-tested bursary support to safeguard and diversify the school community.

Two of the Charity's Governors: Dr R Dev-Jairath and Mr Martyn Torevell (as listed on page 1), are parents of current pupils at the School. Fees charged to these Governors during the year to 31st August 2025 were in line with the School's standard terms & conditions. There were no fees outstanding for these parents at 31 August 2025.

Included within Donations shown on page 26, is income from WGS Trust of £500,000 (2024: £395,415).

There were no other related party transactions.

WITHINGTON GIRLS' SCHOOL
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2025

13. PENSION COSTS

The School's employees belong to two principal pension schemes: the Teachers' Pension Scheme (TPS) or a Scheme provided by TPT Retirement Solutions. Up until 31st March 2016, the Scheme offered through TPT Retirement Solutions was the CARE Pension Scheme (a Defined Benefit Scheme). This was closed to further contributions from that point and staff were able to join the Growth Plan Series 4 (a Defined Contribution Scheme) run by TPT Retirement Solutions from 1st April 2016. The Teachers' Pension Scheme is a Defined Benefit Scheme.

The total pension cost for the year ended 31 August 2025 was £1,285,257 (2024: £1,119,790)

14. TEACHERS' PENSION SCHEME

The School participates in the Teachers' Pension Scheme ("the TPS") for its teaching staff. The pension charge for the year includes contributions payable to the TPS of £1,098,872 (2024: £952,036) and at the year-end £NIL (2024: £NIL) was accrued in respect of contributions to this scheme.

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

The employer contribution rate is set by the Secretary of State following scheme valuations undertaken by the Government Actuary's Department. The most recent actuarial valuation of the TPS was prepared as at 31 March 2020 and the Valuation Report was published in October 2023. The Valuation Report shows notional assets of £222.2bn and liabilities of £262bn, resulting in a scheme deficit of £39.8bn.

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

15. TPT RETIREMENT SOLUTIONS - "CARE" Pension Scheme

The School participates in the Career Average Revalued Earnings ("CARE") Pension Scheme, a multi-employer scheme, which provides benefits to some 36 non-associated employers. The scheme is a defined benefit scheme in the UK.

It is not possible for the School to obtain sufficient information to enable it to account for the scheme as a defined benefit scheme. Therefore, it accounts for the scheme as a defined contribution scheme.

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

The scheme is classified as a 'last-man standing arrangement'. Therefore, the School is potentially liable for other participating employers' obligations if those employers are unable to meet their share

WITHINGTON GIRLS' SCHOOL
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2025

of the scheme deficit following withdrawal from the scheme. Participating employers are legally required to meet their share of the scheme deficit on an annuity purchase basis on withdrawal from the scheme.

A full actuarial valuation for the scheme was carried out at 30 September 2022. This valuation showed assets of £49.6m, liabilities of £57.1m and a deficit of £7.5m. To eliminate this funding shortfall, the Trustee asked the participating employers to pay additional contributions to the scheme as follows:

DEFICIT CONTRIBUTION FOR ALL EMPLOYERS

From 1 April 2024 to 30 September 2027, £1,672,000 per annum, (payable monthly and increasing by 3.0% each year on 1st April).

The recovery plan contributions are allocated to each participating employer in line with their estimated share of the scheme liabilities.

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

PRESENT VALUE OF PROVISION

| | 31 st August 2025 £000's | 31 st August 2024 £000's | 31 st August 2023 £000's |
|----------------------------|--|--|--|
| Present Value of Provision | 80 | 125 | 191 |

RECONCILIATION OF OPENING AND CLOSING PROVISIONS

| | 31st August 2025 (£000's) | 31st August 2024 (£000's) |
|---|------------------------------|------------------------------|
| Provision at the start of period | 125 | 191 |
| Unwinding of the discount factor (interest expense) | 5 | 9 |
| Deficit contribution paid | (50) | (49) |
| Remeasurements - impact of any change in assumption | <u>-</u> | <u>(26)</u> |
| Provision at end of period | <u>80</u> | <u>125</u> |

WITHINGTON GIRLS' SCHOOL
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2025

INCOME AND EXPNDITURE IMPACT

| | 31st August 2025 (£000's) | 31st August 2024 (£000's) |
|--|------------------------------|------------------------------|
| Interest expense | 5 | 10 |
| Remeasurements - impact of any change in assumptions | 0 | 2 |
| Remeasurements - amendments to the contribution schedule | 0 | (28) |
| Contributions paid in respect of future service | 0 | 0 |
| Contributions recognized in income and expenditure account | 0 | 0 |

ASSUMPTIONS

| | 31 st August 2025 % <u>per</u> annum | 31 st August 2024 % <u>per</u> annum | 31 st August 2023 % <u>per</u> annum |
|------------------|--|--|--|
| Rate of discount | 4.36 | 4.90 | 6.03 |

The discount rates shown above are the equivalent single discount rates which, when used to discount the future recovery plan contributions due, would give the same results as using a full AA corporate bond yield curve to discount the same recovery plan contributions.

16. TPT RETIREMENT SOLUTIONS - GROWTH PLAN SERIES 4

This pension scheme has been offered to Support Staff from 1st April 2016 following the closure of the CARE Scheme.

Growth Plan Series 4 is a Defined Contribution ("DC") pension arrangement where the contribution rates are determined by the employer. A number of options are made available to members to invest the contributions paid into the Plan by members and employers. If a member does not make a decision where to invest their contributions, a "default" fund is made available. The default fund for Growth Plan Series 4 is a Target Date Fund that is provided by an external investment manager, AB (formerly known as Alliance Bernstein).

The Employer contribution rate is 10.6% and the Employee is able to make any contribution from 1% upwards subject to the limits in place with HMRC.

There are 63 members of the Growth Plan Series 4 as at 31 August 2025 (2024: 72 employees).

WITHINGTON GIRLS' SCHOOL
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2025

17. CAPITAL COMMITMENTS

There were no capital commitments at 31st August 2025 (2024: NIL)

18. FINANCIAL INSTRUMENTS

| | 2025 | 2024 |
|--|-------------------------|-------------------------|
| | £ | £ |
| Financial assets measured at amortised cost (a) | 4,388,095 | 4,754,346 |
| Financial liabilities measured at amortised cost (b) | (1,284,702) | (554,377) |
| | <hr/> | <hr/> |
| Net financial assets measured at amortised cost | <u>3,103,393</u> | <u>4,199,969</u> |

19. OPERATING LEASES

The future minimum lease payments under non-cancellable operating leases are as follows:

| | 2025 | 2024 |
|-----------------------|----------------------|----------------------|
| | £ | |
| Plant and Equipment | | |
| Less than 1 year | 13,683 | 8,154 |
| Between 2 and 5 years | 48,105 | 18,800 |
| Over 5 years | - | - |
| | <hr/> | <hr/> |
| | <u>61,788</u> | <u>26,954</u> |

WITHINGTON GIRLS' SCHOOL

England & Wales - Charity number 1158226

Accounts

WITHINGTON GIRLS' SCHOOL

Charity Number: 1158226

Company Limited by Guarantee Number:

09083954 ANNUAL REPORT

YEAR ENDED 31 AUGUST 2024

WITHINGTON GIRLS' SCHOOL
ANNUAL REPORT OF THE GOVERNORS
FOR THE YEAR ENDED 31 AUGUST 2024

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WITHINGTON GIRLS' SCHOOL
ANNUAL REPORT OF THE GOVERNORS
FOR THE YEAR ENDED 31 AUGUST 2024

GOVERNORS, OFFICERS AND ADVISERS

Governors, Charity Trustees, and Directors

The Governors listed below are the charity trustees of Withington Girls' School at the current time.

Mr M J Pike LLB (Chair) *^
Mr C M Poston BSc, FCA (Finance Governor) *^
Dr J P Allred MB, ChB, MRCP, DRCOG, DFFP *
Mr A H Chicken BA, MEd, FRSA ^ ~
Mr M J Griffin
Mrs D M Hawkins DL JP LLB
Dr R Dev-Jairath MBChB, MRCP, DCH, DRCOG, DPD, FHEA #
Prof D Leigh, BSc PhD CChem FRS FRSE FRSC MAE ~
Dr L Maynard Atem PhD ~
Ms M S Michael BA, PGCE ~ (resigned October 2023)
Mr A R Pathak BSc *
Mr H P Sinclair
Mrs S J Stuffins BA, MSc, MRICS
Mr M Torevell BA Hons (Cantab), ACA #

* Member of the Finance and General Purposes Committee

~ Member of the Education Committee

Parent of a pupil currently at Withington Girls' School

^ Member of the Remuneration Committee

The Governing Board took the decision to establish an Education Sub Committee from September 2023.

There were no other changes within the Governing Body during the year.

Senior Leadership Team

| | |
|-----------------------------------|---|
| Headmistress | Mrs S J Haslam BA |
| Deputy Head Pastoral | Ms J Baylis MA |
| Deputy Head Academic | Mr T Bennett MA |
| Assistant Head | Dr S Madden PhD |
| Assistant Head Academic | Mrs Esther Suttle MA |
| Assistant Head Pastoral | Mrs Julia Johnson BA, NPQSL |
| Director of Sixth Form | Ms Elizabeth Robinson MA |
| Head of the Junior School | Ms B Howard BEd |
| Bursar and Clerk to the Governors | Mrs A Cohen LLB (Resigned 31 st August 2024) |
| Bursar and Clerk to the Governors | Mr R Grant (Appointed 2 nd September 2024) |

WITHINGTON GIRLS' SCHOOL
ANNUAL REPORT OF THE GOVERNORS
FOR THE YEAR ENDED 31 AUGUST 2024

| | |
|---------------------------|---|
| Registered address | Wellington Road Fallowfield Manchester M14 6BL |
| Website | www.wgs.org |
| ADVISERS: | |
| Auditor | Crowe U.K. LLP 3rd Floor, St George's House, 56 Peter Street MANCHESTER M2 3NQ |
| Bankers | National Westminster Bank Plc 669 Wilmslow Road Didsbury MANCHESTER M20 6NW Lloyds Bank 223 Finney Lane Heald Green Cheshire SK8 3PY |
| Insurance Brokers | REICH Insurance Brokers Medal House 197 Chapel Street MANCHESTER M3 5EQ |
| Solicitors | Veale Wasbrough Vizards Orchard Court Orchard Lane BRISTOL BS1 SWS |

WITHINGTON GIRLS' SCHOOL

ANNUAL REPORT OF THE GOVERNORS

FOR THE YEAR ENDED 31 AUGUST 2024

ANNUAL REPORT OF THE GOVERNORS

The Governors present their annual report for the year ended 31 August 2024 under the Charities Act 2011, together with the audited accounts for the year, and confirm that the latter comply with the requirements of the Act, the Trust Deed, and the Charities SORP 2015.

REFERENCE AND ADMINISTRATIVE INFORMATION

The Charity was founded in 1890 as a charitable trust and was registered with the Charity Commission under charity number 526632.

On 1st September 2015 a transfer of assets took place from this Charity to a new charitable company (company number 09083954 and registered charity number 1158226), which was set up by the Governors (as Trustees) to receive the assets of the Charity and the undertaking of Withington Girls' School as part of an "incorporation process" to modernise the legal structure of the Charity.

The Transfer Deed provided for all of the Charity's unrestricted assets and liabilities to be transferred to the new charitable company. The land and buildings, considered by the Charity Commission to be permanent endowment, remain within the charitable trust. The charitable company is the sole corporate trustee of the Charity.

On 9th December 2015, the Charity Commission made a "linking direction" which formally determined that the Charity (number 526632) be "linked" with charity number 1158226. This means that the two charities are registered under a single registration number and that the Governors can produce a single set of accounts for the reporting and linked charity. As a result of the linking direction, the Charity is now registered under number 1158226-1.

The Withington Girls' School Governors and Senior Leadership Team are listed on page 1. Particulars of the Charity's address and professional advisers are given on page 2.

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing Document

The Charity is governed by its Trust Deed dating from 1890 which was amended by a Scheme dated 8th August 1985, a further Scheme dated 29th January 2004 as amended by Resolution dated 16th March 2015 and by Order dated 18th August 2015. The Company is governed by a Memorandum and Articles of Association which were amended by a special resolution dated 22nd June 2015.

Recruitment and Training of Governors

The power of appointing new Governors is vested in the existing board. Governors are generally appointed to fill a vacancy and to provide suitable skills, knowledge and experience as the board requires. While consideration has been given to the establishment of a Nominations Committee to recommend appointments to the Governing Body, it has been decided that the current practice of involving the whole Governing Body in the recruitment of Governors is preferable.

The Headmistress and Chair of Governors meet prospective new Governors prior to ratification by the Governing Body.

WITHINGTON GIRLS' SCHOOL
ANNUAL REPORT OF THE GOVERNORS
FOR THE YEAR ENDED 31 AUGUST 2024

Following appointment, new Governors are inducted into the workings of the Charity by the Headmistress and Bursar. All Governors are invited to attend external training courses and are invited to join School Committees and attend School events. A programme is in place to enable Governors to visit Academic and Support Departments and attend departmental meetings thus gaining enhanced knowledge and understanding of the life of the School, as well as satisfying themselves that the practice in School is in line with the policies approved at the start of each academic year.

The annual Strategy Day for Governors and the Senior Leadership Team provides an opportunity to discuss strategic developments.

Organisational Management

The Governors, as the Trustees of the Charity, are legally responsible for the overall management and control of the School and meet at least four times a year. The work of monitoring the implementation of most of their policies is primarily carried out by the members of the Finance and General Purposes (F&GP) Committee who meet in advance of each Governors' meeting. The F&GP Committee approves the budgets and finalises the audited accounts and annual report for approval by the Governing Body. The F&GP Committee works under the Chairmanship of the Finance Governor of the Governing Body.

The Education Committee was established in September 2023 to allow for greater scrutiny and involvement of Governors in the academic development of the School.

The Remuneration Committee determines the salary levels for the Headmistress, the Bursar, the Deputy Head Academic and the Deputy Head Pastoral.

Nominated members of the Governing Body attend meetings of the Health & Safety Committee, Safeguarding Team (with the Deputy Head Pastoral and School Health Lead) and Learning Support Team.

The day to day running of the School is delegated to the Headmistress supported by the Senior Leadership Team. The Headmistress, Bursar, Deputy Head Academic, Deputy Head Pastoral, Assistant Head and Head of the Junior School attend Governors' meetings. The Headmistress and Bursar attend meetings of the F&GP Committee. The Headmistress, Deputy Head Academic and Head of the Junior School attend the Education Committee meetings.

The Headmistress is a qualified Team Inspector for the Independent Schools Inspectorate. The Bursar is a member of the Independent Schools Bursars' Association (ISBA), and the Headmistress is a member of the Girls' Schools Association (GSA). The School is a member of the Heads' Conference (HMC) and the Association of Governing Bodies of Independent Schools (AGBIS).

WITHINGTON GIRLS' SCHOOL
ANNUAL REPORT OF THE GOVERNORS
FOR THE YEAR ENDED 31 AUGUST 2024

Risk Management

The Governing Body is responsible for the management of the risks faced by the School. Detailed considerations of risk are delegated to the Finance & General Purposes Committee, who are assisted by the Senior Leadership Team. 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. Governors extract the most significant risks which are summarised in an Executive Summary from the Risk Register. The Executive Summary is reviewed at each F&GP meeting and all risks are reviewed annually in detail, when the likelihood and impact of each risk is considered using a risk rating. The top ten risks include strategic, financial, operational and reputational risks.

The key controls used by the charity include:

- Formal agendas for all Committee and Board meetings
- Comprehensive strategic planning, budgeting, and management accounting
- Established organisational structure and lines of reporting
- Formal written policies
- Clear authorisation and approval levels
- Vetting procedures as required by law for the protection of the vulnerable.

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

OBJECTS, AIMS, OBJECTIVES AND ACTIVITIES

Charitable Objects

The objects of the Charity as set out in the Articles of Association as amended on 22 June 2015, shall be to advance education for the public benefit by the provision and maintenance of a girls' school, where boys may be admitted to the Preparatory Department, and by ancillary or incidental educational activities and other associated activities for the benefit of the community.

School Ethos

The School aims to create an environment in which all pupils are supported and encouraged to reach their full potential, academically, socially and personally. True to our founding principles, we are a school where the pleasure of learning is its own reward. The Withington ethos recognises that understanding the value of learning and knowing how to learn sustains and enriches us throughout our lives.

The golden rule of respect for self, respect for others and personal responsibility underpins our school community where diversity is celebrated, teamwork valued, and every pupil is encouraged to play their part, older pupils and alumnae providing inspirational role models.

Combining a wealth of extra-curricular activities with an exceptional academic experience, each girl has the opportunity to develop her talents, skills, interests and character, as well as a strong sense of responsibility which extends beyond the classroom and into the wider world.

WITHINGTON GIRLS' SCHOOL
ANNUAL REPORT OF THE GOVERNORS
FOR THE YEAR ENDED 31 AUGUST 2024

Aims and Intended Impact

The specific aims and objectives of the School are:

- To sustain an innovative and inspiring place of learning where our pupils grow into resilient, independent lifelong learners, curious and passionate about their world
- To nurture our pupils' personal development and character, promoting respect and responsibility, enabling our pupils to thrive and to meet challenge confidently, compassionately and collaboratively
- To support a diverse, inclusive and open-minded school community and to work in partnership with local, national and international organisations for the benefit of our pupils

Strategies to Achieve the Objectives

The School has sustained the quality and expertise of teaching and support staff through careful recruitment and ongoing support and staff development. Safeguarding of pupils is overseen by the team of Designated Safeguarding Lead (DSL), who is the Deputy Head Pastoral and their Deputies (DDSLs), comprising the , Assistant Head Pastoral, Director of Sixth Form, the Deputy Head of the Junior School and the School Health Lead.

Academic Heads of Department in the senior school report to the Deputy Head Academic who is supported by the Assistant Head Academic. The Heads of Year report to the Deputy Head Pastoral who oversees pastoral arrangements for pupils and staff in senior school. The Assistant Head oversees the Co-Curriculum and co-ordinates the School's programme of events.

The Head of the Junior School is responsible for its day-to-day running supported by a Deputy Head.

Our Ethos

The School is a registered charity and charitable company which seeks to benefit the public through the pursuit of its stated aims. Fees are set at a level to ensure the financial viability of the School and to provide a first-class education to our pupils.

The School welcomes pupils from all backgrounds. Entrance examinations, interviews, and references from candidates' current schools enable the School to select pupils who will best benefit from the full range of opportunities on offer.

We are an equal opportunity organisation and are committed to a working environment that is free from any form of discrimination. We will make reasonable adjustments to meet the individual needs of staff or pupils.

The School is committed to safeguarding and promoting the welfare of our pupils and expects all staff and volunteers to share this commitment.

A Focused Compliance and Educational Quality Inspection was carried out by the ISI in February

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2022. The Inspectors found that the quality of the pupils' academic and other achievements is "Excellent", as is the Quality of the pupils' Personal Development. The Inspectors found that pupils' "academic achievements are outstanding, as shown by the attainment of all groups of pupils" and that pupils "consistently perform to an exceptionally high level". ISI visited the School in September 2022 and found that all Independent School Standards were met.

Parents are given regular information about their daughters' social and academic progress through parents' evenings, half-termly progress grades, and written reports. Regular contact with parents is maintained throughout the year with a weekly email setting out the activities for the week ahead, Parents' Breakfasts, informal contacts, termly Bulletins and the annual Newsletter. Trained Sixth-form pupils act as Peer Supporters for younger pupils, assisting the School's pastoral team in creating an environment where every child can feel valued and safe.

Access Policy

The School greatly values the denominational, cultural, and social diversity of its community. It is important to the School that access to the education it offers is not restricted to those who can afford to pay fees.

There is an established bursary policy and this, together with various Community Initiatives, contributes to a widening of access to the education offered and the facilities available.

Means-tested bursaries are available in the Junior School (for entry into Years 5 and 6) and the Senior School (for girls from age 11 to 18). Junior School bursaries were first offered from September 2015.

Bursary Policy

The School's bursary awards are available to pupils who meet the entry requirements and are made solely on the basis of parental means or, to relieve hardship where a pupil's education would otherwise be at risk, for example in the case of redundancy. In assessing parental means a number of factors are taken into consideration including family income; investments; savings; opportunity to generate additional income; and family circumstances (for example, dependent relatives).

The School receives funding for bursaries from the WGS Trust (Charity number 505207) and from several other charitable trusts.

The bursary awards range from 10% to 100% remission of fees. A small fund supplements bursary awards to support academic school trips, individual instrumental lessons, LAMDA lessons, uniform and equipment. Information about fee assistance through bursaries is provided to all parents of girls applying to the Senior School and Years 5 & 6 in the Junior School. The existence of means-tested bursaries is publicised through advertisements in the press and promotional materials. Details of the bursary policy and how to apply are also on the School website.

The success of the bursary scheme is illustrated in the review of activities and achievements section of this report.

Other Policies on Assistance

Timely financial planning is often the key for many parents who are hoping to send their daughters to the School and flexible payment arrangements are available to fund educational costs through regular contributions.

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Family Discounts Policy

To underline the value placed on continuity for families, a discount of £100 per term, for the second and any subsequent siblings is offered.

Scholarship Policy

The School does not offer scholarships of any type.

COMMUNITY INITIATIVES

The School enjoys strong links with the local community, and staff and pupils participate in local, national, and international initiatives. Comprehensive details of all the School's partnership work can be seen on the Schools Together website: www.schoolstogether.org

A summary of the activities undertaken for the year is shown below:

Partnerships with Local Schools

SHiNE Together Educational Programme

Withington Girls' School has organised and delivered a successful, community-focused series of Saturday School courses since 2007.

The WGS SHiNE Together educational programme is aimed at able students in Years 5 and 6 at maintained primary schools in and around South Manchester. The aim is to increase pupils' love of learning, boost self-esteem in the classroom, and provide opportunities for academic growth and development.

The programme provides, free of charge, specialist teaching in a range of courses and over the years subjects on offer have included Art, Science, Computing, Creative Writing, Design & Food Technology, Classics, Spanish, Drama and Music. Girls and boys from local state primary schools are invited to come to Withington on a Saturday morning to take part in this exciting programme of themed courses, allowing them to learn fresh skills and make new friends.

Classics Programme

The Latin department has a long-running partnership with a local maintained primary school. Withington Sixth Form Pupils deliver Latin lessons in a fun and entertaining way to Year 5 pupils over a 9-week period. These lessons introduce the children to vocabulary, grammar and mythological stories.

Science Communicators

Science Communicators is a mutually beneficial partnerships programme having a positive impact on local primary and secondary schools. We have expanded this year to also support Manchester Hospital Schools. The audience are given the opportunity to observe and experience science activities they would not ordinarily have access to, in terms of subject expertise and specialist resources.

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Our students also benefit enormously from the process. They develop and demonstrate key valuable skills: organisation, collaboration, and communication. In order to commend this, a Gold Crest Award from the British Science Association is awarded to all successful participants (100%).

Feedback from these events (staff and students) is indicative of their success. Students are engaged, curiosity sparked, aspirations raised, and staff are able to draw upon the learning in future curriculum links across all 3 Science disciplines.

Activities included:

- Flash-bang Chemistry shows to KS2 and 3 pupils from 4 different schools
- Required practical workshops with KS4 pupils to focus on assessment criteria in preparation for examination
- The production of an interactive video and instructions, alongside resources to support coverage for transient Hospital School pupils.

Manchester Sings

Our exciting musical partnership, Manchester Sings, first took place in December 2019 and is now an annual event in the School's calendar. The inaugural event involved six maintained partner primary schools from across Greater Manchester and in 2021, this expanded to seven schools who performed alongside our Senior Choir and musicians.

The project brings together hundreds of children from across our region to celebrate music and recognise the power of community. The children come together at Manchester Cathedral after weeks of rehearsals - the event itself is the first time they all perform together.

The festival of song is a fundraiser for the Booth Centre and Wood Street Mission, both of whom are long-standing charity partners of the school.

Future Focus

The partnership with Manchester Academy goes from strength to strength. The inaugural Future Focus Conference took place in 2022, with the aim of equipping young women with 'soft skills' in order to succeed and flourish in their future. This was the first in a series of conferences to inspire young women with confidence, develop self-esteem and improve mental health.

Identity Maps

Year 4 pupils take part in a Schools Linking programme with a local maintained primary school. Pupils from both schools explore identity and belonging in creative and participatory ways.

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Community Based Initiatives

Duke of Edinburgh Awards

From Year 9, the majority of our students embark on the Duke of Edinburgh Awards. Participants volunteer in their communities, make a positive contribution to society and demonstrate social responsibility. This programme culminates in a challenging expedition, which encourages the pupils to work as a team and practice the outdoor skills that they have learned along the way.

Citizenship Day

This annual event is an opportunity for pupils and staff to think carefully about their roles as citizens in a variety of communities. Pupils undertake a variety of community projects, and the aim of the day is for pupils to gain a better sense of their roles and responsibilities as citizens both locally and globally.

Senior Citizens' Christmas Party

The Christmas Party for local senior citizens is one of the highlights of the festive season. More than 200 Senior Citizens enjoy musical performances and a tea party prepared by pupils and staff. This is a wonderful occasion where links are forged across the generations.

Withington Foodbank

With great support from parents, pupils from both the Junior and Senior School organised a midsummer collection for the local Fallowfield and Withington Food Bank. By replenishing their stocks, it was hoped that they would be able to alleviate the significant issue of holiday hunger for those in need in the local area.

The Junior School's harvest collection was donated to the Fallowfield and Withington Food Bank again this year. With this being such a local charity, Year 5 and their teachers delivered the goods on behalf of the Junior School.

Summer Activities for the Local Community

The School was able to run summer activities for children in the local community for the first two weeks of the holidays. Multi-Sports, Theatre, and Art courses were delivered. Over 100 pupils took part, and the School received fantastic feedback from both parents and children.

Other

Withington staff have attended various Cluster Meetings, on a range of academic and pastoral subjects within GSA, HMC, and other professional networks.

The School is a long-standing member of ISTIP (the Independent Schools' Teacher Induction Panel) and hosts a day's training each term for this group. In the region of 30 Newly Qualified Teachers (NQTs) attend the workshops which are delivered by teachers from the School.

The School also supports the programme for PGCE students in conjunction with the University of Manchester.

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Free Use of Facilities

The School makes its facilities available to the following groups free-of-charge as part of its role in supporting the community.

- The Association of Language Learners
- SAT College Board for US university entrance examinations

The School is a centre for the Associated Board of the Royal Schools of Music (ABRSM) examinations which are held twice a year in School.

Other Use

We hire our outdoor facilities to a local children's lacrosse team of which some of our pupils are members as well as hosting an England Lacrosse training weekend.

We hire our Arts Centre theatre facilities to a local school for their annual awards event and accommodate a local youth theatre company for rehearsals and performances.

WithGambia

The cultural and educational exchange programme with The Gambia has been running since 2003 and a group of Year 12 pupils visited the country in the Autumn term. There are huge benefits for those pupils taking part in the year-long fundraising initiative culminating in a week-long stay with a Partnership school in The Gambia. Our pupils interact with the local community and spend time on renovation work at the school, as well as teaching the primary-aged children. This is a wonderful learning experience for all involved as everyone involved learns from each other. WGS works with local community groups in the country, as well as a local health centre and the benefits of the support we can provide are social, economic, cultural and environmental.

Charity Fundraising

All pupils engage in charity fundraising throughout the year for local, national, and international charitable organisations. Each form in the Senior School runs a charity event at various times throughout the year, and the money raised goes to their chosen charity. Money was raised for a variety of causes, including local charities very close to Withington.

Parent Teachers' Association (PTA)

Current parents play a vital role on the Parent Teachers Association Committee which raises funds for School equipment and organises social events for all parents. The PTA is very grateful for the hard work of committee members particularly those involved in the sale of sustainable uniform.

Parents also offer invaluable support in the extracurricular programme including assistance with work placements, mock interviews for university candidates, and careers advice. Junior and Senior School parents have provided talks to pupils about their careers.

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REVIEW OF ACHIEVEMENTS AND PERFORMANCE FOR THE YEAR

Pupil numbers and fees

This year the School averaged 744 (2023: 719) pupils. There were 156 (2023: 157) girls in the Junior School and 588 (2023: 562) girls in the Senior School. The School is over-subscribed for entry at age 11.

The fees for the academic year 2023/24 were set by the Governors at:

Junior School

£11,013

Senior School

£14,676

Academic Outcomes

The public examination results days in the Summer were, once again, truly joyous occasions, with our pupils celebrating their superb achievements. At GCSE, 54.5% of results were at Grade 9, with 81.2% at Grade 8 or above. Our A Level results were also excellent, with 40.7% being graded A*, and 76.8% graded A or above.

We were very happy indeed to be able to welcome pupils, and their parents, to the School on GCSE Results Day, for Year 11 and on A Level Results day for our Year 13 pupils. These two days provided opportunities for the pupils to be congratulated on their hard work and commitment over the last two years. Pupils very much appreciated being at School for these special days and to celebrate their achievements with friends and family.

The School was delighted that our Year 13 pupils would be going on to study at some of this country's finest universities, pursuing a wide range of subjects, from Engineering, Geography, Mathematics, Computer Science, and Dentistry to Natural Sciences, PPE, and Medicine. 77% of our Upper Sixth UCAS applicants gained entry into their Firm Choice university, and 94% gained entry into their Firm or Insurance Choice, including seven to Oxford or Cambridge, sixteen to study Medicine or Dentistry, and eight to study Law.

Inclusion and Diversity

Alongside our fellow GSA and HMC schools, we are proud to be further developing our inclusion and diversity strategy which will allow us to reflect in depth on the inclusive culture of our school and to ensure that everyone benefits from the strength and success that a positive, active approach to inclusion brings.

The School has committed to an embedded, strategic approach which will enable us to continue to reflect on the inclusive culture of our school. This continues to be an ongoing focus, and our EDI Leadership Group continues to develop and implement our EDI Action Plan.

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Facilities

The School continues to invest in its buildings, grounds and facilities and an extensive schedule of external and internal maintenance and decorating took place during the summer holidays.

The main school boilers have been replaced and the Food and Nutrition room has been completely refurbished.

Information Technology

As part of the School's ongoing IT strategy, we continue to invest in the IT infrastructure and hardware. The School has completed an upgrade to the Wi-Fi system, and the replacement of hardware continues on its normal cycle. The School has completed a new website, launched in the Summer Term, better promoting the values and ethos of the school and acting as the main marketing tool for pupil recruitment.

Cyber security continues to be a priority to the school and several of the systems used have received significant upgrades throughout the year. Regular phishing tests and staff training are undertaken to protect the systems further.

Environmental Initiatives: Cutting the 'carbon footprint'

The School community continues to promote sustainability, and the installation of more efficient boilers contributes to this. The School has also introduced a salary sacrifice scheme for some colleagues to enable them to lease an electric vehicle.

The Eco Society continues to be active in School life and we have been recognised continuously since 2010 as a Green Flag School. The Award recognises the efforts of the School's 'Eco' groups in creating and communicating a school 'eco-code' in which all pupils and staff cooperate and undertake to play their part.

Details of Bursary Awards - Policy into Practice

In addition to financial support received from other Educational Trusts, the School receives financial support from the WGS Trust (Charity Number 505207) for means-tested bursaries. (Details of the WGS Trust are provided in Note 12 on page 33 of these accounts.)

The value of bursaries from the WGS Trust for 2024 was £858,340 (2023: £735,315).

The value of bursaries from other awarding bodies for 2024 was £118,349 (2023: £141,012).

The total value of bursaries for 2024 was therefore £976,689 (2023: £876,327) representing 9% of fee income in 2023/24 (2023: 9%).

There were 98 pupils in receipt of bursaries for the year to 31st August 2024: three in the Junior School and 95 in the Senior School. This equates to 17% of pupils in Senior School and 2% of pupils in Years 5/6 of the Junior School receiving support. Twenty-five pupils in the Senior School benefited from a full bursary and twenty-one pupils in the Senior School obtained a bursary worth 80% or more of fees. In the Senior School, therefore, 25% of the bursaries were worth 100% of the fees and 21% of the bursaries were worth 80% or more of the fees.

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Fundraising Performance

The focus for our fundraising activities is to increase funding for means-tested bursaries. The Marjorie Hulme Bursary Fund is integral to Withington Girls' School, consolidating our vision and ethos to create a warm community centred on equality and opportunity, irrespective of a pupil's race, religion, social background and financial position, ensuring that Withington retains its position as a true centre for excellence open to all.

Philanthropic income totaled £617,461 in the year to 31 August 2024 which marks a near doubling from the previous year. This was largely due to a legacy bequest of over £282,000 from the husband of a former Withington pupil.

We held Withington's second Giving Day in March 2024. It is testament to the generosity of our Withington community that, over the 36 hours of our Giving Day, we raised more than £84,000 for the Marjorie Hulme Bursary Fund, allowing us to continue to provide future pupils with the opportunity of a Withington education regardless of financial circumstances. It was a real team effort, with students and staff taking part in challenges in school to unlock matched donations. We were also joined by two former Lionesses – Jill Scott MBE and Rachel Brown-Finnis, inspiring pupils during the fundraising challenges and with their insights and experiences as elite sportswomen. We are extremely grateful to all our donors for their support and generous donations.

The running costs for the Development Office have been borne equally by the WGS Trust and the School. In the year ended 31st August 2024, the direct costs for each were £109,906 (2023: £118,438).

The School's Approach to Fundraising

The School employs an in-house Development Team to carry out fundraising on its behalf. The Director of Development reports directly to the Headmistress. A professional fundraising consultancy is engaged to assist with a biennial telephone campaign and Giving Days.

The WGS Trust (Charity 505207) was registered with the Fundraising Regulator in October 2017. Registration is optional for charities which spend less than £100,000 on fundraising each year and, as a result, there was no requirement for the WGS Trust to register at that time. The Trust's voluntary registration is evidence of its desire to follow best practice. The Trust also follows the Institute of Fundraising's code of practice and we have published our own Fundraising Code of Practice.

The Development Team can confirm that all activities comply with the requirements of the Fundraising Regulator, that of the Institute of Fundraising's Code of Practice and our own Code of Practice. Careful monitoring of the activities of the Development Office is carried out by Governors of the School and Trustees of the WGS Trust. The Director of Development submits reports on fundraising activities to Governors and Trustees.

There have been no complaints about fundraising activities in the year to 31 August 2024 (2023: NIL).

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FOR THE YEAR ENDED 31 AUGUST 2024

FINANCIAL REVIEW AND RESULTS FOR THE YEAR

As an educational charity, pupils' parents have the assurance that all income of the School is applied for educational purposes.

The results for the year show net incoming resources of £68,322 (2023: outgoing resources of -£261,055). Expenditure on fixed assets for the year was £352,462 (2023: £87,815).

Governors have critically appraised the School's financial position, as a result of the cost-of-living crisis, the imposition of VAT on school fees and the ongoing economic uncertainty and have taken appropriate measures to limit the fee increase for parents in the 2024/25 year as far as possible.

RESERVES

In formulating their reserves policy, the Governors are committed to ensuring that the School has a sufficient level of reserves to enable it to meet its objectives, which have been described earlier in this report. The level of reserves is regularly scrutinised with these objectives in mind. The Governors' aim is that the School should have sufficient free reserves to support the value of one term's payroll costs for teachers, which equates to approximately £1.2 million.

The School has retained reserves of £14,775,777 at 31st August 2024, which are considered to be appropriate for the objects of the School to be maintained. The free reserves, as at 31st August 2024, are £816,099 (2023: £500,239), calculated as the value of Net Assets less Fixed Assets. Governors and the Senior Leadership Team consider that the School is a Going Concern and is able to meet its obligations as they fall due.

The School's policy is to build up free reserves to the desirable level by annual operating surpluses.


FUTURE PLANS

The Board approved the School Development Plan in June 2022. A review of these strategic priorities took place in June 2024.

The current strategic priorities are as follows:

- To sustain an innovative and inspiring place of learning where our pupils grow into resilient, independent lifelong learners, curious and passionate about their world
- To nurture our pupils' personal development and character, promoting respect and responsibility, enabling our pupils to thrive and to meet challenge confidently, compassionately and collaboratively
- To support a diverse, inclusive and open-minded school community and to work in partnership with local, national and international organisations for the benefit of our pupils

Approved by the Governing Body of Withington Girls' School on 17.3.25 and signed on its behalf by:



Mr Malcolm Pike
Chair of Governors

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STATEMENT OF GOVERNORS' RESPONSIBILITIES

The Governors (who are also directors of Withington Girls' School for the purposes of company law) are responsible for preparing the Annual report of the Governors, which includes the strategic report and the financial statements in accordance with applicable law and regulations.

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

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

- select suitable accounting policies and then apply them consistently.
- make judgements and accounting 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;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in business.

The Governors are responsible for keeping adequate accounting records that are sufficient to show and explain the charity's transactions and 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.

Financial statements are published on the charity's website in accordance with legislation in the United Kingdom governing the preparation and dissemination of financial statements, which may vary from legislation in other jurisdictions. The maintenance and integrity of the charity's website is the responsibility of the Governors. The Governors' responsibility also extends to the ongoing integrity of the financial statements contained therein.

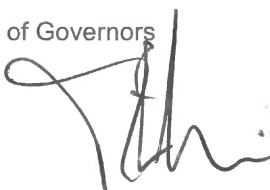
Statement as to disclosure of information to auditors

In so far as the Governors are aware at the time of approving our Annual Report of the Governors:

- there is no relevant information, being information needed by the auditor in connection with preparing their report, of which the group's auditor is unaware, and
- the Governors, having made enquiries of fellow directors and the group's auditor that they ought to have individually taken, have each taken all steps that he/she is obliged to take as a director in order to make themselves aware of any relevant audit information and to establish that the auditor is aware of that information.

On behalf of the Board of Governors

Mr Malcolm Pike
Chair of Governors



Date 17.3.25

WITHINGTON GIRLS' SCHOOL

**INDEPENDENT AUDITOR'S REPORT TO THE GOVERNORS OF
WITHINGTON GIRLS' SCHOOL**

FOR THE YEAR ENDED 31 AUGUST 2024

Opinion

We have audited the financial statements of Withington Girls' School ('the charitable company') for the year ended 31 August 2024 which comprise the Statement of Financial Activities, the Balance Sheet, the Statement of Cash Flows and notes to the financial statements, including significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 August 2024 and of its 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 Governors' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

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

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

Other information

The Governors are responsible for the other information contained within the annual report. 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.

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

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INDEPENDENT AUDITOR'S REPORT TO THE GOVERNORS OF WITHINGTON GIRLS' SCHOOL

FOR THE YEAR ENDED 31 AUGUST 2024

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.

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 Governors' 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 Governors' report has been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

In light of the knowledge and understanding of the charitable company and their environment obtained in the course of the audit, we have not identified material misstatements in the directors' report included within the Governors' 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 and proper accounting records have not been kept; 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; or
- the Governors were not entitled to prepare the financial statements in accordance with the small companies regime and take advantage of the small companies' exemptions in preparing the Governors' report and from the requirement to prepare a strategic report.

Responsibilities of Governors

As explained more fully in the Governors' responsibilities statement set out on page 16, the Governors (who are also the directors of the charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the Governors determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

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

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INDEPENDENT AUDITOR'S REPORT TO THE GOVERNORS OF
WITHINGTON GIRLS' SCHOOL
FOR THE YEAR ENDED 31 AUGUST 2024

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.

Details of the extent to which the audit was considered capable of detecting irregularities, including fraud and non-compliance with laws and regulations are set out below.

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

Extent to which the audit was considered capable of detecting irregularities, including fraud

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We identified and assessed the risks of material misstatement of the financial statements from irregularities, whether due to fraud or error, and discussed these between our audit team members. We then designed and performed audit procedures responsive to those risks, including obtaining audit evidence sufficient and appropriate to provide a basis for our opinion.

We obtained an understanding of the legal and regulatory frameworks within which the charitable company operates, focusing on those laws and regulations that have a direct effect on the determination of material amounts and disclosures in the financial statements. The laws and regulations we considered in this context were the Companies Act 2006, taxation legislation together with the Charities SORP (FRS 102). We assessed the required compliance with these laws and regulations as part of our audit procedures on the related financial statement items.

In addition, we considered provisions of other laws and regulations that do not have a direct effect on the financial statements but compliance with which might be fundamental to the charitable company's ability to operate or to avoid a material penalty. We also considered the opportunities and incentives that may exist within the charitable company for fraud. The laws and regulations we considered in this context for the UK operations were The Education (Independent School Standards) Regulations 2014, Employment legislation and Health and Safety legislation.

Auditing standards limit the required audit procedures to identify non-compliance with these laws and regulations to enquiry of the Trustees and other management and inspection of regulatory and legal correspondence, if any.

We identified the greatest risk of material impact on the financial statements from irregularities, including fraud, to be within the timing of recognition of other income, and the override of controls by management. Our audit procedures to respond to these risks included enquiries of management about their own identification and assessment of the risks of irregularities, sample testing on the posting of journals, reviewing accounting estimates for biases, reviewing regulatory correspondence with the Charity Commission, Independent Schools Inspectorate and reading minutes of meetings of those charged with governance.

Owing to the inherent limitations of an audit, there is an unavoidable risk that we may not have

WITHINGTON GIRLS' SCHOOL

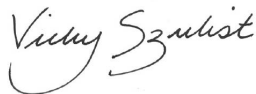
INDEPENDENT AUDITOR'S REPORT TO THE GOVERNORS OF
WITHINGTON GIRLS' SCHOOL

FOR THE YEAR ENDED 31 AUGUST 2024

detected some material misstatements in the financial statements, even though we have properly planned and performed our audit in accordance with auditing standards. For example, the further removed non-compliance with laws and regulations (irregularities) is from the events and transactions reflected in the financial statements, the less likely the inherently limited procedures required by auditing standards would identify it. In addition, as with any audit, there remained a higher risk of non-detection of irregularities, as these may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal controls. We are not responsible for preventing non-compliance and cannot be expected to detect non-compliance with all laws and regulations.

Use of our report

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



Vicky Szulist
Senior Statutory Auditor
For and on behalf of
Crowe U.K. LLP
Statutory Auditor
3rd floor
St George's House
56 Peter Street
Manchester
M2 3NQ

Date 24 April 2025

WITHINGTON GIRLS' SCHOOL
STATEMENT OF FINANCIAL ACTIVITIES
FOR THE YEAR ENDED 31 AUGUST 2024

| | Notes | 2024 Unrestricted Funds £ | 2023 Unrestricted Funds £ |
|---------------------------------------|-------|------------------------------------|------------------------------------|
| INCOME | | | |
| Donations | | | |
| Donation from WGS Trust for Bursaries | | 858,340 | 735,315 |
| Other Donations for Bursaries | | 118,349 | 141,012 |
| Other Donations | | 37,600 | 21,756 |
| | 2 | 1,014,289 | 898,083 |
| Income from Charitable Activities | | | |
| Tuition Fees Receivable | | 9,299,166 | 8,540,951 |
| School Meals | | 650,021 | 591,211 |
| Income from Other Trading Activities | | | |
| Other Income | 3 | 123,993 | 126,390 |
| Investment Income | | 87,747 | 23,378 |
| | | 11,175,216 | 10,180,013 |
| EXPENDITURE | | | |
| Cost of Raising Funds | 4 | 109,906 | 118,438 |
| Expenditure on Charitable Activities | 5 | 10,560,494 | 9,901,680 |
| Contributions to WGS Trust | | 462,925 | 426,691 |
| | | 11,133,325 | 10,446,809 |
| Net income and Net Movement of Funds | | 41,891 | (266,796) |
| Actuarial Gain on CARE Pension Scheme | 15 | 26,431 | 5,741 |
| | | 68,322 | (261,055) |
| RECONCILIATION OF FUNDS | | | |
| TOTAL FUNDS BROUGHT FORWARD | 11 | 14,707,455 | 14,968,510 |
| TOTAL FUNDS CARRIED FORWARD | 11 | 14,775,777 | 14,707,455 |

The notes on pages 24 to 38 form part of these accounts.

WITHINGTON GIRLS' SCHOOL


BALANCE SHEET

AT 31 AUGUST 2024

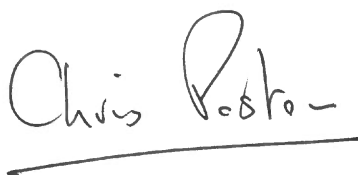
| | Notes | 2024 | | 2023 | |
|--|-------|------|--------------------------|------|--------------------------|
| | | £ | £ | £ | £ |
| FIXED ASSETS | | | | | |
| Tangible assets | 7 | | 13,959,678 | | 14,207,216 |
| CURRENT ASSETS | | | | | |
| Debtors | 8 | | 183,622 | | 144,051 |
| Cash at bank | | | <u>4,570,724</u> | | <u>1,849,569</u> |
| | | | 4,754,346 | | 1,993,620 |
| CREDITORS | | | | | |
| Amounts due within 1 year | 9 | | <u>(3,813,165)</u> | | <u>(1,302,277)</u> |
| NET CURRENT ASSETS | | | <u>941,181</u> | | <u>691,343</u> |
| TOTAL ASSETS LESS CURRENT LIABILITIES | | | <u>14,900,859</u> | | <u>14,898,559</u> |
| CREDITORS | | | | | |
| Amounts falling due after more than one year | | | | | |
| Pension liability | 10 | | (125,082) | | (191,104) |
| NET ASSETS | | | <u>14,775,777</u> | | <u>14,707,455</u> |
| ACCUMULATED UNRESTRICTED FUNDS | 11 | | 14,775,777 | | 14,707,455 |
| | | | <u>14,775,777</u> | | <u>14,707,455</u> |

The financial statements were approved and authorised for issue by the Board of Governors on _____ and signed on its behalf by:

Mr Malcolm Pike
Governor



Mr Christopher Poston
Governor



WITHINGTON GIRLS' SCHOOL

STATEMENT OF CASH FLOWS

FOR THE YEAR ENDED 31 AUGUST 2024

| | 2024 | 2023 |
|---|-------------------------|-------------------------|
| | £ | £ |
| Reconciliation of net movement in funds to net cash flow from operating activity | | |
| Net movement in funds | 68,322 | (261,055) |
| Add back depreciation charge | 600,000 | 635,592 |
| Deduct interest income shown in investing activities | (87,747) | (23,378) |
| (Increase)/Decrease in debtors | (39,571) | 380,750 |
| Increase/(Decrease) in creditors | 2,510,888 | (134,956) |
| (Decrease) in pension liability | (66,022) | (45,169) |
| Net cash flow from operating activities | <u>2,985,870</u> | <u>551,784</u> |
| Cash flows from investing activities | | |
| Interest income | 87,747 | 23,378 |
| Purchase of tangible fixed assets | (352,462) | (87,815) |
| Cash used in investing activities | <u>(264,715)</u> | <u>(64,437)</u> |
| Reconciliation of net cash/debt | | |
| Increase in cash and cash equivalents in the year | 2,721,155 | 487,347 |
| Cash and cash equivalents at the beginning of the year | 1,849,569 | 1,362,222 |
| Total cash and cash equivalents at the end of the year | <u>4,570,724</u> | <u>1,849,569</u> |

WITHINGTON GIRLS' SCHOOL
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2024

1 ACCOUNTING POLICIES

(a) Basis of preparation of financial statements

The financial statements have been prepared in accordance with the Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2015) – (Charities SORP (FRS 102)), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Charities Act 2011.

Withington Girls' School meets the definition of a public benefit entity under FRS 102.

Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy note

(b) Incoming resources

Fees receivable in respect of the provision of education to pupils are stated after deducting allowances and other remissions granted by the School. Fees receivable, charges for services and use of premises are accounted for in the period in which the service is provided. Fees for education in future years are carried forward as deferred income in the balance sheet.

Donations received for the general purposes of the Charity are credited to the general Unrestricted Fund.

(c) Resources expended

All expenditure is accounted for on an accruals basis, is allotted directly to the category to which it relates and includes irrecoverable VAT.

Governance costs comprise those costs incurred complying with constitutional and statutory requirements

(d) Fund accounting

All funds held by the Charity are unrestricted and can be used in accordance with the charitable objects at the discretion of the trustees.

(e) Tangible fixed assets and depreciation

Tangible fixed assets are stated at cost or valuation less depreciation. Depreciation is provided at rates calculated to write off the cost or valuation of fixed assets over their expected lives on a straight-line basis at the following annual rates.

Buildings and external facilities: 2% to 10%
Fixtures, fittings and equipment, and computers: 5% to 25%

Individual items over £1,000 will normally be capitalised.

Capital grants are accounted for when the Charity is unconditionally entitled to receive the monies.

WITHINGTON GIRLS' SCHOOL
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2024

(f) Expenditure on charitable activities

This includes all items required to provide schooling for pupils.

(g) Pensions

The School makes pension contributions in respect of eligible teaching staff to the Teachers' Pensions Scheme. The School also makes contributions to the personal pension plans of other employees.

The School contributes to the Career Average Revalued Earnings Scheme ("CARE") Pension Scheme offered by TPT Retirement Solutions which was made available to all non-teaching staff appointed since 1 September 2004 up until 31st March 2016 (when the Scheme closed). From 1st April 2016 the School has offered a Defined Contribution Scheme through TPT Retirement Solutions (the Growth Plan Series 4).

The pension charge represents the amount payable in respect of the pension schemes mentioned above.

(h) Financial Instruments

Basic financial instruments are initially recognised at transaction value and subsequently measured at amortised cost with the exception of investments which are held at fair value. Financial assets held at amortised cost comprise cash at bank and in hand, together with trade and other debtors. A specific provision is made for debts for which recoverability is in doubt. Cash at bank and in hand is defined as all cash held in instant access bank accounts and treasury reserve accounts with a maximum term of 6 months. Financial liabilities held at amortised cost comprise all creditors except social security and other taxes and provisions. Assets and liabilities held in foreign currency are translated to GBP at the balance sheet date at an appropriate year-end exchange rate.

(i) Critical accounting judgements and key sources of estimation uncertainty

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

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

In the view of the Governors, no assumptions concerning the future or estimation uncertainty affecting assets or liabilities at the balance sheet date are likely to result in a material adjustment to their carrying amounts in the next financial year other than the provision for any pension deficit levy. The School has an obligation to pay deficit funding contributions towards the support staff defined benefit pension plan. This provision is dependent on a number of factors including discount rate, life expectancy and asset valuations. The assumptions reflect historical experience and current trends.

WITHINGTON GIRLS' SCHOOL
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2024

(k) Going Concern

The Governors and Senior Leadership Team have reviewed the Financial Forecast and Budget and consider that the School is a Going Concern. The Statement of Cash Flows shows the cash inflow from Operating Activities which enables investment in the fabric of the School. The School is also grateful for the support of the WGS Trust (Charity 505207) which provides financial assistance to the School for means-tested bursaries and capital projects. Governors have critically appraised the School's financial position and have taken appropriate measures to limit the fee increase for parents in 2024/2025.

2. DONATIONS

| | 2024 | 2023 |
|-------------------------------------|------------------|----------------|
| | (£) | (£) |
| Donations for Bursaries (WGS Trust) | 858,340 | 735,315 |
| Other Donations for Bursaries | 118,349 | 141,012 |
| Ad Lucem Fund | 7,600 | 15,356 |
| Other Donations | 30,000 | 6,400 |
| | 1,014,289 | 898,083 |

3. OTHER INCOME

| | 2024 | 2023 |
|---------------------------|----------------|----------------|
| | (£) | (£) |
| Entrance Examination Fees | 21,381 | 21,658 |
| Miscellaneous Income | 102,612 | 104,732 |
| | 123,993 | 126,390 |

WITHINGTON GIRLS' SCHOOL
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2024

4. COSTS OF RAISING FUNDS

| | 2024 | 2023 |
|----------------------------|----------------|----------------|
| | (£) | (£) |
| Salaries | 59,765 | 68,631 |
| Pension Costs | 6,795 | 6,358 |
| Social Security Costs | 6,973 | 6,672 |
| Total Staff Costs | 73,533 | 81,661 |
| Administration expenditure | 36,373 | 36,777 |
| Total Costs | 109,906 | 118,438 |

The costs shown above represent 50% of the direct running costs of the Development Office. The other 50% of the costs have been borne by a separate charity, the WGS Trust (charity number 505207). Any income raised by the Development Office is included in the accounts of the WGS Trust.

5. EXPENDITURE ON CHARITABLE ACTIVITIES

| | 2024 | 2023 |
|-----------------------|------------------|------------------|
| | (£) | (£) |
| Teaching Costs | | |
| Teachers' Salaries | 3,942,372 | 3,584,617 |
| Pension Costs | 952,036 | 795,112 |
| Social Security Costs | 413,577 | 384,504 |
| | 5,307,985 | 4,764,233 |

WITHINGTON GIRLS' SCHOOL
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2024

Support Costs

| | 2024 | 2023 |
|--|------------------|------------------|
| | (£) | (£) |
| Wages and Salaries | 1,892,671 | 1,754,936 |
| Pension Costs | 160,959 | 156,027 |
| Social Security Costs | 148,233 | 145,942 |
| Apprenticeship Levy | 12,058 | 10,340 |
| Supplies Equipment and Tools | 980,682 | 911,731 |
| Miscellaneous Expenses | 384,760 | 474,731 |
| Administration Expenses | 197,634 | 200,615 |
| Operating Lease Payments | 9,161 | 9,161 |
| Professional Fees | 172,835 | 98,388 |
| Interest and Charges for CARE Pension Scheme | 22,525 | 20,953 |
| Insurance | 94,036 | 83,162 |
| | 4,075,554 | 3,865,986 |

WITHINGTON GIRLS' SCHOOL
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2024

Premises Costs

| | 2024 | 2023 |
|---|------------------|------------------|
| | (£) | (£) |
| Repairs and Maintenance, of Buildings | 99,589 | 155,597 |
| Repairs, Maintenance and Replacement of Fixtures and Fittings | 18,482 | 25,089 |
| Depreciation | 600,000 | 635,593 |
| Maintenance of Grounds | 36,294 | 29,144 |
| Utilities | 294,873 | 351,336 |
| Rates | 76,586 | 35,776 |
| CCTV | 7,648 | 7,516 |
| | 1,133,472 | 1,240,051 |

Governance Costs

| | 2024 | 2023 |
|----------------------------|---------------|---------------|
| | (£) | (£) |
| Audit fee | 29,175 | 16,645 |
| Legal and associated costs | 14,308 | 14,765 |
| | 43,483 | 31,410 |

TOTAL EXPENDITURE ON CHARITABLE ACTIVITIES

| | 2024 | 2023 |
|--|-------------------|------------------|
| | (£) | (£) |
| | 10,560,494 | 9,901,680 |

WITHINGTON GIRLS' SCHOOL
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2024

6. STAFF COSTS

| | 2024 (£) | 2023 (£) |
|------------------------|------------------|------------------|
| Payroll Costs | | |
| Teaching Staff | 3,942,372 | 3,584,617 |
| Academic Support Staff | 472,628 | 474,271 |
| Catering Staff | 374,147 | 324,973 |
| Cleaners | 151,596 | 152,566 |
| Premises Staff | 144,995 | 133,587 |
| Administration Staff | <u>761,363</u> | <u>679,878</u> |
| | 1,904,729 | 1,765,277 |
| | | |
| Development Staff | 59,765 | 68,631 |
| | <u>5,906,866</u> | <u>5,418,525</u> |
| | | |
| Pension Costs | 1,119,790 | 957,497 |
| Social Security Costs | 568,783 | 537,118 |
| | <u>7,595,439</u> | <u>6,913,139</u> |

The average number of full and part time employees during the year was 148 (2023: 151) including temporary appointments to cover members of staff on maternity leave.

The average number of full and part time employees during the year, expressed as full-time equivalents, was 110 (2023: 113).

The average number of full and part time teachers during the year, expressed as full-time equivalents, was 80 (2023: 88).

No termination payments were made during the year (2023: none)

The number of employees with emoluments exceeding £60,000 was as follows:

| | 2024 | 2023 |
|----------------------|------|------|
| £60,000 to £70,000 | 5 | 0 |
| £70,000 to £80,000 | 3 | 5 |
| £80,000 to £90,000 | 2 | 0 |
| £110,000 to £120,000 | 0 | 0 |
| £120,000 to £130,000 | 0 | 1 |
| £130,000 to £140,000 | 1 | 0 |

WITHINGTON GIRLS' SCHOOL
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2024

Contributions were made to the Teachers' Pensions Scheme which is a defined benefit scheme for five of the above higher paid employees. One employee is a member of the TPT Retirement Solutions Growth Plan.

The cost of the contributions in respect of the above higher paid employees was £183,796 (2023: £104,941).

The remuneration of the Senior Leadership Team, including social security and pension costs, was £947,294 (2023: £695,380).

None of the Trustees received any remuneration during the year (2023: £NIL)

Trustees received travel expenses of £2,778 (2023: £1,076).

Further details about the Teachers' Pension Scheme, the CARE Pension Scheme and the Growth Plan 4 pension scheme are provided in Notes 13, 14, 15 and 16 in these accounts.

7. TANGIBLE FIXED ASSETS

| | Freehold buildings and grounds £ | Fixtures and equipment £ | Asset under construction £ | Total £ |
|--|---|--------------------------------|----------------------------------|-------------------|
| Cost or valuation | | | | |
| At 1 September 2023 | 19,148,612 | 4,838,409 | - | 23,987,021 |
| Additions for the year | 103,742 | 80,103 | 168,617 | 352,462 |
| | 19,252,354 | 4,918,512 | 168,617 | 24,339,483 |
| At Governors' valuation at 1 September 1995 | 2,750,000 | 250,000 | - | 3,000,000 |
| At cost | 16,502,354 | 4,668,512 | 168,617 | 21,339,483 |
| | 19,252,354 | 4,918,512 | 168,617 | 24,339,483 |
| Depreciation | | | | |
| At 1 September 2023 | 5,638,660 | 4,141,145 | - | 9,779,805 |
| Charge for the year | 416,667 | 183,333 | - | 600,000 |
| At 31 August 2024 | 6,055,327 | 4,324,478 | - | 10,379,805 |
| Net book value | | | | |
| At 31 August 2024 | 13,197,027 | 594,034 | 168,617 | 13,959,678 |
| At 31 August 2023 | 13,509,952 | 697,264 | - | 14,207,216 |

The charity has taken advantage of the transitional provisions available under FRS102 Tangible Fixed Assets not to update the revaluation of its fixed assets. The Governors are confident that the current value of the land and buildings is not less than the value stated above.

WITHINGTON GIRLS' SCHOOL
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2024

On 1st September 2015 a transfer of assets took place as part of the incorporation process as described on Page 3 of this Annual Report. The Transfer Deed provided for all the Charity's unrestricted assets and liabilities to be transferred to the new charitable company (company number 09083954 and registered charity number 1158226). The School's land and buildings, considered by the Charity Commission to be permanent endowment, remain within the Charitable Trust. The charitable company is the sole corporate trustee of the Charity.

The land is registered at HM Land Registry under the title number MAN246365.

8. DEBTORS

| | 2024 | 2023 |
|---------------------------|----------------|----------------|
| | (£) | (£) |
| Fees Owing from Parents | 30,879 | 16,057 |
| Sundry Debtors | 25,266 | 17,170 |
| Amount Due from WGS Trust | 6,201 | 2,450 |
| Prepayments | 121,276 | 108,374 |
| | 183,622 | 144,051 |

9. CREDITORS

| | 2024 | 2023 |
|-------------------------|------------------|------------------|
| | (£) | (£) |
| Tuition fees | 2,990,582 | 638,023 |
| Tax and Social Security | 268,206 | 136,539 |
| Capital Accruals | 54,922 | 60,000 |
| Other Accruals | 499,455 | 467,715 |
| | 3,813,165 | 1,302,277 |

10. PENSION LIABILITY

| | 2024 | 2023 |
|-------------------|----------------|----------------|
| | (£) | (£) |
| Pension Liability | 125,082 | 191,104 |

WITHINGTON GIRLS' SCHOOL
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2024

11. ACCUMULATED FUNDS

| | 2024 (£) | 2023 (£) |
|--|-------------------|-------------------|
| Unrestricted Undesignated Funds | | |
| As at 1 September 2023 | 14,707,455 | 14,968,510 |
| Surplus/(Deficit) for the year | 68,322 | (261,055) |
| Less transfer to Designated Fund | - | - |
| Plus transfer from Designated Fund | - | - |
| | 14,775,777 | 14,707,455 |
| Total Funds | | |
| As at 1 September 2023 | 14,707,455 | 14,968,510 |
| Surplus/(Deficit) for the year | 68,322 | (261,055) |
| | 14,775,777 | 14,707,455 |

The reserves shown above include those which have financed Fixed Assets (as shown in Note 7). Free reserves are £816,099 as at 31 August 2024 (2023: £500,239).

12. RELATED PARTIES

The Governors of Withington Girls' School appoint the Trustees of the WGS Trust, a registered charity. Transactions with the WGS Trust have been identified and disclosed within the accounts and annual report as appropriate.

The operation of the WGS Trust is independent of the School. The objects of the Trust are the advancement of the educational work of Withington Girls' School, the charitable purposes of, or associated with, the School and the advancement of education. A specific aim of the Trust is to maintain and enhance the level of means-tested bursary support to safeguard and diversify the school community.

Two of the Charity's Governors: Dr R Dev-Jairath and Mr Martyn Torevell (as listed on page 1), are parents of current pupils at the School. Fees charged to these Governors during the year to 31st August 2024 were in line with the School's standard terms & conditions. There were no fees outstanding for these parents at 31 August 2024.

Included within Donations shown on page 26, is income from the WGS Trust in respect of bursaries, of £858,340 (2023: £735,315). Each year the School makes a voluntary contribution to the Trust to help finance the cost of means tested bursaries provided by the WGS Trust. The current contribution amounted to £462,925 (2023: £426,691).

There were no other related party transactions.

WITHINGTON GIRLS' SCHOOL
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2024

13. PENSION COSTS

The School's employees belong to two principal pension schemes: the Teachers' Pension Scheme (TPS) or a Scheme provided by TPT Retirement Solutions. Up until 31st March 2016, the Scheme offered through TPT Retirement Solutions was the CARE Pension Scheme (a Defined Benefit Scheme). This was closed to further contributions from that point and staff were able to join the Growth Plan Series 4 (a Defined Contribution Scheme) run by TPT Retirement Solutions from 1st April 2016. The Teachers' Pension Scheme is a Defined Benefit Scheme.

The total pension cost for the year ended 31 August 2024 was £1,119,790 (2023: £957,497)

14. TEACHERS' PENSION SCHEME

The School participates in the Teachers' Pension Scheme ("the TPS") for its teaching staff. The pension charge for the year includes contributions payable to the TPS of £952,036 (2023: £795,112) and at the year-end £NIL (2023: £NIL) was accrued in respect of contributions to this scheme.

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

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

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

The valuation confirmed that the employer contribution rate for the TPS would increase from 23.6% to 28.6% from 1 April 2024. Employers are also required to pay a scheme administration levy of 0.08% giving a total employer contribution rate of 28.68%.

15. TPT RETIREMENT SOLUTIONS - "CARE" Pension Scheme

The School participates in the Career Average Revalued Earnings ("CARE") Pension Scheme, a multi-employer scheme, which provides benefits to some 36 non-associated employers. The scheme is a defined benefit scheme in the UK.

It is not possible for the School to obtain sufficient information to enable it to account for the scheme as a defined benefit scheme. Therefore, it accounts for the scheme as a defined contribution scheme.

WITHINGTON GIRLS' SCHOOL
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2024

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

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

A full actuarial valuation for the scheme was carried out at 30 September 2022. This valuation showed assets of £49.6m, liabilities of £57.5m and a deficit of £7.5m. To eliminate this funding shortfall, the Trustee asked the participating employers to pay additional contributions to the scheme as follows:

DEFICIT CONTRIBUTION FOR ALL EMPLOYERS

From 1 April 2024 to 30 September 2027, £1,672,000 per annum, (payable monthly and increasing by 3.0% each year on 1st April).

The recovery plan contributions are allocated to each participating employer in line with their estimated share of the scheme liabilities.

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

PRESENT VALUE OF PROVISION

| | 31 st August 2024 £000's | 31 st August 2023 £000's | 31 st August 2022 £000's |
|----------------------------|--|--|--|
| Present Value of Provision | 125 | 191 | 236 |

WITHINGTON GIRLS' SCHOOL

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 AUGUST 2024

RECONCILIATION OF OPENING AND CLOSING PROVISIONS

| | 31st August 2024 (£000's) | 31st August 2023 (£000's) |
|---|------------------------------|------------------------------|
| Provision at the start of period | 191 | 236 |
| Unwinding of the discount factor (interest expense) | 9 | 9 |
| Deficit contribution paid | (49) | (49) |
| Remeasurements - impact of any change in assumption | <u>(26)</u> | <u>(6)</u> |
| Provision at end of period | <u>125</u> | <u>191</u> |

INCOME AND EXPENDITURE IMPACT

| | 31st August 2024 (£000's) | 31st August 2023 (£000's) |
|--|------------------------------|------------------------------|
| Interest expense | 10 | 9 |
| Remeasurements - impact of any change in assumptions | 2 | (5) |
| Remeasurements - amendments to the contribution schedule | (28) | 0 |
| Contributions paid in respect of future service | 0 | 0 |
| Contributions recognized in income and expenditure account | 0 | 0 |

ASSUMPTIONS

| | 31st August 2024 % <u>per</u> annum | 31st August 2023 % <u>per</u> annum | 31st August 2022 % <u>per</u> annum |
|------------------|--|--|--|
| Rate of discount | 4.90 | 6.03 | 4.45 |

The discount rates shown above are the equivalent single discount rates which, when used to discount the future recovery plan contributions due, would give the same results as using a full AA corporate bond yield curve to discount the same recovery plan contributions.

WITHINGTON GIRLS' SCHOOL
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2024

16. TPT RETIREMENT SOLUTIONS - GROWTH PLAN SERIES 4

This pension scheme has been offered to Support Staff from 1st April 2016 following the closure of the CARE Scheme.

Growth Plan Series 4 is a Defined Contribution ("DC") pension arrangement where the contribution rates are determined by the employer. A number of options are made available to members to invest the contributions paid into the Plan by members and employers. If a member does not make a decision where to invest their contributions, a "default" fund is made available. The default fund for Growth Plan Series 4 is a Target Date Fund that is provided by an external investment manager, AB (formerly known as Alliance Bernstein).

The Employer contribution rate is 10.6% and the Employee is able to make any contribution from 1% upwards subject to the limits in place with HMRC.

There are 72 members of the Growth Plan Series 4 as at 31 August 2024 (2023: 80 employees).

17. CAPITAL COMMITMENTS

There were no capital commitments at 31st August 2024 (2023: NIL)

18. FINANCIAL INSTRUMENTS

| | 2024 £ | 2023 £ |
|--|------------------|------------------|
| Financial assets measured at amortised cost (a) | 4,754,346 | 1,993,620 |
| Financial liabilities measured at amortised cost (b) | (554,377) | (527,715) |
| | <hr/> | <hr/> |
| Net financial assets measured at amortised cost | 4,199,689 | 1,465,905 |

19. OPERATING LEASES

The future minimum lease payments under non-cancellable operating leases are as follows:

| | 2024 £ | 2023 |
|-----------------------|---------------|--------------|
| Plant and Equipment | | |
| Less than 1 year | 8,154 | 9,161 |
| Between 2 and 5 years | 18,800 | 0 |
| Over 5 years | 0 | 0 |
| | <hr/> | <hr/> |
| | 26,954 | 9,161 |

WITHINGTON GIRLS' SCHOOL

England & Wales - Charity number 1158226

Accounts

WITHINGTON GIRLS' SCHOOL

Charity Number: 1158226

Company Limited by Guarantee Number: 09083954

ANNUAL REPORT

YEAR ENDED 31 AUGUST 2023

WITHINGTON GIRLS' SCHOOL
ANNUAL REPORT OF THE GOVERNORS
FOR THE YEAR ENDED 31 AUGUST 2023

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WITHINGTON GIRLS' SCHOOL
ANNUAL REPORT OF THE GOVERNORS
FOR THE YEAR ENDED 31 AUGUST 2023

GOVERNORS, OFFICERS AND ADVISERS

Governors, Charity Trustees, and Directors

The Governors listed below are the charity trustees of Withington Girls' School at the current time.

Mr M J Pike LLB (Chair) *^
Mr C M Poston BSc, FCA (Finance Governor) *^
Dr J P Allred MB, ChB, MRCP, DRCOG, DFFP *
Mr A H Chicken BA, MEd, FRSA
Mr M J Griffin
Mrs D M Hawkins DL JP LLB
Dr R Dev-Jairath MBChB, MRCP, DCH, DRCOG, DPD, FHEA #
Prof D Leigh, BSc PhD CChem FRS FRSE FRSC MAE
Dr L Maynard Atem PhD (joined December 2022)
Ms M S Michael BA, PGCE
(resigned October 2023)
Mr A R Pathak BSc *
Mr H P Sinclair
Mrs S J Stuffins BA, MSc, MRICS
Mr Martyn Torevell BA Hons (Cantab), ACA (joined March 2023)

- * Member of the Finance and General Purposes Committee
- # Parent of a pupil currently at Withington Girls' School
- ^ Member of the Remuneration Committee

There were no other changes within the Governing Body during the year.

Senior Leadership Team

| | |
|-----------------------------------|-------------------|
| Headmistress | Mrs S J Haslam BA |
| Deputy Head Pastoral | Ms J Baylis MA |
| Deputy Head Academic | Mr T Bennett MA |
| Assistant Head | Dr S Madden PhD |
| Head of the Junior School | Ms B Howard BEd |
| Bursar and Clerk to the Governors | Mrs A Cohen LLB |

WITHINGTON GIRLS' SCHOOL
ANNUAL REPORT OF THE GOVERNORS
FOR THE YEAR ENDED 31 AUGUST 2023

| | |
|---------------------------|---|
| Registered address | Wellington Road Fallowfield Manchester M14 6BL |
| Website | www.wgs.org |
| ADVISERS: | |
| Auditor | Crowe U.K. LLP 3 rd Floor, The Lexicon Mount Street MANCHESTER M2 5NT |
| Bankers | National Westminster Bank Plc 669 Wilmslow Road Didsbury MANCHESTER M20 6NW Lloyds Bank 223 Finney Lane Heald Green Cheshire SK8 3PY |
| Insurance Brokers | REICH Insurance Brokers Medal House 197 Chapel Street MANCHESTER M3 5EQ |
| Solicitors | Veale Wasbrough Vizards Orchard Court Orchard Lane BRISTOL BS1 5WS |

WITHINGTON GIRLS' SCHOOL
ANNUAL REPORT OF THE GOVERNORS
FOR THE YEAR ENDED 31 AUGUST 2023

ANNUAL REPORT OF THE GOVERNORS

The Governors present their annual report for the year ended 31 August 2023 under the Charities Act 2011, together with the audited accounts for the year, and confirm that the latter comply with the requirements of the Act, the Trust Deed, and the Charities SORP 2015.

REFERENCE AND ADMINISTRATIVE INFORMATION

The Charity was founded in 1890 as a charitable trust and was registered with the Charity Commission under charity number 526632.

On 1st September 2015 a transfer of assets took place from this Charity to a new charitable company (company number 09083954 and registered charity number 1158226), which was set up by the Governors (as Trustees) to receive the assets of the Charity and the undertaking of Withington Girls' School as part of an "incorporation process" to modernise the legal structure of the Charity.

The Transfer Deed provided for all of the Charity's unrestricted assets and liabilities to be transferred to the new charitable company. The land and buildings, considered by the Charity Commission to be permanent endowment, remain within the charitable trust. The charitable company is the sole corporate trustee of the Charity.

On 9th December 2015, the Charity Commission made a "linking direction" which formally determined that the Charity (number 526632) be "linked" with charity number 1158226. This means that the two charities are registered under a single registration number and that the Governors can produce a single set of accounts for the reporting and linked charity. As a result of the linking direction, the Charity is now registered under number 1158226-1.

The Withington Girls' School Governors and Senior Leadership Team are listed on page 1. Particulars of the Charity's address and professional advisers are given on page 2.

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing Document

The Charity is governed by its Trust Deed dating from 1890 which was amended by a Scheme dated 8th August 1985, a further Scheme dated 29th January 2004 as amended by Resolution dated 16th March 2015 and by Order dated 18th August 2015. The Company is governed by a Memorandum and Articles of Association which were amended by a special resolution dated 22nd June 2015.

Recruitment and Training of Governors

The power of appointing new Governors is vested in the existing board. Governors are generally appointed to fill a vacancy and to provide suitable skills, knowledge and experience as the board requires. While consideration has been given to the establishment of a Nominations Committee to recommend appointments to the Governing Body, it has been decided that the current practice of involving the whole Governing Body in the recruitment of Governors is preferable.

The Headmistress and Chair of Governors meet prospective new Governors prior to ratification by the Governing Body.

WITHINGTON GIRLS' SCHOOL
ANNUAL REPORT OF THE GOVERNORS
FOR THE YEAR ENDED 31 AUGUST 2023

Following appointment, new Governors are inducted into the workings of the Charity by the Headmistress and Bursar. All Governors are invited to attend external training courses and are invited to join School Committees and attend School events. A programme is in place to enable Governors to visit Academic and Support Departments and attend departmental meetings thus gaining enhanced knowledge and understanding of the life of the School, as well as satisfying themselves that the practice in School is in line with the policies approved at the start of each academic year.

The annual away day for Governors and the Senior Leadership Team provides an opportunity to discuss strategic developments.

Organisational Management

The Governors, as the Trustees of the Charity, are legally responsible for the overall management and control of the School and meet at least four times a year. The work of monitoring the implementation of most of their policies is primarily carried out by the members of the Finance and General Purposes (F&GP) Committee who meet in advance of each Governors' meeting. The F&GP Committee approves the budgets and finalises the audited accounts and annual report for approval by the Governing Body. The F&GP Committee works under the Chairmanship of the Finance Governor of the Governing Body.

The Remuneration Committee determines the salary levels for the Headmistress and the Bursar.

Nominated members of the Governing Body attend meetings of the Health & Safety Committee, Safeguarding Team (with the Deputy Head Pastoral and School Health Lead) and Learning Support Team.

The day to day running of the School is delegated to the Headmistress supported by the Senior Leadership Team (consisting of the Deputy Head Pastoral, the Deputy Head Academic, the Assistant Head, the Head of the Junior School, and the Bursar). All members of the Senior Leadership Team attend Governing Body meetings. The Headmistress and Bursar attend meetings of the F&GP Committee.

The Headmistress is a qualified Team Inspector for the Independent Schools Inspectorate. The Bursar is a member of the Independent Schools Bursars' Association (ISBA), and the Headmistress is a member of the Girls' Schools Association (GSA). The School is a member of the Heads' Conference (HMC) and the Association of Governing Bodies of Independent Schools (AGBIS).

Risk Management

The Governing Body is responsible for the management of the risks faced by the School. Detailed considerations of risk are delegated to the Finance & General Purposes Committee, who are assisted by the Senior Leadership Team. 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. Governors extract the top ten risks which are summarised in an Executive Summary from the Risk Register. The Executive Summary is reviewed at each Governors' meeting when the likelihood and impact of each risk is considered using a risk rating. The top ten risks include strategic, financial and reputational risks.

WITHINGTON GIRLS' SCHOOL
ANNUAL REPORT OF THE GOVERNORS
FOR THE YEAR ENDED 31 AUGUST 2023

The key controls used by the charity include:

- Formal agendas for all Committee and Board meetings
- Comprehensive strategic planning, budgeting, and management accounting
- Established organisational structure and lines of reporting
- Formal written policies
- Clear authorisation and approval levels
- Vetting procedures as required by law for the protection of the vulnerable.

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

OBJECTS, AIMS, OBJECTIVES AND ACTIVITIES

Charitable Objects

The objects of the Charity as set out in the Articles of Association as amended on 22 June 2015, shall be to advance education for the public benefit by the provision and maintenance of a girls' school, where boys may be admitted to the Preparatory Department, and by ancillary or incidental educational activities and other associated activities for the benefit of the community.

School Ethos

The School aims to create an environment in which all pupils are supported and encouraged to reach their full potential, academically, socially and personally. True to our founding principles, we are a school where the pleasure of learning is its own reward. The Withington ethos recognises that understanding the value of learning and knowing how to learn sustains and enriches us throughout our lives.

The golden rule of respect for self, respect for others and personal responsibility underpins our school community where diversity is celebrated, teamwork valued and every pupil is encouraged to play their part, older pupils and alumnae providing inspirational role models.

Combining a wealth of extra-curricular activities with an exceptional academic experience, each girl has the opportunity to develop her talents, skills, interests and character, as well as a strong sense of responsibility which extends beyond the classroom and into the wider world.

Aims and Intended Impact

The specific aims and objectives of the School are:

- To sustain an innovative and inspiring place of learning where our pupils grow into resilient, independent lifelong learners, curious and passionate about their world

WITHINGTON GIRLS' SCHOOL
ANNUAL REPORT OF THE GOVERNORS
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- To nurture our pupils' personal development and character, promoting respect and responsibility, enabling our pupils to thrive and to meet challenge confidently, compassionately and collaboratively
- To support a diverse, inclusive and open-minded school community and to work in partnership with local, national and international organisations for the benefit of our pupils

Strategies to Achieve the Objectives

The School has sustained the quality and expertise of teaching and support staff through careful recruitment and ongoing support and staff development. Safeguarding of pupils is overseen by the team of Designated Safeguarding Leads and their deputies, comprising the Deputy Head Pastoral, the Deputy Head of the Junior School and the School Health Lead.

All academic Heads of Department in the senior school report to the Deputy Head Academic. The Heads of Year report to the Deputy Head Pastoral who oversees pastoral arrangements for pupils and staff in senior school. The Assistant Head oversees the Co-Curriculum and co-ordinates the School's programme of events.

The Head of the Junior School is responsible for its day-to-day running supported by a Deputy Head.

Our Ethos

The School is a registered charity and charitable company which seeks to benefit the public through the pursuit of its stated aims. Fees are set at a level to ensure the financial viability of the School and to provide a first class education to our pupils.

The School welcomes pupils from all backgrounds. Entrance examinations, interviews, and references from candidates' current schools enable the School to select pupils who will best benefit from the full range of opportunities on offer.

We are an equal opportunity organisation and are committed to a working environment that is free from any form of discrimination. We will make reasonable adjustments to meet the individual needs of staff or pupils.

The School is committed to safeguarding and promoting the welfare of our pupils and expects all staff and volunteers to share this commitment.

A Focused Compliance and Educational Quality Inspection was carried out by the ISI in February 2022. The Inspectors found that the quality of the pupils' academic and other achievements is "Excellent", as is the Quality of the pupils' Personal Development. The Inspectors found that pupils' "academic achievements are outstanding, as shown by the attainment of all groups of pupils" and that pupils "consistently perform to an exceptionally high level". ISI visited the School in September 2022 and found that all Independent School Standards were met.

WITHINGTON GIRLS' SCHOOL
ANNUAL REPORT OF THE GOVERNORS
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Parents are given regular information about their daughters' social and academic progress through parents' evenings, half-termly progress grades, and written reports. Regular contact with parents is maintained throughout the year with a weekly email setting out the activities for the week ahead, Parents' Breakfasts, informal contacts, termly Bulletins and the annual Newsletter. Trained Sixth-form pupils act as Peer Supporters for younger pupils, assisting the School's pastoral team in creating an environment where every child can feel valued and safe.

Access Policy

The School greatly values the denominational, cultural, and social diversity of its community. It is important to the School that access to the education it offers is not restricted to those who can afford to pay fees.

There is an established bursary policy and this, together with various Community Initiatives, contributes to a widening of access to the education offered and the facilities available.

Means-tested bursaries are available in the Junior School (for entry into Years 5 and 6) and the Senior School (for girls from age 11 to 18). Junior School bursaries were first offered from September 2015.

Bursary Policy

The School's bursary awards are available to pupils who meet the entry requirements and are made solely on the basis of parental means or, to relieve hardship where a pupil's education would otherwise be at risk, for example in the case of redundancy. In assessing parental means a number of factors are taken into consideration including: family income; investments; savings; opportunity to generate additional income; and family circumstances (for example, dependent relatives).

The School receives funding for bursaries from the WGS Trust (Charity number 505207) and from several other charitable trusts.

The bursary awards range from 10% to 100% remission of fees. A small fund supplements bursary awards to support academic school trips, individual instrumental lessons, LAMDA lessons, uniform and equipment. Information about fee assistance through bursaries is provided to all parents of girls applying to the Senior School and Years 5 & 6 in the Junior School. The existence of means-tested bursaries is publicised through advertisements in the press and promotional materials. Details of the bursary policy and how to apply are also on the School website.

The success of the bursary scheme is illustrated in the review of activities and achievements section of this report.

Other Policies on Assistance

Timely financial planning is often the key for many parents who are hoping to send their daughters to the School and flexible payment arrangements are available to fund educational costs through regular contributions.

WITHINGTON GIRLS' SCHOOL
ANNUAL REPORT OF THE GOVERNORS
FOR THE YEAR ENDED 31 AUGUST 2023

Family Discounts Policy

To underline the value placed on continuity for families, a discount of £100 per term, for the second and any subsequent siblings is offered.

Scholarship Policy

The School does not offer scholarships of any type.

COMMUNITY INITIATIVES

The School enjoys strong links with the local community, and staff and pupils participate in local, national, and international initiatives. Comprehensive details of all the School's partnership work can be seen on the Schools Together website: www.schoolstogether.org

A summary of the activities undertaken for the year is shown below:

Partnerships with Local Schools

SHiNE Together Educational Programme

Withington Girls' School has organised and delivered a successful, community-focused series of Saturday School courses since 2007.

The WGS SHiNE Together educational programme is aimed at able students in Years 5 and 6 at maintained primary schools in and around South Manchester. The aim is to increase pupils' love of learning, boost self-esteem in the classroom, and provide opportunities for academic growth and development.

The programme provides, free of charge, specialist teaching in a range of courses and over the years subjects on offer have included Art, Science, Computing, Creative Writing, Design & Food Technology, Classics, Spanish, Drama and Music. Girls and boys from local state primary schools are invited to come to Withington on a Saturday morning to take part in this exciting programme of themed courses, allowing them to learn fresh skills and make new friends.

Classics Programme

Members of Withington's Sixth Form visit a local primary school on a weekly basis to teach Latin to all Year 5 pupils. Last year, the Sixth Form pupils were joined by a group of Year 8 pupils who assisted in the organisation of an event run by the University of Manchester and Classics for All.

Science Communicators

Science Communicators is a mutually beneficial partnerships programme having a positive impact on local primary and secondary schools. We have expanded this year to also support Manchester Hospital Schools. The audience are given the opportunity to observe and experience science activities they would not ordinarily have access to, in terms of subject expertise and specialist resources.

WITHINGTON GIRLS' SCHOOL
ANNUAL REPORT OF THE GOVERNORS
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Our students also benefit enormously from the process. They develop and demonstrate key valuable skills: organisation, collaboration, and communication. In order to commend this, a Gold Crest Award from the British Science Association is awarded to all successful participants (100%).

Feedback from these events (staff and students) is indicative of their success. Students are engaged, curiosity sparked, aspirations raised and staff are able to draw upon the learning in future curriculum links across all 3 Science disciplines.

Activities included:

- Flash-bang Chemistry shows to KS2 and 3 pupils from 4 different schools
- Required practical workshops with KS4 pupils to focus on assessment criteria in preparation for examination
- The production of an interactive video and instructions, alongside resources to support coverage for transient Hospital School pupils.

Manchester Sings

Our exciting musical partnership, Manchester Sings, first took place in December 2019 and is now an annual event in the School's calendar. The inaugural event involved six maintained partner primary schools from across Greater Manchester and in 2021, this expanded to seven schools who performed alongside our Senior Choir and musicians.

The project brings together hundreds of children from across our region to celebrate music and recognise the power of community. The children come together after weeks of rehearsals at Manchester Cathedral – the event itself is the first time they all perform together.

The festival of song is a fundraiser for the Booth Centre and Wood Street Mission, both of whom are long-standing charity partners of the school.

Future Focus

The partnership with Manchester Academy goes from strength to strength. The inaugural Future Focus Conference took place in 2022, with the aim of equipping young women with 'soft skills' in order to succeed and flourish in their future. This was the first in a series of conferences to inspire young women with confidence, develop self-esteem and improve mental health.

Community Based Initiatives

Duke of Edinburgh Awards

From Year 9, the majority of our students embark on the Duke of Edinburgh Awards. Participants volunteer in their communities, make a positive contribution to society and demonstrate social responsibility. This programme culminates in a challenging expedition, which encourages the pupils to work as a team and practise the outdoor skills that they have learned along the way.

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Withington Foodbank

With great support from parents, pupils from both the Junior and Senior School organised a midsummer collection for the local Fallowfield and Withington Food Bank. By replenishing their stocks, it was hoped that they would be able to alleviate the significant issue of holiday hunger for those in need in the local area.

The Junior School's harvest collection was donated to the Fallowfield and Withington Food Bank again this year. With this being such a local charity, Year 5 delivered the goods on behalf of the Junior School.

Summer Activities for the Local Community

The School was able to run summer activities for children in the local community for the first two weeks of the holidays. Multi-Sports, Theatre, and Art courses were delivered. Over 100 pupils took part and the School received fantastic feedback from both parents and children.

Other

Withington staff have attended various Cluster Meetings, on a range of academic and pastoral subjects within GSA, HMC, and other professional networks.

The School is a long-standing member of ISTIP (the Independent Schools' Teacher Induction Panel) and hosts a day's training each term for this group. In the region of 30 Newly Qualified Teachers (NQTs) attend the workshops which are delivered by teachers from the School.

The School also supports the programme for PGCE students in conjunction with the University of Manchester.

Free Use of Facilities

The School makes its facilities available to the following groups free-of-charge as part of its role in supporting the community.

- The Association of Language Learners
- SAT College Board for US university entrance examinations

The School is a centre for the Associated Board of the Royal Schools of Music (ABRSM) examinations which are held twice a year in School.

Other Use

We hire our outdoor facilities to a local children's lacrosse team of which some of our pupils are members as well as hosting an England Lacrosse training weekend.

We hire our Arts Centre theatre facilities to a local school for their annual awards event and accommodate a local youth theatre company for rehearsals and performances.

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WithGambia

The cultural and educational exchange programme with The Gambia has been running since 2003 and a group of Year 12 pupils visited the country in the Autumn term. There are huge benefits for those pupils taking part in the year-long fundraising initiative culminating in a week-long stay with a Partnership school in The Gambia. Our pupils interact with the local community and spend time on renovation work at the school, as well as teaching the primary-aged children. This is a wonderful learning experience for all involved as everyone involved learns from each other. WGS works with local community groups in the country, as well as a local health centre and the benefits of the support we can provide are social, economic, cultural and environmental.

Charity Fundraising

All pupils engage in charity fundraising throughout the year for local, national, and international charitable organisations. Each form in the Senior School runs a charity event at various times throughout the year, and the money raised goes to their chosen charity. Money was raised for a variety of causes, including local charities very close to Withington.

Parent Teachers' Association (PTA)

Current parents play a vital role on the Parent Teachers Association Committee which raises funds for School equipment and organises social events for all parents. The PTA is very grateful for the hard work of committee members particularly those involved in the sale of sustainable uniform.

Parents also offer invaluable support in the extracurricular programme including assistance with work placements, mock interviews for university candidates, and careers advice. Junior and Senior School parents have provided talks to pupils about their careers.

REVIEW OF ACHIEVEMENTS AND PERFORMANCE FOR THE YEAR

Pupil numbers and fees

This year the School averaged 719 (2022: 718) pupils. There were 157 girls in the Junior School and 562 girls in the Senior School. The School is over-subscribed for entry at age 11.

The fees for the academic year 2022/23 were set by the Governors at:

Junior School

£10,338

Senior School

£13,779

WITHINGTON GIRLS' SCHOOL
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Academic

The public examination results days in the Summer were, once again, truly joyous occasions, with our pupils celebrating their superb achievements. At GCSE, 48.6% of results were at Grade 9, with 70.8% at Grade 8 or above. Our A Level results were also excellent, with 32.6% being graded A*, and 74.8% graded A or above.

We were very happy indeed to be able to welcome pupils, and their parents, to the School on GCSE Results Day, for Year 11 and on A Level Results day for our Year 13 pupils. These two days provided opportunities for the pupils to be congratulated on their hard work and commitment over the last two years. Pupils very much appreciated being at School for these special days and to celebrate their achievements with friends and family.

The School was delighted that our Year 13 pupils would be going on to study at some of this country's finest universities, pursuing a wide range of subjects, from Engineering, Fine Art, Law, Computer Science, and Dentistry, to English Literature, Geography, Sport Rehabilitation, and Medicine. 83% of our Upper Sixth UCAS applicants gained entry into their Firm Choice university, including eight to Oxford or Cambridge, and seventeen to study Medicine.

Inclusion and Diversity

Alongside our fellow GSA and HMC schools, we are proud to be further developing our inclusion and diversity strategy which will allow us to reflect in depth on the inclusive culture of our school and to ensure that everyone benefits from the strength and success that a positive, active approach to inclusion brings.

The School has committed to an embedded, strategic approach which will enable us to continue to reflect on the inclusive culture of our school. This continues to be an ongoing focus and our EDI Leadership Group continues to develop and implement our EDI Action Plan.

Facilities

The School continues to invest in its buildings, grounds and facilities and an extensive schedule of external and internal maintenance and decorating took place during the summer holidays. The whole school community has been enjoying the new dining and learning support facilities that were completed last year and there has been considerable investment in the outside sports facilities.

Information Technology

As part of the School's ongoing IT strategy, we continue to invest in the IT infrastructure and hardware. The projectors throughout the school have been upgraded during the year, and the replacement of hardware continues on its normal cycle. The printing services have been upgraded to be more efficient and to facilitate a reduction in printing costs.

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Cyber security continues to be a priority to the school and several of the systems used have received significant upgrades throughout the year. Regular phishing tests and staff training are undertaken to protect the systems further.

Environmental Initiatives: Cutting the 'carbon footprint'

The School community continues to promote sustainability and we have recently completed a condition survey of the fabric of the building. This will inform the future plans in terms of investment for going green by upgrading the facilities responsibly and improving the carbon footprint of the organisation. Work was completed over the summer to install new, more energy efficient lighting to the external sports facilities.

The Eco Society continues to be active in School life we have been recognised continuously since 2010 as a Green Flag School. The Award recognises the efforts of the School's 'Eco' groups in creating and communicating a school 'eco-code' in which all pupils and staff cooperate and undertake to play their part.

Details of Bursary Awards – Policy into Practice

In addition to financial support received from other Educational Trusts, the School receives financial support from the WGS Trust (Charity Number 505207) for means-tested bursaries. (Details of the WGS Trust are provided in Note 12 on page 33 of these accounts.)

The value of bursaries from the WGS Trust for 2023 was £735,315 (2022: £712,384).

The value of bursaries from other awarding bodies for 2023 was £141,012 (2022: £135,000).

The total value of bursaries for 2023 was therefore £876,327 (2022: 847,384) representing 9% of fee income in 2022/23 (2022: 9%).

There were 98 pupils in receipt of bursaries for the year to 31st August 2023; three in the Junior School and 95 in the Senior School. This equates to 17% of pupils in Senior School and 2% of pupils in Years 5/6 of the Junior School receiving support. Eighteen pupils in the Senior School benefited from a full bursary and thirty-two pupils in the Senior School obtained a bursary worth 80% or more of fees. In the Senior School, therefore, 19% of the bursaries were worth 100% of the fees and 34% of the bursaries were worth 80% or more of the fees.

Fundraising Performance

Our fundraising activities continue to focus on the Marjorie Hulme Bursary Fund and the provision of means-tested bursaries to support those who would otherwise be unable to attend Withington. The Fund was renamed in November 2022 in honour of Miss Hulme's 100th birthday. Miss Hulme was Headmistress of Withington from 1961 until the end of 1985. Miss Hulme's lasting legacy to Withington was the creation of the WGS Trust in 1976 in response to the impending abolition of the Direct Grant Scheme. She had the foresight to realise that something was needed in order to maintain the founding ethos of the school; that Withington should remain a community centered on equality and opportunity, regardless of a pupil's social background and financial situation. It is fitting that our Bursary Fund is now named after her.

WITHINGTON GIRLS' SCHOOL
ANNUAL REPORT OF THE GOVERNORS
FOR THE YEAR ENDED 31 AUGUST 2023

Our immediate aim is to increase our overall bursary provision to support 1 in 5 Senior School pupils (currently 1 in 6). Donations received by the WGS Trust for the bursary fund amount to £178,643 (2022: £177,891).

A structured and proactive legacy communications plan is an integral part of our fundraising strategy. This year we launched a new legacy publication and information pack and alongside this we ran a free online Estate Planning Seminar.

In April 2023, we were pleased to launch the 1890 Circle to honour and recognise generous and far-sighted donors who have made a significant contribution to upholding our founding ethos by making gifts totalling £50,000 or more. We welcomed inaugural members of the 1890 Circle to a celebratory lunch and a special plaque was unveiled by two of our Sixth Form Bursary Ambassadors to recognise our donors' generosity.

The running costs for the Development Office have been borne equally by the WGS Trust and the School. In the year ended 31st August 2023, the direct costs for each were £118,438 (2022: £90,816).

The School's Approach to Fundraising

The School employs an in-house Development Team to carry out fundraising on its behalf. The Director of Development reports directly to the Headmistress. A professional fundraising consultancy is engaged to assist with a biennial telephone campaign and Giving Days.

The WGS Trust (Charity 505207) was registered with the Fundraising Regulator in October 2017. Registration is optional for charities which spend less than £100,000 on fundraising each year and, as a result, there was no requirement for the WGS Trust to register at that time. The Trust's voluntary registration is evidence of its desire to follow best practice. The Trust also follows the Institute of Fundraising's code of practice and we have published our own Fundraising Code of Practice.

The Development Team can confirm that all activities comply with the requirements of the Fundraising Regulator, that of the Institute of Fundraising's Code of Practice and our own Code of Practice. Careful monitoring of the activities of the Development Office is carried out by Governors of the School and Trustees of the WGS Trust. The Director of Development submits reports on fundraising activities to Governors and Trustees.

There have been no complaints about fundraising activities in the year to 31 August 2023 (2022: NIL).

FINANCIAL REVIEW AND RESULTS FOR THE YEAR

As an educational charity, pupils' parents have the assurance that all income of the School is applied for educational purposes.

The results for the year show net outgoing resources of (£266,796) (2022: incoming resources of £978,328). Expenditure on fixed assets for the year was £87,815.

WITHINGTON GIRLS' SCHOOL
ANNUAL REPORT OF THE GOVERNORS
FOR THE YEAR ENDED 31 AUGUST 2023

Governors have critically appraised the School's financial position, as a result of the cost of living crisis and the ongoing economic uncertainty, and have taken appropriate measures to limit the fee increase for parents in the 2023/24 year as far as possible.

RESERVES

In formulating their reserves policy, the Governors are committed to ensuring that the School has a sufficient level of reserves to enable it to meet its objectives, which have been described earlier in this report. The level of reserves is regularly scrutinised with these objectives in mind. The Governors' aim is that the School should have sufficient free reserves to support the value of one term's payroll costs for teachers, which equates to approximately £1.2 million.

The School has retained reserves of £14,707,455 at 31st August 2023, which are considered to be appropriate for the objects of the School to be maintained. The free reserves, as at 31st August 2023, are £500,239 (2022: £213,517), calculated as the value of Net Assets less Fixed Assets. Governors and the Senior Leadership Team consider that the School is a Going Concern and is able to meet its obligations as they fall due.

The School's policy is to build up free reserves to the desirable level by annual operating surpluses.

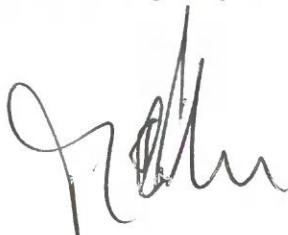
FUTURE PLANS

The Board approved the School Development Plan in June 2022. A review of these strategic priorities took place in June 2023.

The current strategic priorities are as follows:

- To sustain an innovative and inspiring place of learning where our pupils grow into resilient, independent lifelong learners, curious and passionate about their world
- To nurture our pupils' personal development and character, promoting respect and responsibility, enabling our pupils to thrive and to meet challenge confidently, compassionately and collaboratively
- To support a diverse, inclusive and open-minded school community and to work in partnership with local, national and international organisations for the benefit of our pupils

Approved by the Governing Body of Withington Girls' School on 18.3.24 and signed on its behalf by:



Mr Malcolm Pike
Chair of Governors

WITHINGTON GIRLS' SCHOOL
ANNUAL REPORT OF THE GOVERNORS
FOR THE YEAR ENDED 31 AUGUST 2023

STATEMENT OF GOVERNORS' RESPONSIBILITIES

The Governors (who are also directors of Withington Girls' School for the purposes of company law) are responsible for preparing the Annual report of the Governors, which includes the strategic report and the financial statements in accordance with applicable law and regulations.

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

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

- select suitable accounting policies and then apply them consistently.
- make judgements and accounting 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;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in business.

The Governors are responsible for keeping adequate accounting records that are sufficient to show and explain the charity's transactions and 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.

Financial statements are published on the charity's website in accordance with legislation in the United Kingdom governing the preparation and dissemination of financial statements, which may vary from legislation in other jurisdictions. The maintenance and integrity of the charity's website is the responsibility of the Governors. The Governors' responsibility also extends to the ongoing integrity of the financial statements contained therein.


Statement as to disclosure of information to auditors

In so far as the Governors are aware at the time of approving our Annual Report of the Governors:

- there is no relevant information, being information needed by the auditor in connection with preparing their report, of which the group's auditor is unaware, and
- the Governors, having made enquiries of fellow directors and the group's auditor that they ought to have individually taken, have each taken all steps that he/she is obliged to take as a director in order to make themselves aware of any relevant audit information and to establish that the auditor is aware of that information.

On behalf of the Board of Governors

Mr Malcolm Pike
Chair of Governors



Date: 18.3.24

WITHINGTON GIRLS' SCHOOL

INDEPENDENT AUDITOR'S REPORT TO THE GOVERNORS OF WITHINGTON GIRLS' SCHOOL

FOR THE YEAR ENDED 31 AUGUST 2023

Opinion

We have audited the financial statements of Withington Girls' School ('the charitable company') for the year ended 31 August 2023 which comprise the Statement of Financial Activities, the Balance Sheet, the Cash Flow Statement 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 2023 and of 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 Governors' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

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

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

Other information

The Governors are responsible for the other information contained within the annual report. 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.

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

WITHINGTON GIRLS' SCHOOL
INDEPENDENT AUDITOR'S REPORT TO THE GOVERNORS OF
WITHINGTON GIRLS' SCHOOL
FOR THE YEAR ENDED 31 AUGUST 2023

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.

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 Governors' 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 Governors' report has been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

In light of the knowledge and understanding of the charitable company and their environment, obtained in the course of the audit, we have not identified material misstatements in the directors' report included within the Governors' 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 and proper accounting records have not been kept; 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; or
- the Governors were not entitled to prepare the financial statements in accordance with the small companies regime and take advantage of the small companies' exemptions in preparing the Governors' report and from the requirement to prepare a strategic report.

Responsibilities of Governors

As explained more fully in the Governors' responsibilities statement set out on page 16, the Governors (who are also the directors of the charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the Governors determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the Governors are responsible for assessing the charitable company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the 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

WITHINGTON GIRLS' SCHOOL

INDEPENDENT AUDITOR'S REPORT TO THE GOVERNORS OF WITHINGTON GIRLS' SCHOOL

FOR THE YEAR ENDED 31 AUGUST 2023

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.

Details of the extent to which the audit was considered capable of detecting irregularities, including fraud and non-compliance with laws and regulations are set out below.

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

Extent to which the audit was considered capable of detecting irregularities, including fraud

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We identified and assessed the risks of material misstatement of the financial statements from irregularities, whether due to fraud or error, and discussed these between our audit team members. We then designed and performed audit procedures responsive to those risks, including obtaining audit evidence sufficient and appropriate to provide a basis for our opinion.

We obtained an understanding of the legal and regulatory frameworks within which the charitable company operates, focusing on those laws and regulations that have a direct effect on the determination of material amounts and disclosures in the financial statements. The laws and regulations we considered in this context were the Companies Act 2006, taxation legislation together with the Charities SORP (FRS 102). We assessed the required compliance with these laws and regulations as part of our audit procedures on the related financial statement items.

In addition, we considered provisions of other laws and regulations that do not have a direct effect on the financial statements but compliance with which might be fundamental to the charitable company's ability to operate or to avoid a material penalty. We also considered the opportunities and incentives that may exist within the charitable company for fraud. The laws and regulations we considered in this context for the UK operations were The Education (Independent School Standards) Regulations 2014, Employment legislation and Health and Safety legislation.

Auditing standards limit the required audit procedures to identify non-compliance with these laws and regulations to enquiry of the Trustees and other management and inspection of regulatory and legal correspondence, if any.

We identified the greatest risk of material impact on the financial statements from irregularities, including fraud, to be within the timing of recognition of other income, and the override of controls by management. Our audit procedures to respond to these risks included enquiries of management about their own identification and assessment of the risks of irregularities, sample testing on the posting of journals, reviewing accounting estimates for biases, reviewing regulatory correspondence with the Charity Commission, Independent Schools Inspectorate and reading minutes of meetings of those charged with governance.

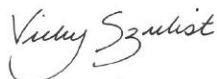
Owing to the inherent limitations of an audit, there is an unavoidable risk that we may not have detected some material misstatements in the financial statements, even though we have properly planned and performed our audit in accordance with auditing standards. For example, the further

WITHINGTON GIRLS' SCHOOL
INDEPENDENT AUDITOR'S REPORT TO THE GOVERNORS OF
WITHINGTON GIRLS' SCHOOL
FOR THE YEAR ENDED 31 AUGUST 2023

removed non-compliance with laws and regulations (irregularities) is from the events and transactions reflected in the financial statements, the less likely the inherently limited procedures required by auditing standards would identify it. In addition, as with any audit, there remained a higher risk of non-detection of irregularities, as these may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal controls. We are not responsible for preventing non-compliance and cannot be expected to detect non-compliance with all laws and regulations.

Use of our report

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



Vicky Szulist
Senior Statutory Auditor
For and on behalf of
Crowe U.K. LLP
Statutory Auditor
The Lexicon
Mount Street
Manchester
M2 5NT

Date 29th May 2024

WITHINGTON GIRLS' SCHOOL
STATEMENT OF FINANCIAL ACTIVITIES
FOR THE YEAR ENDED 31 AUGUST 2023

| | Notes | 2023 Unrestricted Funds £ | 2022 Unrestricted Funds £ |
|---|-------|------------------------------------|------------------------------------|
| INCOME | | | |
| Donations | | | |
| Capital Donations for Dining Room Extension | | - | 1,154,897 |
| Donation from WGS Trust for Bursaries | | 735,315 | 712,384 |
| Other Donations for Bursaries | | 141,012 | 135,000 |
| Other Donations | | 21,756 | 25,576 |
| | 2 | 898,083 | 2,027,857 |
| Income from Charitable Activities | | | |
| Tuition Fees Receivable | | 8,540,951 | 8,196,092 |
| School Meals | | 591,211 | 562,721 |
| Income from Other Trading Activities | | | |
| Other Income | 3 | 126,390 | 113,163 |
| Investment Income | | 23,378 | 752 |
| Total Income | | 10,180,013 | 10,900,585 |
| EXPENDITURE | | | |
| Cost of Raising Funds | 4 | 118,438 | 90,816 |
| Expenditure on Charitable Activities | 5 | 9,901,680 | 9,419,702 |
| Contributions to WGS Trust | | 426,691 | 411,739 |
| Total Expenditure | | 10,446,809 | 9,922,257 |
| Net income and Net Movement of Funds | | (266,796) | 978,328 |
| Actuarial Gain on CARE Pension Scheme | 15 | 5,741 | 21,408 |
| Net movement in funds | | (261,055) | 999,736 |
| RECONCILIATION OF FUNDS | | | |
| TOTAL FUNDS BROUGHT FORWARD | 11 | 14,968,510 | 13,968,774 |
| TOTAL FUNDS CARRIED FORWARD | 11 | 14,707,455 | 14,968,510 |

The notes on pages 24 to 37 form part of these accounts

WITHINGTON GIRLS' SCHOOL

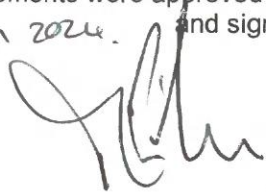
BALANCE SHEET

AT 31 AUGUST 2023

| | | 2023 | | 2022 | |
|--|-------|------------------|-------------------|------------------|-------------------|
| | Notes | £ | £ | £ | £ |
| FIXED ASSETS | | | | | |
| Tangible assets | 7 | | 14,207,216 | | 14,754,993 |
| CURRENT ASSETS | | | | | |
| Debtors | 8 | 144,051 | | 524,801 | |
| Cash at bank | | 1,849,569 | | 1,362,222 | |
| | | 1,993,620 | | 1,887,023 | |
| CREDITORS | | | | | |
| Amounts due within 1 year | 9 | (1,302,277) | | (1,437,233) | |
| NET CURRENT ASSETS | | | 691,343 | | 449,790 |
| CREDITORS | | | | | |
| Amounts falling due after more than one year | | | | | |
| Pension liability | 10 | | (191,104) | | (236,273) |
| NET ASSETS | | | 14,707,455 | | 14,968,510 |
| ACCUMULATED UNRESTRICTED FUNDS | 11 | | 14,707,455 | | 14,968,510 |
| | | | 14,707,455 | | 14,968,510 |

The financial statements were approved and authorised for issue by the Board of Governors on *18th March 2024* and signed on its behalf by:

Mr Malcolm Pike
Governor



Mr Christopher Poston
Governor



WITHINGTON GIRLS' SCHOOL

STATEMENT OF CASH FLOWS

FOR THE YEAR ENDED 31 AUGUST 2023

| | 2023 | 2022 |
|---|------------------|--------------------|
| | £ | £ |
| Reconciliation of net movement in funds to net cash flow from operating activity | | |
| Net movement in funds | (261,055) | 999,736 |
| Add back depreciation charge | 635,592 | 657,394 |
| Deduct interest income shown in investing activities | (23,378) | (752) |
| Decrease in debtors | 380,750 | (325,221) |
| (Decrease) in creditors | (134,956) | (66,806) |
| (Decrease) in pension liability | (45,169) | (66,274) |
| Net cash flow from operating activities | 551,784 | 1,198,077 |
| Cash flows from investing activities | | |
| Interest income | 23,378 | 752 |
| Purchase of tangible fixed assets | (87,815) | (1,802,201) |
| Cash used in investing activities | (64,437) | (1,801,449) |
| Reconciliation of net cash/debt | | |
| Increase in cash and cash equivalents in the year | 487,347 | (603,372) |
| Cash and cash equivalents at the beginning of the year | 1,362,222 | 1,965,594 |
| Total cash and cash equivalents at the end of the year | 1,849,569 | 1,362,222 |

WITHINGTON GIRLS' SCHOOL
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2023

1 ACCOUNTING POLICIES

(a) Basis of preparation of financial statements

The financial statements have been prepared in accordance with the Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2015) - (Charities SORP (FRS 102)), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Charities Act 2011.

Withington Girls' School meets the definition of a public benefit entity under FRS 102.

Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy note

(b) Incoming resources

Fees receivable in respect of the provision of education to pupils are stated after deducting allowances and other remissions granted by the School. Fees receivable, charges for services and use of premises are accounted for in the period in which the service is provided. Fees for education in future years are carried forward as deferred income in the balance sheet.

Donations received for the general purposes of the Charity are credited to the general Unrestricted Fund.

(c) Resources expended

All expenditure is accounted for on an accruals basis, is allotted directly to the category to which it relates and includes irrecoverable VAT.

Governance costs comprise those costs incurred complying with constitutional and statutory requirements

(d) Fund accounting

All funds held by the Charity are unrestricted and can be used in accordance with the charitable objects at the discretion of the trustees.

(e) Tangible fixed assets and depreciation

Tangible fixed assets are stated at cost or valuation less depreciation. Depreciation is provided at rates calculated to write off the cost or valuation of fixed assets over their expected lives on a straight-line basis at the following annual rates.

Buildings and external facilities: 2% to 10%

Fixtures, fittings and equipment, and computers: 5% to 25%

Individual items over £1,000 will normally be capitalised.

Capital grants are accounted for when the Charity is unconditionally entitled to receive the monies.

WITHINGTON GIRLS' SCHOOL
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2023

(f) Expenditure on charitable activities

This includes all items required to provide schooling for pupils.

(g) Pensions

The School makes pension contributions in respect of eligible teaching staff to the Teachers' Pensions Scheme. The School also makes contributions to the personal pension plans of other employees.

The School contributes to the Career Revalued Earnings Scheme (CARE) offered by TPT Retirement Solutions which has been made available to all non-teaching staff appointed since 1 September 2004 up until 31st March 2016 (when the Scheme closed). From 1st April 2016 the School has offered a Defined Contribution Scheme through TPT Retirement Solutions (the Growth Plan Series 4).

The pension charge represents the amount payable in respect of the pension schemes mentioned above.

(h) Financial Instruments

Basic financial instruments are initially recognised at transaction value and subsequently measured at amortised cost with the exception of investments which are held at fair value. Financial assets held at amortised cost comprise cash at bank and in hand, together with trade and other debtors. A specific provision is made for debts for which recoverability is in doubt. Cash at bank and in hand is defined as all cash held in instant access bank accounts and treasury reserve accounts with a maximum term of 6 months. Financial liabilities held at amortised cost comprise all creditors except social security and other taxes and provisions. Assets and liabilities held in foreign currency are translated to GBP at the balance sheet date at an appropriate year-end exchange rate.

(i) Critical accounting judgements and key sources of estimation uncertainty

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

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

In the view of the Governors, no assumptions concerning the future or estimation uncertainty affecting assets or liabilities at the balance sheet date are likely to result in a material adjustment to their carrying amounts in the next financial year other than the provision for any pension deficit levy. The School has an obligation to pay deficit funding contributions towards the support staff defined benefit pension plan. This provision is dependent on a number of factors including discount rate, life expectancy and asset valuations. The assumptions reflect historical experience and current trends.

WITHINGTON GIRLS' SCHOOL
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2023

(k) Going Concern

The Governors and Senior Leadership Team have reviewed the Financial Forecast and Budget and consider that the School is a Going Concern. The Statement of Cash Flows shows the cash inflow from Operating Activities which enables investment in the fabric of the School. The School is also grateful for the support of the WGS Trust (Charity 505207) which provides financial assistance to the School for means-tested bursaries and capital projects. Governors have critically appraised the School's financial position, and have taken appropriate measures to limit the fee increase for parents in the 2023/2024.

2. DONATIONS

| | 2023 | 2022 |
|--|----------------|------------------|
| | (£) | (£) |
| Donations for Bursaries (WGS Trust) | 735,315 | 712,384 |
| Other Donations for Bursaries | 141,012 | 135,000 |
| PTA Donation | - | 10,000 |
| Ad Lucem Fund | 15,356 | 15,576 |
| Capital Contribution for Catering Equipment | - | 154,897 |
| Capital Grant from WGS Trust for the Dining Room Extension | - | 1,000,000 |
| Other Donations | 6,400 | 0 |
| | 898,083 | 2,027,857 |

3. OTHER INCOME

| | 2023 | 2022 |
|---------------------------|----------------|----------------|
| | (£) | (£) |
| Entrance Examination Fees | 21,658 | 23,449 |
| Miscellaneous Income | 104,732 | 89,714 |
| | 126,390 | 113,163 |

WITHINGTON GIRLS' SCHOOL
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2023

4. COSTS OF RAISING FUNDS

| | 2023 | 2022 |
|-------------------------------|----------------|---------------|
| | (£) | (£) |
| Salaries | 68,631 | 56,015 |
| Pension Costs | 6,358 | 5,952 |
| Social Security Costs | 6,672 | 6,118 |
| Total Staff Costs | 81,661 | 68,085 |
| Other fundraising expenditure | - | 7,974 |
| Administration expenditure | 36,777 | 14,757 |
| Total Costs | 118,438 | 90,816 |

The costs shown above represent 50% of the direct running costs of the Development Office. The other 50% of the costs have been borne by a separate charity, the WGS Trust (charity number 505207). Any income raised by the Development Office is included in the accounts of the WGS Trust.

5. EXPENDITURE ON CHARITABLE ACTIVITIES

| | 2023 | 2022 |
|-----------------------|------------------|------------------|
| | (£) | (£) |
| Teaching Costs | | |
| Teachers' Salaries | 3,584,617 | 3,380,697 |
| Pension Costs | 795,112 | 784,700 |
| Social Security Costs | 384,504 | 377,802 |
| | 4,764,233 | 4,543,198 |

WITHINGTON GIRLS' SCHOOL
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2023

| | 2023 | 2022 |
|--|------------------|------------------|
| | (£) | (£) |
| Support Costs | | |
| Wages and Salaries | 1,754,936 | 1,734,300 |
| Pension Costs | 156,027 | 153,421 |
| Social Security Costs | 145,942 | 133,578 |
| Apprenticeship Levy | 10,340 | 8,972 |
| Supplies Equipment and Tools | 911,731 | 863,429 |
| Miscellaneous Expenses | 474,731 | 339,719 |
| Administration Expenses | 200,615 | 173,699 |
| Operating Lease Payments | 9,161 | 9,161 |
| Professional Fees | 98,388 | 99,764 |
| Interest and Charges for CARE Pension Scheme | 20,953 | 9,431 |
| Insurance | 83,162 | 81,920 |
| Erasmus Expenditure | - | 599 |
| | 3,865,986 | 3,607,993 |

WITHINGTON GIRLS' SCHOOL
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2023

Premises Costs

| | 2023 | 2022 |
|---|------------------|------------------|
| | (£) | (£) |
| Repairs, Maintenance, and Replacement of Buildings | 113,652 | 95,083 |
| Repairs, Maintenance and Replacement of Fixtures and Fittings | 25,089 | 28,157 |
| Minor building Works | 41,945 | 107,117 |
| Depreciation | 635,593 | 657,394 |
| Maintenance of Grounds | 29,144 | 24,151 |
| Utilities | 351,336 | 285,749 |
| Covid 19 Additional costs | - | 7,524 |
| Rates | 35,776 | 16,287 |
| CCTV | 7,516 | 12,819 |
| | 1,240,051 | 1,234,281 |

Governance Costs

| | 2023 | 2022 |
|----------------------------|---------------|---------------|
| | (£) | (£) |
| Audit fee | 16,645 | 14,490 |
| Legal and associated costs | 14,765 | 19,740 |
| Total costs | 31,410 | 34,230 |

TOTAL EXPENDITURE ON CHARITABLE ACTIVITIES

| | 2023 | 2022 |
|--|------------------|------------------|
| | (£) | (£) |
| | 9,901,680 | 9,419,702 |

WITHINGTON GIRLS' SCHOOL
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2023

6. STAFF COSTS

| | 2023 | 2022 |
|------------------------|------------------|------------------|
| | (£) | (£) |
| Payroll Costs | | |
| Teaching Staff | 3,584,617 | 3,380,697 |
| Academic Support Staff | 474,271 | 450,294 |
| Catering Staff | 324,973 | 346,951 |
| Cleaners | 152,566 | 146,001 |
| Premises Staff | 133,587 | 130,745 |
| Administration Staff | 679,878 | 669,282 |
| | 1,765,275 | 1,743,273 |
| | | |
| Development Staff | 68,631 | 56,015 |
| | 5,418,525 | 5,179,985 |
| | | |
| Pension Costs | 957,497 | 944,073 |
| Social Security Costs | 537,118 | 517,498 |
| | 6,913,139 | 6,641,555 |

The average number of full and part time employees during the year was 148 (2022: 151) including temporary appointments to cover members of staff on maternity leave.

The average number of full and part time employees during the year, expressed as full-time equivalents, was 113 (2022: 117).

The average number of full and part time teachers during the year, expressed as full-time equivalents, was 88 (2022: 88).

No termination payments were made during the year (2022: £10,061)

The number of employees with emoluments exceeding £60,000 was as follows:

| | 2023 | 2022 |
|----------------------|-------------|-------------|
| £60,000 to £70,000 | 0 | 2 |
| £70,000 to £80,000 | 5 | 3 |
| £80,000 to £90,000 | 0 | 0 |
| £110,000 to £120,000 | 0 | 1 |
| £120,000 to £130,000 | 1 | 0 |

Contributions were made to the Teachers' Pensions Scheme which is a defined benefit scheme

WITHINGTON GIRLS' SCHOOL
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2023

for five of the above higher paid employees. One employee is a member of the TPT Retirement Solutions Growth Plan.

The cost of the contributions in respect of the above higher paid employees was £104,941 (2022: £106,212).

The remuneration of the Senior Leadership Team, including social security and pension costs, was £659,380 (2022: £655,465).

None of the Trustees received any remuneration during the year (2022: £NIL)

Trustees received travel expenses of £1,076 (2022: £2,138).

Further details about the Teachers' Pension Scheme, the CARE Pension Scheme and the Growth Plan 4 pension scheme are provided in Notes 13, 14, 15 and 16 in these accounts.

7. TANGIBLE FIXED ASSETS

| | Freehold buildings and grounds (£) | Fixtures and Equipment (£) | Total (£) |
|--------------------------|---|----------------------------------|-------------------|
| Cost or valuation | | | |
| As at 1 September 2022 | 19,079,275 | 4,819,931 | 23,899,206 |
| Additions for the year | 69,337 | 18,478 | 87,815 |
| Disposals for the year | - | - | - |
| As at 31 August 2023 | 19,148,612 | 4,838,409 | 23,987,021 |
| Depreciation | | | |
| As at 1 September 2022 | 5,208,194 | 3,936,019 | 9,144,213 |
| Charge for the year | 430,466 | 205,126 | 635,592 |
| As at 31 August 2023 | 5,638,660 | 4,141,145 | 9,779,805 |
| Net Book Value | | | |
| As at 31 August 2023 | 13,509,952 | 697,264 | 14,207,216 |
| As at 31 August 2022 | 13,871,081 | 883,912 | 14,754,993 |

The charity has taken advantage of the transitional provisions available under FRS102 Tangible Fixed Assets not to update the revaluation of its fixed assets. The Governors are confident that the current value of the land and buildings is not less than the value stated above.

On 1st September 2015 a transfer of assets took place as part of the incorporation process as described on Page 3 of this Annual Report. The Transfer Deed provided for all the Charity's unrestricted assets and liabilities to be transferred to the new charitable company (company number 09083954 and registered charity number 1158226). The School's land and buildings, considered by the Charity Commission to be permanent endowment, remain within the Charitable

WITHINGTON GIRLS' SCHOOL
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2023

Trust. The charitable company is the sole corporate trustee of the Charity.

The land is registered at HM Land Registry under the title number MAN246365.

8. DEBTORS

| | 2023 (£) | 2022 (£) |
|---------------------------|---------------------------|---------------------------|
| Fees Owing from Parents | 16,057 | 31,052 |
| Sundry Debtors | 17,170 | 12,163 |
| Amount Due from WGS Trust | 2,450 | 392,640 |
| Prepayments | 108,374 | 88,946 |
| | 144,051 | 524,801 |

9. CREDITORS

| | 2023 (£) | 2022 (£) |
|-------------------------|---------------------------|---------------------------|
| Tuition fees | 638,023 | 654,787 |
| Tax and Social Security | 136,539 | 319,710 |
| Capital Accruals | 60,000 | 104,415 |
| Other Accruals | 467,715 | 358,321 |
| | 1,302,277 | 1,437,233 |

10. PENSION LIABILITY

| | 2023 (£) | 2022 (£) |
|-------------------|---------------------------|---------------------------|
| Pension Liability | 191,104 | 236,273 |

WITHINGTON GIRLS' SCHOOL
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2023

11. ACCUMULATED FUNDS

| | 2023 (£) | 2022 (£) |
|---|-------------------|-------------------|
| Unrestricted Undesignated Funds | | |
| As at 1 September 2022 | 14,968,510 | 13,918,716 |
| Surplus/(Deficit) for the year | (261,055) | 999,736 |
| Less transfer to Designated Fund | - | - |
| Plus transfer from Designated Fund | - | 50,058 |
| | 14,707,455 | 14,968,510 |
| Unrestricted Designated Funds | | |
| As 1 September 2022 | - | 50,058 |
| Plus transfer from General Fund | - | - |
| Less transfer to General Fund | - | (50,058) |
| At 31 August 2023 | - | - |
| Total Funds | | |
| As at 1 September 2022 | 14,968,510 | 13,968,774 |
| Surplus/(Deficit) for the year | (261,055) | 999,736 |
| At 31 st August 2023 | 14,707,455 | 14,968,510 |

The reserves shown above include those which have financed Fixed Assets (as shown in Note 7). Free reserves are £500,239 as at 31 August 2023 (2022: £213,517).

12. RELATED PARTIES

The Governors of Withington Girls' School appoint the Trustees of the WGS Trust, a registered charity. Transactions with the WGS Trust have been identified and disclosed within the accounts and annual report as appropriate.

The operation of the WGS Trust is independent of the School. The objects of the Trust are the advancement of the educational work of Withington Girls' School, the charitable purposes of, or associated with, the School and the advancement of education. A specific aim of the Trust is to maintain and enhance the level of means-tested bursary support to safeguard and diversify the school community.

Two of the Charity's Governors: Dr R Dev-Jairath and Mr Martyn Torevell (as listed on page 1), are parents of current pupils at the School. Fees charged to these Governors during the year to 31st August 2023 were in line with the School's standard terms & conditions. There were no fees outstanding for these parents at 31 August 2023.

WITHINGTON GIRLS' SCHOOL
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2023

Included within Donations shown on page 26, is income from the WGS Trust in respect of bursaries, of £735,315 (2022 £712,384). Each year the School makes a voluntary contribution to the Trust to help finance the cost of means tested bursaries provided by the WGS Trust. The current contribution amounted to £426,691 (2022: £411,739).

There were no other related party transactions.

13. PENSION COSTS

The School's employees belong to two principal pension schemes: the Teachers' Pension Scheme (TPS) or a Scheme provided by TPT Retirement Solutions. Up until 31st March 2016, the Scheme offered through TPT Retirement Solutions was the CARE Pension Scheme (a Defined Benefit Scheme). This was closed to further contributions from that point and staff were able to join the Growth Plan Series 4 (a Defined Contribution Scheme) run by TPT Retirement Solutions from 1st April 2016. The Teachers' Pension Scheme is a Defined Benefit Scheme.

The total pension cost for the year ended 31 August 2023 was £957,497 (2022 £944,073).

14. TEACHERS' PENSION SCHEME

The School participates in the Teachers' Pension Scheme ("the TPS") for its teaching staff. The pension charge for the year includes contributions payable to the TPS of £795,112 (2022: £784,670) and at the year-end £NIL (2022 - £NIL) was accrued in respect of contributions to this scheme.

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

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

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

The valuation confirmed that the employer contribution rate for the TPS would increase from 23.6% to 28.6% from 1 April 2024. Employers are also required to pay a scheme administration levy of 0.08% giving a total employer contribution rate of 28.68%.

15. TPT Retirement Solutions - Career Average Revalued Earnings ("CARE") Pension Scheme

WITHINGTON GIRLS' SCHOOL
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2023

The School participates in the scheme, a multi-employer scheme, which provides benefits to some 37 non-associated employers. The scheme is a defined benefit scheme in the UK.

It is not possible for the School to obtain sufficient information to enable it to account for the scheme as a defined benefit scheme. Therefore, it accounts for the scheme as a defined contribution scheme.

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

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

A full actuarial valuation for the scheme was carried out at 30 September 2016. This actuarial valuation showed assets of £60.45m, liabilities of £85.3m and a deficit of £24.86m.

A full actuarial valuation for the scheme was carried out at 30 September 2019. This valuation showed assets of £79m, liabilities of £93.9m and a deficit of £14.9m. To eliminate this funding shortfall, the Trustee asked the participating employers to pay additional contributions to the scheme as follows:

Deficit contributions for all employers

From 1 April 2021 to 30 September 2027, £1,530,000 per annum, (payable monthly and increasing by 3.0% each year on 1st April).

The recovery plan contributions are allocated to each participating employer in line with their estimated share of the scheme liabilities.

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

WITHINGTON GIRLS' SCHOOL
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2023

PRESENT VALUE OF PROVISION

| | 31 st August 2023 (£000's) | 31 st August 2022 (£000's) | 31 st August 2021 (£000's) |
|----------------------------|--|--|--|
| Present Value of Provision | 191 | 236 | 303 |

RECONCILIATION OF OPENING AND CLOSING PROVISIONS

| | 31 st August 2023 (£000's) | 31 st August 2022 (£000's) |
|---|---|---|
| Provision at the start of period | 236 | 302 |
| Unwinding of the discount factor (interest expense) | 9 | 2 |
| Deficit contribution paid | (49) | (47) |
| Remeasurements – impact of any change in assumption | (5) | (21) |
| Provision at end of period | 191 | 236 |

INCOME AND EXPNDITURE IMPACT

| | 31 st August 2023 (£000's) | 31 st August 2022 (£000's) |
|--|---|--|
| Interest expense | 9 | 2 |
| Remeasurements – impact of any change in assumptions | (5) | (21) |
| Remeasurements – amendments to the contribution schedule | 0 | 0 |
| Contributions paid in respect of future service | 0 | 0 |
| Contributions recognized in income and expenditure account | 0 | 0 |

ASSUMPTIONS

| | 31 st August 2023 % per annum | 31 st August 2022 % per annum | 31 st August 2021 % per annum |
|------------------|---|---|---|
| Rate of discount | 6.03 | 4.45 | 0.9 |

The discount rates shown above are the equivalent single discount rates which, when used to discount the future recovery plan contributions due, would give the same results as using a full AA corporate bond yield curve to discount the same recovery plan contributions.

WITHINGTON GIRLS' SCHOOL
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2023

16. TPT Retirement Solutions – GROWTH PLAN SERIES 4

This pension scheme has been offered to Support Staff from 1st April 2016 following the closure of the CARE Scheme.

Growth Plan Series 4 is a Defined Contribution (“DC”) pension arrangement where the contribution rates are determined by the employer. A number of options are made available to members to invest the contributions paid into the Plan by members and employers. If a member does not make a decision where to invest their contributions, a “default” fund is made available. The default fund for Growth Plan Series 4 is a Target Date Fund that is provided by an external investment manager, AB (formerly known as Alliance Bernstein).

The Employer contribution rate is 10.6% and the Employee is able to make any contribution from 1% upwards subject to the limits in place with HMRC There are 80 members of the Growth Plan Series 4 as at 31 August 2023 (2022: 80 employees).

17. CAPITAL COMMITMENTS

There were no capital commitments at 31st August 2023 (2022: NIL)

18. FINANCIAL INSTRUMENTS

| | 2023 | 2022 |
|--|-------------------------|-------------------------|
| | £ | £ |
| Financial assets measured at amortised cost (a) | 1,993,620 | 1,887,023 |
| Financial liabilities measured at amortised cost (b) | (527,715) | (462,736) |
| Net financial assets measured at amortised cost | <u>1,465,905</u> | <u>1,424,287</u> |

19. OPERATING LEASES

The future minimum lease payments under non-cancellable operating leases are as follows:

| | 2023 | 2022 |
|-----------------------|---------------------|----------------------|
| | £ | £ |
| Plant and Equipment | | |
| Less than 1 year | 9,161 | 9,161 |
| Between 2 and 5 years | 0 | 9,161 |
| Over 5 years | 0 | 0 |
| | <u>9,161</u> | <u>18,322</u> |

WITHINGTON GIRLS' SCHOOL

England & Wales - Charity number 1158226

Accounts

WITHINGTON GIRLS' SCHOOL

Charity Number: 1158226

Company Limited by Guarantee Number: 09083954

ANNUAL REPORT

YEAR ENDED 31 AUGUST 2022

WITHINGTON GIRLS' SCHOOL ANNUAL REPORT OF THE GOVERNORS 2021/22

HIGHLIGHTS OF THE YEAR

FINANCES

The School reported a surplus for the year of £999,736 although this included a capital grant of £1 million from The WGS Trust in respect of the Dining Room Extension project.

The School's total accumulated funds are approaching £15 million. The vast majority of this is made up of the land, buildings and facilities from which the School operates.



CAPITAL PROJECT

The Governors and all connected with the School are delighted with the final results of the Dining Room Extension project. This £2.4 million project which was supported by a £1 million donation from The WGS Trust has provided additional capacity and much improved facilities which are now being enjoyed by the whole school community.



ACADEMIC PERFORMANCE

Following a two year period, with no formal examinations the return to more normal public examinations saw excellent performances by the School's pupils. At GCSE, 55.6% of results were at Grade 9, with 81.0% at Grade 8 or above. A Level results were also extremely good, with 61.7% being graded A*, and 87.2% graded A or above. This was reflected by the School being named as the North West Secondary Independent School of the Year in the Sunday Times Parent Power guide.



BURSARIES

Means tested bursaries were awarded to 98 pupils across the Junior School, Senior School and 6th Form, with a total value of in excess of £700,000, supporting those who would not otherwise have been able to attend the School. The School continues to strive to achieve its aim of increasing overall bursary provision to support 1 in 5 Senior School pupils.



PARTNERSHIP WORK

Partnership work is a major focus of the School's activities with almost 10,000 hours spent by pupils and staff on projects benefiting over 10,000 people in the local and wider community. The School's flagship partnership programme, SHiNE Together, has run for 14 years, delivering Saturday courses for students at state primary schools in and around Manchester. 790 local children have benefited from this programme over the years.

Charity Number: 1158226 • Company Limited by Guarantee Number: 09083954

WITHINGTON GIRLS' SCHOOL
ANNUAL REPORT OF THE GOVERNORS
FOR THE YEAR ENDED 31 AUGUST 2022

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WITHINGTON GIRLS' SCHOOL
ANNUAL REPORT OF THE GOVERNORS
FOR THE YEAR ENDED 31 AUGUST 2022

GOVERNORS, OFFICERS AND ADVISERS

Governors, Charity Trustees, and Directors

The Governors listed below are the charity trustees of Withington Girls' School at the current time.

Mr M J Pike LLB (Chair) *^
Mr C M Poston BSc, FCA (Finance Governor) *^
Dr J P Allred MB, ChB, MRCP, DRCOG, DFFP *
Mr A H Chicken BA, MEd, FRSA
Mr M J Griffin
Miss M El-Gonemy, BA, MA (resigned May 2022)
Mrs D M Hawkins DL JP LLB
Dr R Dev-Jairath MBChB, MRCP, DCH, DRCOG, DPD, FHEA #
Prof D Leigh, BSc PhD CChem FRS FRSE FRSC MAE
Ms M S Michael BA, PGCE
Mr A R Pathak BSc *
Mr H P Sinclair
Mrs S J Stuffins BA, MSc, MRICS

- * Member of the Finance and General Purposes Committee
- # Parent of a pupil currently at Withington Girls' School
- ^ Member of the Remuneration Committee

Mrs S Stuffins (Chartered Quantity Surveyor) regularly attended the monthly building project meetings with the Building Contractor and the Design Team during the year.

There were no other changes within the Governing Body during the year.

Senior Leadership Team

| | |
|-----------------------------------|--------------------------------------|
| Headmistress | Mrs S J Haslam BA |
| Deputy Head | Ms J Baylis MA |
| Director of Studies | Mr I McKenna BA (resigned July 2022) |
| Assistant Head | Dr S Madden PhD |
| Head of the Junior School | Ms B Howard BEd |
| Bursar and Clerk to the Governors | Mrs A Cohen LLB |

WITHINGTON GIRLS' SCHOOL
ANNUAL REPORT OF THE GOVERNORS
FOR THE YEAR ENDED 31 AUGUST 2022

Registered address Wellington Road
Fallowfield
Manchester
M14 6BL

Website www.wgs.org

ADVISERS:

Auditor Crowe U.K. LLP
3rd Floor, The Lexicon
Mount Street
MANCHESTER
M2 5NT

Bankers National Westminster Bank Plc
669 Wilmslow Road
Didsbury
MANCHESTER
M20 6NW

Lloyds Bank
223 Finney Lane
Heald Green
Cheshire
SK8 3PY

Insurance Brokers REICH Insurance Brokers
Medal House
197 Chapel Street
MANCHESTER
M3 5EQ

Solicitors Veale Wasbrough Vizards
Orchard Court
Orchard Lane
BRISTOL
BS1 5WS

WITHINGTON GIRLS' SCHOOL
ANNUAL REPORT OF THE GOVERNORS
FOR THE YEAR ENDED 31 AUGUST 2022

ANNUAL REPORT OF THE GOVERNORS

The Governors present their annual report for the year ended 31 August 2022 under the Charities Act 2011, together with the audited accounts for the year, and confirm that the latter comply with the requirements of the Act, the Trust Deed, and the Charities SORP 2015.

REFERENCE AND ADMINISTRATIVE INFORMATION

The Charity was founded in 1890 as a charitable trust and was registered with the Charity Commission under charity number 526632.

On 1st September 2015 a transfer of assets took place from this Charity to a new charitable company (company number 09083954 and registered charity number 1158226), which was set up by the Governors (as Trustees) to receive the assets of the Charity and the undertaking of Withington Girls' School as part of an "incorporation process" to modernise the legal structure of the Charity.

The Transfer Deed provided for all of the Charity's unrestricted assets and liabilities to be transferred to the new charitable company. The land and buildings, considered by the Charity Commission to be permanent endowment, remain within the charitable trust. The charitable company is the sole corporate trustee of the Charity.

On 9th December 2015, the Charity Commission made a "linking direction" which formally determined that the Charity (number 526632) be "linked" with charity number 1158226. This means that the two charities are registered under a single registration number and that the Governors can produce a single set of accounts for the reporting and linked charity. As a result of the linking direction, the Charity is now registered under number 1158226-1.

The Withington Girls' School Governors and Senior Leadership Team are listed on page 1. Particulars of the Charity's address and professional advisers are given on page 2.

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing Document

The Charity is governed by its Trust Deed dating from 1890 which was amended by a Scheme dated 8th August 1985, a further Scheme dated 29th January 2004 as amended by Resolution dated 16th March 2015 and by Order dated 18th August 2015. The Company is governed by a Memorandum and Articles of Association which were amended by a special resolution dated 22nd June 2015.

Recruitment and Training of Governors

The power of appointing new Governors is vested in the existing board. Governors are generally appointed to fill a vacancy and to provide suitable skills, knowledge and

WITHINGTON GIRLS' SCHOOL
ANNUAL REPORT OF THE GOVERNORS
FOR THE YEAR ENDED 31 AUGUST 2022

experience as the board requires. While consideration has been given to the establishment of a Nominations Committee to recommend appointments to the Governing Body, it has been decided that the current practice of involving the whole Governing Body in the recruitment of Governors is preferable.

The Headmistress and Chair of Governors meet prospective new Governors prior to ratification by the Governing Body.

Following appointment, new Governors are inducted into the workings of the Charity by the Headmistress and Bursar. All Governors are invited to attend external training courses and are invited to join School Committees and attend School events. Organised by the Deputy Head, a programme is in place to enable Governors to visit Academic and Support Departments and attend departmental meetings thus gaining enhanced knowledge and understanding of the life of the School, as well as satisfying themselves that the practice in School is in line with the policies approved at the start of each academic year.

The annual away day for Governors and the Senior Leadership Team provides an opportunity to discuss strategic developments.

Organisational Management

The Governors, as the Trustees of the Charity, are legally responsible for the overall management and control of the School and meet at least three times a year. The work of monitoring the implementation of most of their policies is primarily carried out by the members of the Finance and General Purposes (F&GP) Committee who meet in advance of each Governors' meeting. The F&GP Committee approves the budgets and finalises the audited accounts and annual report for approval by the Governing Body. The F&GP Committee works under the Chairmanship of the Finance Governor of the Governing Body.

The Remuneration Committee determines the salary levels for the Senior Leadership Team.

Nominated members of the Governing Body attend meetings of the Health & Safety Committee, Safeguarding Team (with the Deputy Head and Nurse) and Learning Support Team.

The day to day running of the School is delegated to the Headmistress supported by the Senior Leadership Team (consisting of the Deputy Head, the Director of Studies, the Assistant Head, the Head of the Junior School, and the Bursar). All members of the Senior Leadership Team attend Governing Body meetings. The Headmistress and Bursar attend meetings of the F&GP Committee.

The Headmistress is a qualified Team Inspector for the Independent Schools Inspectorate. The Bursar is a member of the Independent Schools Bursars' Association (ISBA), and the Headmistress is a member of the Girls' Schools Association (GSA). The

WITHINGTON GIRLS' SCHOOL
ANNUAL REPORT OF THE GOVERNORS
FOR THE YEAR ENDED 31 AUGUST 2022

School is a member of the Headmasters and Headmistresses Conference (HMC) and the Association of Governing Bodies of Independent Schools (AGBIS).

Risk Management

The Governing Body is responsible for the management of the risks faced by the School. Detailed considerations of risk are delegated to the Finance & General Purposes Committee, who are assisted by the Senior Leadership Team. 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. Governors extract the top ten risks which are summarised in an Executive Summary from the Risk Register. The Executive Summary is reviewed at each Governors' meeting when the likelihood and impact of each risk is considered using a risk rating. The top ten risks include strategic, financial and reputational risks.

The key controls used by the charity include:

- Formal agendas for all Committee and Board work
- Comprehensive strategic planning, budgeting, and management accounting
- Established organisational structure and lines of reporting
- Formal written policies
- Clear authorisation and approval levels
- Vetting procedures as required by law for the protection of the vulnerable.

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

OBJECTS, AIMS, OBJECTIVES AND ACTIVITIES

Charitable Objects

The objects of the Charity as set out in the Articles of Association as amended on 22 June 2015, shall be to advance education for the public benefit by the provision and maintenance of a girls' school, where boys may be admitted to the Preparatory Department, and by ancillary or incidental educational activities and other associated activities for the benefit of the community.

School Ethos

The School aims to create an environment in which all pupils are supported and encouraged to reach their full potential, academically, socially and personally. True to our founding principles, we are a school where the pleasure of learning is its own reward. The Withington ethos recognises that understanding the value of learning and knowing how to learn sustains and enriches us throughout our lives.

WITHINGTON GIRLS' SCHOOL
ANNUAL REPORT OF THE GOVERNORS
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The golden rule of respect for self, respect for others and personal responsibility underpins our school community where diversity is celebrated, teamwork valued and every pupil is encouraged to play their part, older pupils and alumnae providing inspirational role models.

Combining a wealth of extra-curricular activities with an exceptional academic experience, each girl has the opportunity to develop her talents, skills, interests and character, as well as a strong sense of responsibility which extends beyond the classroom and into the wider world.

Aims and Intended Impact

The specific aims and objectives of the School are:

- To sustain an innovative and inspiring place of learning where our pupils grow into resilient, independent lifelong learners, curious and passionate about their world
- To nurture our pupils' personal development and character, promoting respect and responsibility, enabling our pupils to thrive and to meet challenge confidently, compassionately and collaboratively
- To support a diverse, inclusive and open-minded school community and to work in partnership with local, national and international organisations for the benefit of our pupils

Strategies to achieve the objectives

The School has sustained the quality and expertise of teaching and support staff through careful recruitment and ongoing support and staff development. Safeguarding of pupils is overseen by the team of Designated Safeguarding Leads and their deputies, comprising the Deputy Head Pastoral, the Deputy Head of the Junior School, the School Health Lead, and the School Nurse respectively.

All academic Heads of Department in the senior school report to the Deputy Head Academic. The Heads of Year report to the Deputy Head Pastoral who oversees pastoral arrangements for pupils and staff in senior school. The Assistant Head oversees the Co-Curriculum and co-ordinates the School's programme of events.

The Head of the Junior School is responsible for its day-to-day running supported by a Deputy Head.

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Our ethos

The School is a registered charity and charitable company which seeks to benefit the public through the pursuit of its stated aims. Fees are set at a level to ensure the financial viability of the School and to provide a first class education to our pupils.

The School welcomes pupils from all backgrounds. Entrance examinations, interviews, and references from candidates' current schools enable the School to select pupils who will best benefit from the full range of opportunities on offer.

We are an equal opportunity organisation and are committed to a working environment that is free from any form of discrimination. We will make reasonable adjustments to meet the individual needs of staff or pupils.

The School is committed to safeguarding and promoting the welfare of our pupils and expects all staff and volunteers to share this commitment.

A Focused Compliance and Educational Quality Inspection was carried out by the ISI in February 2022. The Inspectors found that the quality of the pupils' academic and other achievements is "Excellent", as is the Quality of the pupils' Personal Development. The Inspectors found that pupils' "academic achievements are outstanding, as shown by the attainment of all groups of pupils" and that pupils "consistently perform to an exceptionally high level". The School was found not to meet the Regulatory Standards in isolated instances. An action plan was approved by the Department for Education, was fully implemented, and an ISI Progress Monitoring Visit found that the School was once again fully compliant with all Regulatory Standards in September 2022.

Parents are given regular information about their daughters' social and academic progress through parents' evenings, half-termly progress grades, and written reports. Regular contact with parents is maintained throughout the year with a weekly email setting out the activities for the week ahead, Parents' Breakfasts, informal contacts, termly Bulletins and the annual Newsletter. Trained Sixth-form pupils act as Peer Supporters for younger pupils, assisting the School's pastoral team in creating an environment where every child can feel valued and safe.

Access Policy

The School greatly values the denominational, cultural, and social diversity of its community. It is important to the School that access to the education it offers is not restricted to those who can afford to pay fees.

There is an established bursary policy and this, together with various Community Initiatives, contributes to a widening of access to the education offered and the facilities available.

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Means-tested bursaries are available in the Junior School (for entry into Years 5 and 6) and the Senior School (for girls from age 11 to 18). Junior School bursaries were first offered from September 2015.

Bursary policy

The School's bursary awards are available to pupils who meet the entry requirements and are made solely on the basis of parental means or, to relieve hardship where a pupil's education would otherwise be at risk, for example in the case of redundancy. In assessing parental means a number of factors are taken into consideration including: family income; investments; savings; opportunity to generate additional income; and family circumstances (for example, dependent relatives)

The School receives funding for bursaries from the WGS Trust (Charity number 505207) and from several other charitable trusts.

The bursary awards range from 10% to 100% remission of fees. A small fund supplements bursary awards to support academic school trips, individual instrumental lessons, LAMDA lessons, uniform and equipment. Information about fee assistance through bursaries is provided to all parents of girls applying to the senior school and Years 5 & 6 in the Junior School. The existence of means-tested bursaries is publicised through advertisements in the press and promotional materials. Details of the bursary policy and how to apply are also on the School website.

The success of the bursary scheme is illustrated in the review of activities and achievements section of this report.

Other Policies on Assistance

Timely financial planning is often the key for many parents who are hoping to send their daughters to the School and flexible payment arrangements are available to fund educational costs through regular contributions.

Family discounts policy

To underline the value placed on continuity for families, a discount of £100 per term, for the second and any subsequent siblings is offered.

Scholarship policy

The School does not offer scholarships of any type.

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Impact of the Covid-19 Pandemic on the School

The School performed exceptionally well through the Pandemic, supporting pupils academically and pastorally. Invaluable skills were gained and honed through the delivery of online lessons, and these continue to be developed throughout the School.

The educational experiences of pupils were enhanced and extended through remote Assemblies, live sessions with Form Teachers, and a 'Virtual Withington Girls' School' OneNote continued to be used to make access to an extensive range of resources possible for pupils and staff. These resources have continued to be embraced by the School community to provide the best possible experiences for our pupils.

Governors of the School continue to take their responsibilities for health and safety very seriously and ensured that the dynamic Risk Assessment was updated regularly to ensure that there were safe systems and protocols to allow the School to operate throughout the year.

A Covid-19 Risk Assessment Team, chaired by the Bursar, consisting of the Site Services Manager, the School Nurse, the General Manager (Catering), the HR Manager, the Office Manager, together with members of the Senior Leadership Team (the Headmistress, the Deputy Head, the Assistant Head, and the Head of the Junior School) met weekly and convened when any change in Government Guidance was issued throughout the year.

Additional pastoral support was provided for pupils from the start of the pandemic and this has continued throughout the 2021/22 academic year and beyond. The HR Manager continues to provide support to staff, in conjunction with relevant members of the SLT.

COMMUNITY INITIATIVES

The School enjoys strong links with the local community, and staff and pupils participate in local, national, and international initiatives. Comprehensive details of all the School's partnership work can be seen on the Schools Together website: www.schoolstogether.org

A summary of the activities undertaken for the year is shown below:

Partnerships with local Schools

SHiNE Together Educational Programme

Withington Girls' School has organised and delivered a successful, community-focused series of Saturday School courses for the past 14 years. Around 790 local pupils have benefited from the SHiNE Together programme in the 14 years it has run at Withington Girls' School. The WGS SHiNE Together educational programme is aimed at able students in Year 5 and 6 at state primary schools in and around Manchester.

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In 2022, 90 boys and girls in Years 5 and 6 from 15 maintained Manchester Primary schools attended one of six subject courses offered free of charge during the Spring Term. Six-week courses ran in school for Complete Creativity, Computing, Drama and Science. There was also a four-week German course delivered in school and a four-week online course in Creative Writing.

In questionnaires that were answered at the end of the course, 86% of pupils said that they had really enjoyed attending SHiNE Together and 86% of pupils said that coming to SHiNE Together had made them more confident in that subject. An impressive 97% said that they would recommend SHiNE Together to their friends. In the parental questionnaires, also collected at the end of the course, 90% of parents said that their child was more enthusiastic about the subject now and 93% said that their child's confidence had increased, with 97% saying they would recommend SHiNE Together to others.

Classics Programme

The School has worked with the University of Manchester and the Manchester Classical Association to establish a Classics programme in a local primary school with whom the School works closely in partnership. Withington pupils and staff work together to devise the programme of study and provide all the teaching resources. In previous years, two Year 5 classes have taken part in an initial six-week programme, before pupils are given the option to continue on another six-week course.

After a year where we had to provide online lessons, due to Covid restrictions, we were delighted to go back into the school. We were able to timetable this so that it fell within the pupils' lesson time and so all Year 5 pupils took part in a full 10 week programme of lessons, taught by six Sixth Form students. Studying Latin, one of the least common subjects to be taught in state schools, has a positive impact on pupils' understanding of English grammar. For example, the students at Mauldeth Road Primary School learnt how sentences are constructed in Latin and thus improved their understanding of how sentences are formed in English, as well as looking at English words derived from Latin. In the past, the Headteacher of Mauldeth Road reported that Spelling and Grammar in Key Stage 2 assessments notably improved after the Latin course.

This partnership benefited the two classes of Year 5 children (approximately 50) this year and helped our Sixth Form students develop valuable tutoring, IT and leadership skills.

Science Communicators

Science Communicators is a mutually beneficial partnerships programme. The audience, comprising local primary schools, are given the opportunity to observe and experience science activities they would not ordinarily have access to, in terms of subject expertise and specialist resources.

Our students also benefit enormously from the process. They develop and demonstrate key valuable skills: organisation, collaboration, and communication. In order to commend

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this, a Gold Crest Award from the British Science Association is awarded to all successful participants (100%).

Feedback from these events (primary staff and students) is indicative of the positive impact they have. Students are engaged, curiosity sparked and staff are able to draw upon the learning in future curriculum links.

Physics Partnership

This year, six Lower Sixth Physicists, coordinated after school sessions for pupils at a local primary school on topics of light, energy, and electricity. Our pupils created several experiments for each lesson, and all the equipment needed for the experiments was provided by Withington Girls' School.

Chemistry Communicators

Chemistry Communicators was a national scheme supported by the Royal Society of Chemistry with the intention to encourage Chemistry enthusiasts to develop their science communication skills, by working in teams to present a Chemistry based workshop or show to an audience of younger children. We have been running this scheme successfully in school since 2017, with all students involved gaining Gold Crest Awards whilst using their skills and enthusiasm to challenge and entertain students from local primary schools as well as our own Withington pupils.

Manchester Sings

Around 250 children from across Greater Manchester united for a celebration of music to recognise the importance of community through a partnership festival of song and poetry at Manchester Cathedral on Wednesday 24th November 2021. Manchester Sings was initiated in 2019 by the Director of Music at Withington Girls' School.

With a general theme of community, a medley of six songs was interwoven with words written by pupils who shared their own reflections on support, friendship, togetherness, and unity. Poetry and creative writing were produced and performed by Withington Junior and Senior pupils, and pupils from New Islington Free School and St Luke's CofE Primary School (Bury) with messages recognising the work of the NHS and keyworkers, and the importance of coming together during recent times.

The event was in aid of the Booth Centre, a day centre for homeless people, while families supported by Wood Street Mission benefited from over 150 Christmas gift donations.

The Inaugural Future Focus Conference

The aim of equipping young women with 'soft skills' in order to succeed and flourish in their future lives and careers brought Manchester Academy and Withington Girls' School

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together to establish Future Focus – a series of conferences to inspire young women with confidence, develop self-esteem, and improve mental health.

The first in this new series was held on 20th May 2022 in the Grand Hall of The Whitworth Art Gallery. The conference was attended by Year 10 pupils from Manchester Academy and Year 9 Withington pupils who heard from a range of speakers in different career fields and considered issues of inclusion and diversity. Two of the conference speakers were Withington alumnae.

Environmental Youth Group Meeting

We were pleased to host the first Withington and Old Moat Environmental Youth Group on Thursday 18th November. We welcomed seven local primary schools as well as members of Manchester City Council, including the Climate Change Officer and Head of Neighbourhoods. Withington was well represented with members of both our Junior and Senior Eco Groups in attendance.

Discussions included; what schools had done to reduce their carbon footprint; and suggestions on how we might influence others living or working in Withington and Old Moat to reduce their carbon footprint. The schools were asked to sign a pledge to become part of the Withington and Old Moat Environmental Youth Group. The group will meet a few times a year and work on projects together to improve lives for local residents. All pupils were very enthusiastic and collaboratively came up with some excellent ideas and we look forward to working with the other local schools in this exciting partnership.

Community based initiatives

Muslim Arts and Culture Festival

Withington pupils in Years 11 and 12 participated in the Muslim Arts and Culture Festival in celebration of Muslim heritage, culture, and language in February 2022. The festival launched on 5th February and offered a hybrid of virtual and in-person events to celebrate art, literature, music, history, culture, cuisine, children, youth and women and the heritage of Muslim communities.

Duke of Edinburgh Awards

From Year 9, the majority of our students embark on the Duke of Edinburgh Awards. Participants volunteer in their communities, make a positive contribution to society and demonstrate social responsibility.

The impact of the Covid-19 pandemic resulted in some disruption to the planned expeditions. However, the easing of restrictions meant that the team were able to plan a series of expeditions in the Summer Term, ensuring that all pupils in Years 9 to 12 were

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able to complete their awards before the summer break. Catch up expeditions are running for these girls who were isolating and unable to take part.

Withington Foodbank

With great support from parents, pupils from both the Junior and Senior School organised a midsummer collection for the local Fallowfield and Withington Food Bank. By replenishing their stocks, it was hoped that they would be able to alleviate the significant issue of holiday hunger for those in need in the local area.

The Junior School's harvest collection was donated to the Fallowfield and Withington Food Bank again this year. With this being such a local charity, Year 5 delivered the goods on behalf of the Junior School.

The Food Bank is supported by The Trussell Trust, who aim to help combat poverty and hunger across the UK. They provide three days' nutritionally balanced emergency food and support to local people who are referred to them in crisis.

Summer Activities for the local community

The School was able to run summer activities for children in the local community for the first two weeks of the holidays. Multi-Sports, Dance, and Art courses were delivered. Attendance at courses was high and the School received fantastic feedback from both parents and children.

Multi-Sports was delivered by our qualified Tennis Coach, Lacrosse Coach, and a WGS PE Netball teacher. This was attended by over 100 children who also took part in exciting activities such as badminton, rounders, and mini tournaments.

The Dance course was well attended and participants learnt ballroom and latin routines, culminating in a "Strictly Come Dancing" style show, where parents could enjoy their child's progress. The Art course was oversubscribed and attendees took a journey "Around the World" creating different pieces using different techniques in our impressive facilities.

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Other

Withington staff have attended various Cluster Meetings, on a range of academic and pastoral subjects within GSA, HMC, and other professional networks.

The School is a long-standing member of ISTip (the Independent Schools' Teacher Induction Panel) and hosts a day's training each term for this group. In the region of 30 Newly Qualified Teachers (NQTs) attend the workshops which are delivered by teachers from the School.

The School also supports the programme for PGCE students in conjunction with the University of Manchester.

Use of facilities

There has been significant disruption to the School's ability to open up its facilities to the local community since March 2020 due to the pandemic and resulting lockdown. This disruption continued throughout the year.

Free use

The School makes its facilities available to the following groups free-of-charge as part of its role in supporting the community.

- The Manchester Association of Cambridge University Women
- The Association of Language Learners
- SAT College Board for US university entrance examinations

The School is a centre for the Associated Board of the Royal Schools of Music (ABRSM) examinations which are held twice a year in School.

Other use

We hire our outdoor facilities to a local children's lacrosse team of which some of our pupils are members as well as hosting an England Lacrosse training weekend.

We hire our Arts Centre theatre facilities to the Manchester Muslim Preparatory School for their annual awards event and accommodate a local youth theatre company for rehearsals and performances.

We have regularly held training events for the Independent School Teacher Induction Panel (ISTip).

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Citizenship Day

Citizenship Day is one of the highlights of the calendar at the School and it provides an opportunity for the whole School to come together to contribute to the wider community and focus on what it means to be a good citizen.

This year's activities took place both in the local community and in school with all pupils, from Transition to Sixth Form, having a role to play. We also welcomed local senior citizens into school to enjoy the Big Jubilee Lunch and Concert, their first-time visiting Withington since December 2019. Through art, music, conversation and collaboration, Withington celebrated 'More in Common'.

Community projects included the 'Clean and Green' initiative in Withington village, mural painting at St James' Primary School in Rusholme, a tidy-up of the outdoor area at the Old Moat Children's Centre, and another team wrapped books and read to nursery and reception children at Old Moat Primary School. Year 12 pupils also volunteered at the Fallowfield and Withington Foodbank after donations were made by families and staff during the build-up to Citizenship Day.

Synonymous with Citizenship Day is the musical concert for senior citizens which, this year, took the form of the Big Jubilee Lunch and Concert. Over 100 guests joined us in our spacious (and beautifully decorated) new dining room, with a delicious afternoon tea created by GCSE Food and Nutrition pupils, table decorations by the Design Technology Department, and entertainment provided by our Senior School musicians and Junior School pupils who sang, danced, and paraded their Jubilee hats. Our guests were well looked after by Year 10 pupils, who provided a steady stream of tea and coffee, and held a raffle and pre-loved stall supported once again by generous donations.

Annual Visit

The Religious Studies Department organises for all Year 10 girls to visit the Beth Shalom Holocaust Centre each year.

Voluntary Service and Work Experience

The Sixth Form voluntary service scheme provides opportunities for senior girls to assist at local nurseries, primary schools, homes for the elderly, schools for severely disabled children, local hospitals, charity shops, and hospices.

There are strong links with Barnardo's, Wood Street Mission, Booth Street, and other local charities. The school also fundraises for a number of charities in Africa, including a school and also a hospital for children with AIDS in Kenya.

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WithGambia

The cultural and educational exchange programme with The Gambia has been running since 2003. There are huge benefits for those pupils taking part in the year-long fundraising initiative culminating in a week-long stay with a Partnership school in The Gambia. Our pupils interact with the local community and spend time on renovation work at the school, as well as teaching the primary-aged children. This is a wonderful learning experience for all involved as everyone involved learns from each other. WGS works with local community groups in the country, as well as a local health centre and the benefits of the support we can provide are social, economic cultural and environmental.

There are over 100 students at the school aged between three and six years old and we have worked with the same school throughout the project. The wider community in the locality have benefited from the installation of a bore hole for water as well as electricity and a youth empowerment programme based around farm projects mostly sponsored by the fundraising of past generations of WGS Gambian teams.

A team of Sixth Form pupils have looked forward to their annual visit to The Gambia for many years. Unfortunately, the trip has not taken place for the last three years due to Covid travel restrictions. This has not prevented pupils from continuing to fundraise for our work in the country and, over the past two years, pupils have held a teddy and chocolate tombola as well as ice lolly sales to raise funds to be sent to the Mama Temba Nursery. This year, pupils organised for staff to participate in a Family Fortunes Fundraising event, ran a plant sale, cake sale, and dog show, and competed in a sponsored Colour Run.

Charity Fundraising

All pupils engage in charity fundraising throughout the year for local, national, and international charitable organisations.

Each form in the Senior School runs a charity event at various times throughout the year, and the money raised goes to their chosen charity. Money was raised for a variety of causes, including local charities very close to Withington.

In Feel Fab Feb week we raised over £500 for Place2be supporting children's mental health in schools and the sixth form enjoyed a victory in a charity rounders match, raising £339 for Soccer Aid.

The Junior school raised money throughout the year, supporting Comic Relief, the Poppy appeal, Children in Need and Save the Children. Recently they also donated to Ukraine through donations of various equipment and clothing. Their total raised was just over £2,000.

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The Gambia team raised approximately £2,000 from a Tombola and a Family fortune quiz which tested the knowledge of the teachers. All of this money will be going towards supporting the Mama Temba nursery school in Gambia.

In total, for the academic year 2021/22, pupils and staff raised £20,199.

Volunteers

All former pupils and staff are automatically members of '*Withington Onwards*' (formerly known as '*The Senior Club*') which is a voluntary organisation. The Withington Onwards Committee, assisted by the Development Office, organises regular year-group reunions, produces the annual newsletter for alumnae, and runs the relevant section of the website.

Parent Teachers' Association (PTA)

Current parents play a vital role on the Parent Teachers Association Committee which raises funds for School equipment and organises social events for all parents.

The PTA is very grateful for the hard work of committee members particularly those involved in the sale of sustainable uniform. Demand for second-hand uniform has increased significantly. The 300 club continues to be popular with parents and registration with The Giving Machine enables parents to supplement PTA income whenever they shop online.

Parents also offer invaluable support in the extracurricular programme including assistance with work placements, mock interviews for university candidates, and careers advice. Junior and Senior School parents have provided talks to pupils about their careers.

The School is very grateful to the PTA for the donation towards the new Outdoor Classroom which benefits all pupils and increases the capacity and opportunity for outdoor learning.

Governors and staff very much appreciate the continuing and valuable work undertaken by the above group.

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REVIEW OF ACHIEVEMENTS AND PERFORMANCE FOR THE YEAR

Pupil numbers and fees

This year the School averaged 718 (2021: 727) pupils. There were 157 girls in the Junior School and 561 girls in the Senior School. The School is over-subscribed for entry at age 11.

The fees for the academic year 2021/22 were set by the Governors at:

Junior School

£9,999

Senior School

£13,326

Academic

The public examination results days in the Summer were truly joyous occasions, with our pupils celebrating their superb achievements, after two years of Covid-related challenges. This was the first set of full public examinations sat since the start of Covid, and we were delighted with the results the pupils achieved. At GCSE, 55.6% of results were at Grade 9, with 81.0% at Grade 8 or above. Our A Level results were also extremely good, with 61.7% being graded A*, and 87.2% graded A or above.

We were very happy indeed to be able to welcome pupils, and their parents, to the School on GCSE Results Day, for Year 11 and on A Level Results day for our Year 13 pupils. These two days provided opportunities for the pupils to be congratulated on their hard work and commitment over the last two years. Pupils very much appreciated being at School for these special days and to celebrate their achievements with friends and family.

The School was delighted that our Year 13 pupils would be going on to study at some of this country's finest universities, pursuing a wide range of subjects, from Engineering, Fine Art, Law, Computer Science, and Dentistry, to English Literature, Geography, Sport Rehabilitation, and Medicine. 86% of our Upper Sixth girls gained entry into their Firm Choice university, including all 13 of our Oxford and Cambridge applicants, and all of our Medicine applications.

Diversity and Inclusion

Alongside our fellow GSA and HMC schools, we are proud to be further developing our inclusion and diversity strategy which will allow us to reflect in depth on the inclusive

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culture of our school and to ensure that everyone benefits from the strength and success that a positive, active approach to inclusion brings.

Governors commissioned an independent survey, carried out by RSAcademics and All-in Education in April 2021, to help the School understand the current picture of equality, diversity and inclusion (EDI) among pupils and staff. These insights were analysed and Withington has committed to an embedded, strategic approach which will enable us to continue to reflect on the inclusive culture of our school. This continues to be an ongoing focus and our EDI Leadership Group continues to develop and implement our EDI Action Plan.

Facilities and equipment

Two-storey Dining Room Extension

Governors held an Extraordinary meeting in February 2021 to consider whether the two-storey extension to the Dining Room could go ahead. Having been put on hold during the 19/20 academic year, as a result of uncertainties in relation to the pandemic, the two-storey extension to the Dining Room went ahead in April 2021 and the extension was completed in February 2022. It is a fantastic addition to the premises.

The extension provides a much larger dining facility for pupils and staff on the ground floor. The new servery area has been substantially enlarged which significantly changes the way in which pupils select their lunch options and reduces the time spent in a queue. The upper floor incorporates a Multi-Function Suite which has stunning views over the School's sports facilities and, adjacent to the library, will be a new bespoke area for Learning Support.

The School is very grateful for the financial support for this project from the WGS Trust (Charity 505207) which has paid a capital grant of £1m during the year. Our external catering contractor, Holroyd Howe Limited, is providing a capital contribution towards key elements of kitchen equipment in accordance with the School's catering contract.

Other Works

The programme of replacing light fittings to LED models continued during the year; almost all light fittings across the entire School have now been replaced. An extensive schedule of external and internal decorating took place during the summer holidays.

The music and drama department have been reconfigured and kitted out with state-of-the-art equipment to ensure that all pupils have access to these creative aspects of the curriculum in the best possible facilities.

The PTA generously donated funding towards the Outdoor Classroom, which has meant that pupils from all year groups have accessed outdoor learning that they wouldn't have previously benefited from.

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Information Technology

The Management Information System (SchoolBase) was regularly updated during the year. Use of the Parent portal continues to increase. It is regularly used to send out important documents and efficiently collect parent consents. Use of the parent portal and app has increased in the Junior School. After school clubs are now booked online and we have also made full timetables available.

Pupils log onto the SchoolBase more frequently, they can check their timetable, exam entries & results, and they also fill in pupil review forms throughout the year. Analysis of the answers to these pupil review forms started in Autumn 2022, using Microsoft's Power BI, this will become a regular task carried out by the IT department to give useful data to the pastoral team.

Use of devices in teaching and pastoral care continues to improve further, with Microsoft Teams being created for each teaching group on the timetable again this year. Microsoft Teams has become a hub for all departments now and brings together OneNote class notebooks, SharePoint file libraries, and a variety of communication methods. The assignments module in Teams moves our homework diaries into the digital world and is used throughout both the Senior and Junior Schools. Pupils have a centralised list of allocated homework from across their timetable with the ability to hand in the work electronically where appropriate. Staff will gain access to at-a-glance data showing which pupils have viewed, handed in, or are yet to return work. Pupils also have access to a set of 'Planner pages' through a shared OneNote. These are copied into their personal notebooks at the start of the academic year, giving them easy access to essential information.

The staff devices scheme is entering its 4th year, with the initial batch of laptops still performing well and meeting the needs of staff.

The School's internet connection continues to be sufficient for our needs. The contract was renewed for a further 4 years in August 2020 along with the inclusion of a new off-site backup service. However, the backup internet connection is now inadequate, it will be replaced this academic year with a 5G device. The school has excellent coverage in the area and these are currently very cost effective.

Cyber security continues to be one of the top 10 risks included within the Risk Register. The School has a managed Fortinet firewall, which was renewed along with the internet contract, and continues to engage the services of external specialist contractors who conduct ethical hacking, breach detection, and advanced spam/phishing filtering services. Two-factor authentication is now standard across all staff and senior school pupil accounts when accessing school services. We receive alerts when agents repeatedly attempt to log into accounts without their codes. The reports then allow us to block access from the IP addresses of regular attackers. We then follow up with the staff or pupils who are targeted and discuss their personal cyber security.

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Backup operations were bolstered last year, after reports of increased ransomware attacks in our sector. We have consolidated our backups following a year of work with Barracuda (a backup service) in which we assessed their ability to back up Teams. As a result of this work, we have cancelled our contract with AFI backup and we are now confident that our data is protected.

A new SAN was installed in February. It works as the storage for all our on-site servers but is no longer the primary file storage area for pupils and staff. The SAN comprises entirely SSDs (Solid State Disks) and we opted for speed rather than disk size. On-premise storage requirements have plateaued over the last few years as we migrated to OneDrive. Our previous SAN has been moved to the second server room to act as our DR (disaster recovery) array. It operated very well as the primary array for 8 years.

Two brand new music suites were set up over summer. IT installed 28 laptops, each with a secondary monitor and each connected to a music keyboard via MIDI link.

The School installed four more dual EV charging points over summer, bringing the total number of charging sockets up to 10.

A new all-digital phone system has been installed following a year-long tendering process, retiring the School's old ISDN and fax lines well ahead of the BT 2025 analogue shut down. The new system provides more enhanced features for departmental telephony (ring groups, call queues, & Outlook voicemail) a custom IVR system for reception and extensive remote connection facilities for staff. The IT department now has the ability to configure the School phone system to meet the needs of the staff. We could even function entirely remotely should a lockdown ever occur in the future.

Signing in for staff, pupils and visitors continues to be improved. A new visitor management system (InVentry) was purchased and installed during the year. The IT team successfully integrated the SchoolBase pupil registers into the database, allowing electronic registers to be checked during fire evacuation. Access control and intercom systems continue to be standardised and integrated into the related school systems.

As part of the dining room extension, a state-of-the-art conference suite was installed. It uses two intelligent PTZ (point, tilt & zoom) cameras and an array of ceiling mounted microphones and speakers which allows the room to be used for a wide variety of meeting sizes.

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Environmental Initiatives: cutting the 'carbon footprint'

The School community continues to promote sustainability and the programme for the replacement of light fittings to LED energy-efficient models has continued in the year.

The School uses a waste removal company which recycles rubbish.

The IT Department ensures that print cartridges and computers are recycled in accordance with WEEE (Waste Electrical and Electronic Equipment Directive) regulations. The school continues to use a compactor and baler in order to reduce the volume of waste packaging taken away and baled cardboard is now being collected by Fresh Start Recycling Company.

The removal of desktop computers continued, further advancing towards the long-term goal of transitioning staff to laptops and to reduce further the fleet of desktop computers, which reduces the overall energy consumption significantly.

The School's Contract Catering Company, Holroyd Howe Limited, has a dedicated Sustainability & Environment Manager who provides support and guidance to the School. The company is passionate about sustainable eating and has produced an initiative called Future Proof Food. It provides a balanced rounded approach, looking at increasing sustainable protein consumption, reducing waste, and offering more local and seasonal produce. There is a current focus on plastics and the focus is on the '3' R's 'reduce, reuse and recycle'. Where plastic is the only option, the aim is to use products that are made with a high percentage of recycled plastic.

Eco Society is a fully inclusive group, comprising girls from Year 7 to Upper Sixth, who meet regularly and organise events under the encouraging guidance of the Head of DT and one of the Biology teachers. Junior Outdoor Club is overseen by the Head of Classics.

New trees have been planted around the school, donated to us by Newham College, Cambridge, the Duke of Edinburgh Awards, and Holroyd Howe. The Juniors have sown wildflower seeds in the planters around the outdoor classroom which were donated by the Tower of London Superbloom Project. We've had meetings with other schools in the area to discuss our plans as a community to help raise awareness and support of environmental issues in a new campaign organised by our local councillors in the Old Moat and Withington Wards.

The School has now been recognised continuously since 2010 as a Green Flag School. The Award recognises the efforts of the School's 'Eco' groups in creating and communicating a school 'eco-code' in which all pupils and staff cooperate and undertake to play their part.

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Details of bursary awards – policy into practice

In addition to financial support received from other Educational Trusts, the School receives financial support from the WGS Trust (Charity Number 505207) for means-tested bursaries (details of the WGS Trust are provided in Note 12 on page 42 of these accounts).

The value of bursaries from the WGS Trust for 2022 was £712,384 (2021: £734,973).

The value of bursaries from other awarding bodies for 2022 was £135,000 (2021: £128,000). The total value of bursaries for 2022 was therefore £842,384 (2021: £862,973) representing 9% of fee income in 2021/22 (2020: 9.8%).

There were 98 pupils in receipt of bursaries for the year to 31st August 2021; 3 from the Junior School and 95 in the Senior School. This equates to 17% of pupils in Senior School and over 2% of pupils in Years 5/6 of the Junior School receiving support. Eighteen pupils in the Senior School benefited from full remission of fees and thirty-two pupils in the Senior School obtained a bursary worth 80% or more of fees. In the Senior School, therefore, 17% of the bursaries were worth 100% of the fees and 33% of the bursaries were worth 80% or more of the fees. The reduction in bursaries from the 2020/21 academic year was because the School increased support to families who had dramatic changes in circumstances during the pandemic, who then required less support 2021/22, as their personal circumstances improved.

Bursaries were awarded in Years 5 and 6 for the first time in 2015/16. The Junior School bursaries were made possible by the legacy from Miss Connell, a former teacher at the School. The introduction of these bursaries provided additional places for pupils in Years 5 and 6 from September 2015 and coincided with the opening of the new Junior School building.

Fundraising Performance

The focus for our fundraising activities is to increase funding for means-tested bursaries. Our Bursary Fund is integral to our school, consolidating our vision and ethos to create a warm community, centred on equality and opportunity, irrespective of a pupil's race, religion, social background, and financial position, ensuring that Withington retains its position as a true centre for excellence open to all. Following a strategic review of our Bursary provision, our immediate aim is to increase our overall bursary provision to support 1 in 5 Senior School pupils (currently 1 in 6). Donations received by the WGS Trust for the bursary fund amount to £175,216 (2021: £173,727).

A new bursary publication detailing our 'case for support' has been produced with input from donors, governors and bursary recipients. We have also launched a new programme called 'Parents Funding Futures'. In response to requests from some

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parents, this programme makes it easier for parents to support the Bursary Fund by donating at the same time that monthly or termly fee payments are made.

As part of our strategy to diversify how we are asking for support, we ran our first ever Giving Day in March 2022. A Giving Day is a 36-hour, multichannel fundraising campaign which aims to engage our whole community and was underpinned by a bespoke online platform. The Giving Day raised over £70,000 for our Bursary Fund and has helped raise awareness of Bursary Fundraising – even among those who did not donate. One of our aims was to attract new donors and it is pleasing to note that 58% of donors to the Giving Day had not given before.

We were delighted to welcome members of the Emily Simon Society back to school for their first annual lunch since the pandemic. The Emily Simon Society recognises those who have chosen to remember Withington with a gift in their will and members enjoyed hearing from student leaders of Withington's Model United Nations Society (WiMUN).

Applications to the 'Ad Lucem Fund' were invited from staff members to bid for funding to support projects which, whilst enhancing and enriching the girls' learning, would normally fall outside the reach of the annual school budget. This year the Fund supported:

- 6 graphic tablets for design technology
- a digital art station for the art department
- 4 virtual reality headsets - a central resource which will have applications across the curriculum
- Flower planters for the new outdoor learning space
- a career focused leadership programme for Year 12 students
- Languages for Life week which provided students with a variety of language-related enrichment activities to explore the possibilities that language learning offers in school and beyond
- an Archive project to digitise the school's original handwritten admissions registers which can now be viewed on the Archive section of our website.

In order to review the way that we engage with our alumnae and former staff, we conducted a piece of research to try and find out how they want us to engage with them going forward in terms of our events and our communications. As a result of this, from 2023, we will be holding a reunion in September catering for year groups celebrating a significant anniversary since leaving WGS (10, 20, 30 years, etc.) and holding online reunions for other groups. We will also extend the circulation of our quarterly E-news and will be employing increased segmentation in our email communications to ensure we are as relevant as possible to different age groups of alumnae. Withington Onwards, our annual alumnae publication, was perceived to be an important and valued form of communication by respondents and so we intend to widen its circulation to include as many alumnae as possible.

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Withington has played a prominent role in professional development for school fundraising over the last year. Headmistress, Sarah Haslam and Director of Development, Lesley Dowdall, spoke at the annual HMC, IDPE and AGBIS Schools Bursary Conference in March 2022, giving an account of the Bursary programme at Withington. The Director of Development was also Co-Chair of the IDPE (Institute for Development Professionals in Education) Annual Conference held in June 2022, leading on the curation of content and speakers and contributing to sector-wide discussion, debate and dissemination of best practice.

The running costs for the Development Office have been borne equally by the WGS Trust and the School. In the year ended 31st August 2022, the direct costs for each were £81,641 (2021: £88,356).

The School's approach to fundraising

The School employs an in-house Development Team to carry out fundraising on its behalf. The Director of Development reports directly to the Headmistress. A professional fundraising consultancy is engaged to assist with a biennial telephone campaign which also assisted with the Giving Day in 2022.

The WGS Trust (Charity 505207) registered as a member of the Fundraising Regulator in October 2017. Registration is optional for charities which spend less than £100,000 on fundraising each year and, as a result, there was no requirement for the WGS Trust to register. The Trust's voluntary registration is evidence of its desire to follow best practice. The Trust also follows the Institute of Fundraising's code of practice and we have published our own Fundraising Code of Practice.

The Development Team can confirm that all activities comply with the requirements of the Fundraising Regulator, that of the Institute of Fundraising's Code of Practice and our own Code of Practice. Careful monitoring of the activities of the Development Office is carried out by Governors of the School and Trustees of the WGS Trust. The Director of Development submits reports on fundraising activities to Governors and Trustees.

There have been no complaints about fundraising activities in the year to 31 August 2022 (2021: NIL).

FINANCIAL REVIEW AND RESULTS FOR THE YEAR

As an educational charity pupils' parents have the assurance that all income of the School is applied for educational purposes.

The results for the year show net incoming resources of £978,328 (this includes a £1m capital contribution from the WGS Trust) (2021: £191,172). Expenditure on fixed assets

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for the year was £1,802,201 which comprised £1,661,138 for Buildings additions, plus £141,063 for fixtures, fittings and equipment.

Governors have critically appraised the School's financial position, as a result of the Covid-19 Pandemic and the ongoing economic uncertainty, and have taken appropriate measures to limit the fee increase for parents in the 2022/23 year.

RESERVES

In formulating their reserves policy, the Governors are committed to ensuring that the School has a sufficient level of reserves to enable it to meet its objectives, which have been described earlier in this report. The level of reserves is regularly scrutinised with these objectives in mind. The Governors' aim is that the School should have sufficient free reserves to support the value of one term's payroll costs for teachers, which equates to around £1.3m.

The School has retained reserves of £14,968,510 at 31st August 2022, which are considered to be appropriate for the objects of the School to be maintained. The actual free reserves, as at 31st August 2022, are £213,517 (2021: £358,588), calculated as the value of Net Assets less Fixed Assets. There has been a reduction in free reserves following the Governors' decision to complete the major building project, the two-storey extension to the Dining Room. Governors and the Senior Leadership Team consider that the School is a Going Concern and is able to meet its obligations as they fall due.

The School's policy is to build up free reserves to the desirable level by annual operating surpluses.

FUTURE PLANS

The Board approved the School Development Plan in June 2022. A review of these strategic priorities will take place in June 2023.

The current strategic priorities are as follows:

- To sustain an innovative and inspiring place of learning where our pupils grow into resilient, independent lifelong learners, curious and passionate about their world
- To nurture our pupils' personal development and character, promoting respect and responsibility, enabling our pupils to thrive and to meet challenge confidently, compassionately and collaboratively

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- To support a diverse, inclusive and open-minded school community and to work in partnership with local, national and international organisations for the benefit of our pupils

Approved by the Governing Body of Withington Girls' School on 4th May 2023
and signed on its behalf by:



Mr Malcolm Pike
Chair of Governors

WITHINGTON GIRLS' SCHOOL
ANNUAL REPORT OF THE GOVERNORS
FOR THE YEAR ENDED 31 AUGUST 2022

STATEMENT OF GOVERNORS' RESPONSIBILITIES

The Governors (who are also directors of Withington Girls' School for the purposes of company law) are responsible for preparing the Governors' Annual report, which includes the strategic report and the financial statements in accordance with applicable law and regulations.

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

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

- select suitable accounting policies and then apply them consistently.
- make judgements and accounting 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;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in business.

The Governors are responsible for keeping adequate accounting records that are sufficient to show and explain the charity's transactions and 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.

Financial statements are published on the charity's website in accordance with legislation in the United Kingdom governing the preparation and dissemination of financial statements, which may vary from legislation in other jurisdictions. The maintenance and integrity of the charity's website is the responsibility of the Governors. The Governors' responsibility also extends to the ongoing integrity of the financial statements contained therein.

Statement as to disclosure of information to auditors

In so far as the Governors are aware at the time of approving our Governors' annual report:

- there is no relevant information, being information needed by the auditor in connection with preparing their report, of which the group's auditor is unaware, and
- the Governors, having made enquiries of fellow directors and the group's auditor that they ought to have individually taken, have each taken all steps that he/she is obliged to take as a director in order to make themselves aware of any relevant audit information and to establish that the auditor is aware of that information.

On behalf of the Board of Governors

Chair of Governors



Date: 4th May 2023

INDEPENDENT AUDITOR'S REPORT TO THE GOVERNORS OF WITHINGTON GIRLS' SCHOOL

Opinion

We have audited the financial statements of Withington Girls' School ('the charitable company') for the year ended 31 August 2022 which comprise the Statement of Financial Activities, the Balance Sheet, the Cash Flow Statement 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 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 Governors' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

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

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

Other information

The Governors are responsible for the other information contained within the annual report. 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.

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 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.

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 Governors' report, which includes the directors' report prepared for

INDEPENDENT AUDITOR'S REPORT TO THE GOVERNORS OF WITHINGTON GIRLS' SCHOOL

- 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 Governors' report have been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

In light of the knowledge and understanding of the charitable company and their environment obtained in the course of the audit, we have not identified material misstatements in the directors' report included within the Governors' 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 and proper accounting records have not been kept; 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; or
- the Governors were not entitled to prepare the financial statements in accordance with the small companies regime and take advantage of the small companies' exemptions in preparing the Governors' report and from the requirement to prepare a strategic report.

Responsibilities of Governors

As explained more fully in the Governors' responsibilities statement set out on page 34, the Governors (who are also the directors of the charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the Governors determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the Governors are responsible for assessing the charitable company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the 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.

Details of the extent to which the audit was considered capable of detecting irregularities, including fraud and non-compliance with laws and regulations are set out below.

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

Extent to which the audit was considered capable of detecting irregularities, including fraud

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We identified and assessed the risks of material misstatement of the financial statements from irregularities, whether due to fraud or error, and discussed these between our audit team members. We then designed and performed audit procedures responsive to those risks, including obtaining audit evidence sufficient and appropriate to provide a basis for our opinion.

We obtained an understanding of the legal and regulatory frameworks within which the charitable company operates, focusing on those laws and regulations that have a direct effect on the determination of material amounts and disclosures in the financial statements. The laws and

INDEPENDENT AUDITOR'S REPORT TO THE GOVERNORS OF WITHINGTON GIRLS' SCHOOL

regulations we considered in this context were the Companies Act 2006, taxation legislation together with the Charities SORP (FRS 102). We assessed the required compliance with these laws and regulations as part of our audit procedures on the related financial statement items.

In addition, we considered provisions of other laws and regulations that do not have a direct effect on the financial statements but compliance with which might be fundamental to the charitable company's ability to operate or to avoid a material penalty. We also considered the opportunities and incentives that may exist within the charitable company for fraud. The laws and regulations we considered in this context for the UK operations were The Education (Independent School Standards) Regulations 2014, Employment legislation and Health and Safety legislation.

Auditing standards limit the required audit procedures to identify non-compliance with these laws and regulations to enquiry of the Trustees and other management and inspection of regulatory and legal correspondence, if any.

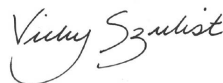
We identified the greatest risk of material impact on the financial statements from irregularities, including fraud, to be within the timing of recognition of other income, and the override of controls by management. Our audit procedures to respond to these risks included enquiries of management about their own identification and assessment of the risks of irregularities, sample testing on the posting of journals, reviewing accounting estimates for biases, reviewing regulatory correspondence with the Charity Commission, Independent Schools Inspectorate and reading minutes of meetings of those charged with governance.

Owing to the inherent limitations of an audit, there is an unavoidable risk that we may not have detected some material misstatements in the financial statements, even though we have properly planned and performed our audit in accordance with auditing standards. For example, the further removed non-compliance with laws and regulations (irregularities) is from the events and transactions reflected in the financial statements, the less likely the inherently limited procedures required by auditing standards would identify it. In addition, as with any audit, there remained a higher risk of non-detection of irregularities, as these may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal controls. We are not responsible for preventing non-compliance and cannot be expected to detect non-compliance with all laws and regulations.

Use of our report

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

Vicky Szulist
Senior Statutory Auditor
For and on behalf of
Crowe U.K. LLP
Statutory Auditor
The Lexicon
Mount Street
Manchester
M2 5NT



Date 25th May 2023

WITHINGTON GIRLS' SCHOOL
STATEMENT OF FINANCIAL ACTIVITIES

YEAR ENDED 31 AUGUST 2022

| | | 2022 | 2021 |
|--|-------|-----------------------|-----------------------|
| | | Unrestricted Funds | Unrestricted Funds |
| | | £ | £ |
| INCOME: | Notes | | |
| Donations | | | |
| Capital Donations for Dining Room Extension | | 1,154,897 | 50,058 |
| Donation from WGS Trust for Bursaries | | 712,384 | 734,973 |
| Other donations for Bursaries | | 135,000 | 128,000 |
| Other Donations | | 25,576 | 25,903 |
| <i>Income from charitable activities:</i> | 2 | <u>2,027,857</u> | <u>938,934</u> |
| Tuition fees receivable | | | |
| School meals | | 8,196,092 | 8,066,457 |
| | | 562,721 | 425,877 |
| <i>Income from other trading activities:</i> | | | |
| Other income | 3 | 113,163 | 97,640 |
| Investment income | | 752 | 271 |
| Total income | | <u>10,900,585</u> | <u>9,529,179</u> |
| Expenditure | | | |
| <i>Costs of raising funds</i> | 4 | 90,816 | 95,136 |
| <i>Expenditure on charitable activities</i> | 5 | 9,419,702 | 8,712,814 |
| <i>Contributions to WGS Trust</i> | | 411,739 | 402,057 |
| Total expenditure | | <u>9,922,257</u> | <u>9,210,007</u> |
| Net income and net movement of funds for the year | | 978,328 | 319,172 |
| Other recognised gains/(losses) | | | |
| Actuarial gain/(loss) on CARE Pension Scheme | 15 | 21,408 | 66,419 |
| Net movement in funds | | <u>999,736</u> | <u>385,591</u> |
| RECONCILIATION OF FUNDS | | | |
| TOTAL FUNDS BROUGHT FORWARD | 11 | 13,968,774 | 13,711,183 |
| TOTAL FUNDS CARRIED FORWARD | 11 | <u>14,968,510</u> | <u>14,096,774</u> |

The notes on pages 35 to 47 form part of these accounts.

WITHINGTON GIRLS' SCHOOL

BALANCE SHEET

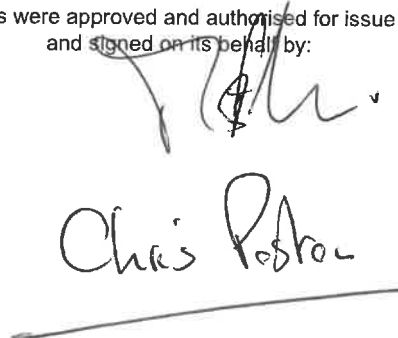
31 August 2022

| | | 2022 | | 2021 | |
|--|-------|--------------------|-------------------|--------------------|-------------------|
| | Notes | £ | £ | £ | £ |
| FIXED ASSETS | | | | | |
| Tangible assets | 7 | | 14,754,993 | | 13,610,186 |
| CURRENT ASSETS | | | | | |
| Debtors | 8 | 524,801 | | 199,580 | |
| Cash at bank | | <u>1,362,222</u> | | <u>1,965,594</u> | |
| | | 1,887,023 | | 2,165,174 | |
| CREDITORS | | | | | |
| Amounts falling due within one year | 9 | <u>(1,437,233)</u> | | <u>(1,504,039)</u> | |
| NET CURRENT ASSETS | | | 449,790 | | 661,135 |
| CREDITORS | | | | | |
| Amounts falling due after more than one year | | | | | |
| Pension Liability | 10 | | (236,273) | | (302,547) |
| NET ASSETS | | | <u>14,968,510</u> | | <u>13,968,774</u> |
| ACCUMULATED UNRESTRICTED FUNDS | | | | | |
| | 11 | | 14,968,510 | | 13,968,774 |
| | | | <u>14,968,510</u> | | <u>13,968,774</u> |

The financial statements were approved and authorised for issue by the board of Governors on 4th May 2023 and signed on its behalf by:

Mr Malcolm Pike
Governor

Mr Christopher Poston
Governor



The image shows two handwritten signatures. The first signature is in dark ink and appears to be 'Malcolm Pike'. The second signature is in blue ink and appears to be 'Chris Poston'. Both signatures are written over a horizontal line.

WITHINGTON GIRLS' SCHOOL

STATEMENT OF CASH FLOWS

FOR YEAR ENDED 31 AUGUST 2022

| | 2022 | 2021 |
|---|---------------------------|-------------------------|
| | £ | £ |
| Reconciliation of net movement in funds to net cash flow from operating activities | | |
| Net movement in funds | 999,736 | 257,591 |
| Add back depreciation charge | 657,394 | 623,677 |
| Deduct interest income shown in investing activities | (752) | (271) |
| Decrease/(increase) in debtors | (325,221) | 370,973 |
| Increase/(decrease) in creditors | (66,806) | 291,578 |
| (Decrease) in Pension Liability | (66,274) | (109,470) |
| Net cash flow from operating activities | <u>1,198,077</u> | <u>1,434,078</u> |
| Cash flows from investing activities | | |
| Interest income | 752 | 271 |
| Purchase of tangible fixed assets | (1,802,201) | (937,292) |
| Cash used in investing activities | <u>(1,801,449)</u> | <u>(937,021)</u> |
| Reconciliation of Net Cash/Debt | | |
| Decrease in cash and cash equivalents in the year | (603,372) | 497,057 |
| Cash and cash equivalents at the beginning of the year | 1,965,594 | 1,468,537 |
| Total cash and cash equivalents at the end of the year | <u>1,362,222</u> | <u>1,965,594</u> |

WITHINGTON GIRLS' SCHOOL
NOTES TO THE FINANCIAL STATEMENTS

YEAR ENDED 31 AUGUST 2022

1 ACCOUNTING POLICIES

(a) **Basis of preparation of financial statements**

The financial statements have been prepared in accordance with the Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2015) - (Charities SORP (FRS 102)), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Charities Act 2011.

Withington Girls' School meets the definition of a public benefit entity under FRS 102.

Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy note.

(b) **Incoming resources**

Fees receivable in respect of the provision of education to pupils are stated after deducting allowances and other remissions granted by the School. Fees receivable, charges for services and use of premises are accounted for in the period in which the service is provided. Fees for education in future years are carried forward as deferred income in the balance sheet.

Donations received for the general purposes of the Charity are credited to the general unrestricted fund.

(c) **Resources expended**

All expenditure is accounted for on an accruals basis and is allotted directly to the category to which it relates and includes irrecoverable VAT.

Governance costs comprise those costs incurred complying with constitutional and statutory requirements.

(d) **Fund accounting**

All funds held by the Charity are unrestricted and can be used in accordance with the charitable objects at the discretion of the trustees.

(e) **Tangible fixed assets and depreciation**

Tangible fixed assets are stated at cost or valuation less depreciation. Depreciation is provided at rates calculated to write off the cost or valuation of fixed assets over their expected lives on a straight line basis at the following annual rates:

| | |
|---|-----------|
| Buildings and external facilities | 2% to 10% |
| Fixtures, fittings and equipment, and computers | 5% to 25% |

Capital grants are accounted for when the Charity is unconditionally entitled to receive the monies.

(f) **Expenditure on charitable activities**

This includes all items required to provide schooling for pupils.

(g) **Support costs**

This represents expenditure required to manage and administer the charity.

(h) **Pensions**

The School makes pension contributions in respect of eligible teaching staff to the Teachers' Pensions Scheme.

The School also makes contributions to the personal pension plans of other employees. The School joined the Career Revalued Earnings Scheme (CARE) offered by TPT Retirement Solutions which has been made available to all non-teaching staff appointed since 1 September 2004 and existing non-teaching staff up until 31st March 2016 (when the Scheme closed). From 1st April 2016 the School has offered a Defined Contribution Scheme through TPT Retirement Solutions (the Growth Plan Series 4).

The pension charge represents the amount payable in respect of the pension schemes mentioned above.

WITHINGTON GIRLS' SCHOOL
NOTES TO THE FINANCIAL STATEMENTS
YEAR ENDED 31 AUGUST 2022

1 ACCOUNTING POLICIES CONTINUED

(i) Financial Instruments

Basic financial instruments are initially recognised at transaction value and subsequently measured at amortised cost with the exception of investments which are held at fair value. Financial assets held at amortised cost comprise cash at bank and in hand, together with trade and other debtors. A specific provision is made for debts for which recoverability is in doubt. Cash at bank and in hand is defined as all cash held in instant access bank accounts and used as working capital. Financial liabilities held at amortised cost comprise all creditors except social security and other taxes and provisions. Assets and liabilities held in foreign currency are translated to GBP at the balance sheet date at an appropriate year end exchange rate.

(j) Critical accounting judgements and key sources of estimation uncertainty

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

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

In the view of the Governors, no assumptions concerning the future or estimation uncertainty affecting assets or liabilities at the balance sheet date are likely to result in a material adjustment to their carrying amounts in the next financial year other than the Provision for the pension deficit levy. The School has an obligation to pay deficit funding contributions towards the support staff defined benefit pension plan. This provision is dependent on a number of factors including discount rate, life expectancy and asset valuations. The assumptions reflect historical experience and current trends.

(k) Going Concern

The Governors and Senior Leadership Team have reviewed the Financial Forecast and Budget and consider that the School is a Going Concern. The Statement of Cash Flows shows the cash inflow from Operating Activities which enables investment in the fabric of the School. The School is also grateful for the support of the WGS Trust (Charity 505207) which provides financial assistance to the School for means-tested bursaries and capital projects. Governors have critically appraised the School's financial position, as a result of the COVID-19 Pandemic, and have taken appropriate measures to limit the fee increase for parents in the 2022/23 year.

WITHINGTON GIRLS' SCHOOL
NOTES TO THE FINANCIAL STATEMENTS

YEAR ENDED 31 AUGUST 2022

| 2 DONATIONS | 2022 | 2021 |
|--|------------------|----------------|
| | £ | £ |
| Capital Grant from the WGS Trust for the Dining Room Extension | 1,000,000 | 24,304 |
| Capital contribution for catering equipment | 154,897 | 50,058 |
| Other donations for Bursaries | 712,384 | 734,973 |
| Other donations for Bursaries | 135,000 | 128,000 |
| PTA donation for outdoor classroom | 10,000 | 0 |
| Ad Lucem Fund donation | 15,576 | 1,599 |
| | <u>2,027,857</u> | <u>938,934</u> |

The School's caterers agreed a capital contribution to the building project which was used for specific items of equipment.

| 3 OTHER INCOME | 2022 | 2021 |
|----------------------------------|----------------|---------------|
| | £ | £ |
| Entrance examination fees | 23,449 | 19,010 |
| Miscellaneous income | 89,714 | 52,702 |
| Erasmus (British Council) Income | 0 | 0 |
| Job Retention Scheme Income | 0 | 25,928 |
| | <u>113,163</u> | <u>97,640</u> |

| 4 COSTS OF RAISING FUNDS | 2022 | 2021 |
|---------------------------------|---------------|---------------|
| | £ | £ |
| Salaries | 56,015 | 58,075 |
| Pension costs | 5,952 | 5,802 |
| Social security costs | 6,118 | 5,730 |
| Total staff costs | <u>68,085</u> | <u>69,607</u> |
| Other fundraising expenditure | 7,974 | 20,504 |
| Administration expenditure | 14,757 | 5,025 |
| Total costs | <u>90,816</u> | <u>95,136</u> |

The costs shown above represent 50% of the direct running costs for the Development Office. The other 50% of the costs have been borne by a separate charity, the WGS Trust (charity number 505207). Any income raised by the Development Office is included in the accounts of the WGS Trust.

WITHINGTON GIRLS' SCHOOL
NOTES TO THE FINANCIAL STATEMENTS

YEAR ENDED 31 AUGUST 2022

5 EXPENDITURE ON CHARITABLE ACTIVITIES

| | 2022 | 2021 |
|--|-------------------------|-------------------------|
| | £ | £ |
| TEACHING COSTS | | |
| Teachers' salaries | 3,380,697 | 3,197,452 |
| Superannuation charges | 784,700 | 733,702 |
| Social Security costs | <u>377,802</u> | <u>333,672</u> |
| | <u>4,543,198</u> | <u>4,264,826</u> |
| SUPPORT COSTS | | |
| Wages, salaries and support | 1,734,300 | 1,589,565 |
| Pension costs | 153,421 | 168,144 |
| Social security costs | 133,578 | 123,722 |
| Apprenticeship Levy | 8,972 | 7,425 |
| Supplies, equipment and tools | 863,429 | 707,068 |
| Miscellaneous expenses | 339,719 | 294,702 |
| Printing, stationery, advertising and telephone | 173,699 | 168,886 |
| Operating lease payments | 9,161 | 9,161 |
| Professional fees (including HR, H&S and Catering Consultancy) | 99,764 | 125,487 |
| Interest and charges for CARE Pension Scheme | 9,431 | 19,209 |
| Insurance | 81,920 | 73,378 |
| Erasmus (British Council) Expenditure | 599 | 0 |
| | <u>3,607,993</u> | <u>3,286,747</u> |
| PREMISES | | |
| Repairs, maintenance and replacement of buildings | 95,083 | 98,366 |
| Repairs, maintenance and replacement of fixtures and fittings | 28,157 | 18,888 |
| Minor building works | 107,117 | 75,644 |
| Depreciation | 657,394 | 623,677 |
| Maintenance of grounds | 24,151 | 27,150 |
| Fuel, light, water and refuse collection | 285,749 | 168,187 |
| COVID-19 additional costs | 7,524 | 63,376 |
| Rates | 16,287 | 53,475 |
| CCTV | <u>12,819</u> | <u>4,048</u> |
| | <u>1,234,281</u> | <u>1,132,811</u> |
| GOVERNANCE COSTS | | |
| Audit fee | 14,490 | 13,020 |
| Other fees paid to the auditors | 0 | 0 |
| Legal and associated costs | <u>19,740</u> | <u>15,410</u> |
| | <u>34,230</u> | <u>28,430</u> |
| Total | <u>9,419,702</u> | <u>8,712,814</u> |

WITHINGTON GIRLS' SCHOOL
NOTES TO THE FINANCIAL STATEMENTS

YEAR ENDED 31 AUGUST 2022

6 STAFF COSTS

| | £ | 2022 | £ | 2021 | £ |
|--|---------|------|-----------|---------|-----------|
| Payroll costs | | | | | |
| Wages and salaries comprised: | | | | | |
| Teaching staff (full and part-time) | | | 3,380,697 | | 3,197,452 |
| Library and department support staff | 450,294 | | | 442,652 | |
| Housekeeper, kitchen and dining room staff | 346,951 | | | 283,542 | |
| Cleaners | 146,001 | | | 151,280 | |
| Premises staff | 130,745 | | | 127,495 | |
| Administration | 669,282 | | | 592,022 | |
| | | | 1,743,273 | | 1,596,991 |
| Development | | | 56,015 | | 58,075 |
| | | | 5,179,986 | | 4,852,518 |
| Pension costs | | | 944,073 | | 907,648 |
| Social security costs | | | 517,498 | | 463,124 |
| | | | 6,641,555 | | 6,223,290 |

The average number of full and part time employees during the year was 151 (2021: 153) including temporary appointments to cover members of staff on maternity leave.

The average number of full and part time employees during the year, expressed as full-time equivalents, was 117 (2021: 110).

The average number of full and part time teachers during the year, expressed as full-time equivalents, was 88 (2021: 87).

A termination payment of £10,061 was made during the year (2021: NIL)

The number of employees with emoluments exceeding £60,000 was as follows:

| | 2022 No | 2021 No |
|----------------------|------------|------------|
| £60,000 to £70,000 | 2 | 4 |
| £70,000 to £80,000 | 3 | 1 |
| £80,000 to £90,000 | 0 | 0 |
| £110,001 to £120,000 | 1 | 1 |

Contributions were made to the Teachers' Pensions Scheme which is a defined benefit scheme for the above higher paid employees. One employee is a member of the TPT Retirement Solutions Growth Plan. The cost of the contributions in respect of the above higher paid employees was £106,212 (2021: £111,258).

The remuneration of the Senior Leadership Team, including social security and pension costs, was £655,465 (2021: £638,502).

None of the Trustees received any remuneration during the year (2021: £NIL)

The Trustees received travel expenses of £2,138 (2021: NIL).

Further details about the Teachers' Pension Scheme, the CARE Pension Scheme and the Growth Plan 4 Pension Scheme are provided in Notes 13, 14, 15 and 16 in these accounts.

WITHINGTON GIRLS' SCHOOL
NOTES TO THE FINANCIAL STATEMENTS

YEAR ENDED 31 AUGUST 2022

7 TANGIBLE FIXED ASSETS

| | Freehold buildings and grounds | Assets under construction | Fixtures and equipment | Total |
|---|---|--------------------------------------|-----------------------------------|-------------------|
| Cost or valuation | £ | £ | £ | £ |
| At 1 September 2021 | 16,671,643 | 746,494 | 4,678,868 | 22,097,005 |
| Additions for the year | 1,661,138 | 0 | 141,063 | 1,802,201 |
| Disposals for the year | 0 | 0 | 0 | 0 |
| Transfer | 746,494 | (746,494) | 0 | 0 |
| At 31 August 2022 | 19,079,275 | 0 | 4,819,931 | 23,899,206 |
| At Governors' valuation at 1 September 1995 | 2,750,000 | 0 | 250,000 | 3,000,000 |
| At cost | 16,329,275 | 0 | 4,569,931 | 20,899,206 |
| | 19,079,275 | 0 | 4,819,931 | 23,899,206 |
| Depreciation | | | | |
| At 1 September 2021 | 4,781,338 | 0 | 3,705,481 | 8,486,819 |
| Charge for year | 426,856 | 0 | 230,538 | 657,394 |
| Disposals for the year | 0 | 0 | 0 | 0 |
| At 31 August 2022 | 5,208,194 | 0 | 3,936,019 | 9,144,213 |
| Net book value | | | | |
| At 31 August 2022 | 13,871,081 | 0 | 883,912 | 14,754,993 |
| At 31 August 2021 | 11,890,305 | 746,494 | 973,387 | 13,610,186 |

Construction work was completed on a two-storey Dining Room extension during the year.

A capital contribution towards this project was received from our catering contractor for specific items of equipment. This equipment has been capitalised when received and the corresponding entry has been reflected in donations. The equipment will be owned by the School at the end of the catering contract (in 2024). If the School were to change its catering contractor before this date there would be an amount repayable based on the remaining term of the contract.

The charity has taken advantage of the transitional provisions available under FRS102 "Tangible Fixed Assets" not to update the revaluation of its fixed assets.

The Governors are confident that the current value of the land and buildings is not less than the value stated above.

On 1st September 2015 a transfer of assets took place as part of the incorporation process as described on Page 3 of this Annual Report. The Transfer Deed provided for all the Charity's unrestricted assets and liabilities to be transferred to the new charitable company (company number 09083954 and registered charity number 1158226). The School's land and buildings, considered by the Charity Commission to be permanent endowment, remain within the Charitable Trust. The charitable company is the sole corporate trustee of the Charity.

The land is registered at HM Land Registry under the title number MAN246365.

WITHINGTON GIRLS' SCHOOL
NOTES TO THE FINANCIAL STATEMENTS

YEAR ENDED 31 AUGUST 2022

8 DEBTORS

| | 2022 | 2021 |
|---------------------------|----------------|----------------|
| | £ | £ |
| Fees owing from parents | 31,052 | 11,799 |
| Sundry debtors | 12,163 | 11,862 |
| Amount due from WGS Trust | 392,640 | 0 |
| Prepayments | 88,946 | 175,919 |
| | 524,801 | 199,580 |

9 CREDITORS

| | 2022 | 2021 |
|--------------------------------------|------------------|------------------|
| | £ | £ |
| Amounts falling due within one year: | | |
| Tuition fees | 654,787 | 546,160 |
| Tax and social security | 319,710 | 110,746 |
| Capital accruals | 104,415 | 347,004 |
| Other accruals | 358,321 | 481,357 |
| Amount payable to WGS Trust | 0 | 18,772 |
| | 1,437,233 | 1,504,039 |

10 PENSION LIABILITY

| | 2022 | 2021 |
|-------------------|----------------|----------------|
| | £ | £ |
| Pension Liability | 236,273 | 302,547 |

The Pension Liability shown above represents the Present Value of the Provision for the TPT Retirement Solutions - CARE Pension Scheme - as detailed in Note 15.

11 ACCUMULATED FUNDS

General Funds

| | 2022 | 2021 |
|------------------------------------|-------------------|-------------------|
| | £ | £ |
| As 1 September 2021 | 13,918,716 | 13,461,183 |
| Surplus for the year | 999,736 | 257,591 |
| Less transfer to Designated Fund | 0 | (50,058) |
| Plus transfer from Designated Fund | 50,058 | 250,000 |
| At 31 August 2022 | 14,968,510 | 13,918,716 |

Designated Fund

| | | |
|---------------------------------|----------|---------------|
| As 1 September 2021 | 50,058 | 250,000 |
| Plus transfer from General Fund | 0 | 50,058 |
| Less transfer to General Fund | (50,058) | (250,000) |
| At 31 August 2022 | 0 | 50,058 |

Total funds

| | | |
|----------------------|-------------------|-------------------|
| As 1 September 2021 | 13,968,774 | 13,711,183 |
| Surplus for the year | 999,736 | 257,591 |
| At 31 August 2022 | 14,968,510 | 13,968,774 |

In the previous year, the Governors had transferred a proportion of the capital grant receivable from the external catering company into the Designated Fund. The balance of funding has been received in the current accounting period as the project was completed. Further information is included in Note 7.

The reserves shown above include those which have financed Fixed Assets (as shown in Note 7). Free reserves are £213,517 as at 31 August 2022 (2021: £358,588). The reduction in free reserves is as a result of the completion of the major building project, the two-storey extension to the Dining Room, which started in April 2021 and completed in February 2022.

WITHINGTON GIRLS' SCHOOL
NOTES TO THE FINANCIAL STATEMENTS
YEAR ENDED 31 AUGUST 2022

12 RELATED PARTIES

The Governors of Withington Girls' School appoint the Trustees of WGS Trust, a registered charity. Transactions with the WGS Trust have been identified and disclosed within the accounts and annual report as appropriate.

The operation of the WGS Trust is independent of the School. The objects of the Trust are the advancement of the educational work of Withington Girls' School, charitable purposes of, or associated with, the School and the advancement of education. A specific aim of the Trust is to maintain and enhance the level of means-tested bursary support to safeguard the diversity of the school community.

One of the Charity's Governors: Dr R Dev-Jairath (as listed on page 1), is a parent of current pupils at the School. Fees charged to this Governor during the year to 31st August 2022 were in line with the School's standard terms & conditions. There were no fees outstanding for this parent at 31 August 2022.

Included within Donations shown on Page 32, is income from the WGS Trust, in respect of bursaries, of £712,384 (2021:£734,973). Each year, the School makes a voluntary contribution to the Trust to help finance the cost of means tested bursaries provided by the WGS Trust. The current contribution rate, determined by the Governors, is 4% of fee income.

There were no other related party transactions

13 PENSION COSTS

The School's employees belong to two principal pension schemes: the Teachers' Pension Scheme (TPS) or a Scheme provided by TPT Retirement Solutions. Up until 31st March 2016, the Scheme offered through TPT Retirement Solutions was the CARE Pension Scheme (a Defined Benefit Scheme). This was closed to further contributions from that point and staff were able to join the Growth Plan Series 4 (a Defined Contribution Scheme) run by TPT Retirement Solutions from 1st April 2016). The Teachers' Pension Scheme is a Defined Benefit Scheme.

The total pension cost for the year ended 31 August 2022 was £944,073 (2021: £907,648).

WITHINGTON GIRLS' SCHOOL
NOTES TO THE FINANCIAL STATEMENTS
YEAR ENDED 31 AUGUST 2022

14 TEACHERS ' PENSION SCHEME

Introduction

The School participates in the Teachers' Pension Scheme ("the TPS") for its teaching staff. The pension charge for the year includes contributions payable to the TPS of £784,670 (2021: £774,670) and at the year-end £NIL (2021 :£NIL) was accrued in respect of contributions to this scheme.

TEACHERS ' PENSION SCHEME (CONTINUED)

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

The employer contribution rate is set by the Secretary of State following scheme valuations undertaken by the Government Actuary's Department. The most recent actuarial valuation of the TPS was prepared as at 31 March 2016 and the Valuation Report, which was published in March 2019, confirmed that the employer contribution rate for the TPS would increase from 16.4% to 23.6% from 1 September 2019. Employers are also required to pay a scheme administration levy of 0.08% giving a total employer contribution rate of 23.68%.

The 31 March 2016 Valuation Report was prepared in accordance with the benefits set out in the scheme regulations and under the approach specified in the Directions, as they applied at 5 March 2019. However, the assumptions were considered and set by the Department for Education prior to the ruling in the 'McCloud/Sargeant case'. This case has required the courts to consider cases regarding the implementation of the 2015 reforms to Public Service Pensions including the Teachers' Pensions.

On 27 June 2019 the Supreme Court denied the government permission to appeal the Court of Appeal's judgment that transitional provisions introduced to the reformed pension schemes in 2015 gave rise to unlawful age discrimination. The government is respecting the Court's decision and has said it will engage fully with the Employment Tribunal as well as employer and member representatives to agree how the discriminations will be remedied. The government announced on 4 February 2021 that it intends to proceed with a deferred choice underpin under which members will be able to choose either legacy or reformed scheme benefits in respect of their service during the period between 1 April 2015 and 31 March 2022 at the point they become payable.

The TPS is subject to a cost cap mechanism which was put in place to protect taxpayers against unforeseen changes in scheme costs. The Chief Secretary to the Treasury, having in 2018 announced that there would be a review of this cost cap mechanism, in January 2019 announced a pause to the cost cap mechanism following the Court of Appeal's ruling in the McCloud/Sargeant case and until there is certainty about the value of pensions to employees from April 2015 onwards. The pause was lifted in July 2020, and a consultation was launched on 24 June on proposed changes to the cost control mechanism following a review by the Government Actuary. Following a public consultation, the Government have accepted three key proposals recommended by the Government Actuary, and are aiming to implement these changes in time for the 2020 valuations.

The 2016 cost control valuations have since been completed in January 2022, and the results indicated that there would be no changes to benefits or member contributions required. The results of the cost cap valuation are not used to set the employer contribution rate, and HM Treasury has confirmed that any changes to the employer contribution rate resulting from the 2020 valuations will take effect in April 2024

Until the 2020 valuation is completed it is not possible to conclude on any financial impact or future changes to the contribution rates of the TPS. Accordingly no provision for any additional past benefit pension costs is included in these financial statements.

WITHINGTON GIRLS' SCHOOL
NOTES TO THE FINANCIAL STATEMENTS

YEAR ENDED 31 AUGUST 2022

15 TPT Retirement Solutions - Career Average Revalued Earnings ("CARE") Pension Scheme

The School participates in the scheme, a multi-employer scheme which provides benefits to some 37 non-associated employers. The scheme is a defined benefit scheme in the UK.

It is not possible for the School to obtain sufficient information to enable it to account for the scheme as a defined benefit scheme. Therefore it accounts for the scheme as a defined contribution scheme.

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

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

A full actuarial valuation for the scheme was carried out at 30 September 2016. This actuarial valuation showed assets of £60.45m, liabilities of £85.3m and a deficit of £24.86m.

A full actuarial valuation for the scheme was carried out at 30 September 2019. This valuation showed assets of £79m, liabilities of £93.9m and a deficit of £14.9m. To eliminate this funding shortfall, the Trustee asked the participating employers to pay additional contributions to the scheme as follows:

Deficit contributions for all employers

| | | |
|--|----------------------|---|
| From 1 April 2021 to 30 September 2027 | £1,530,000 per annum | (payable monthly and increasing by 3.0% each year on 1st April) |
|--|----------------------|---|

The recovery plan contributions are allocated to each participating employer in line with their estimated share of the scheme liabilities.

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

WITHINGTON GIRLS' SCHOOL
NOTES TO THE FINANCIAL STATEMENTS

YEAR ENDED 31 AUGUST 2022

PRESENT VALUE OF PROVISION

| | 31 August 2022 (£000s) | 31 August 2021 (£000s) | 31 August 2020 (£000s) |
|----------------------------|---------------------------------------|---------------------------------------|---------------------------------------|
| Present Value of Provision | 236 | 302 | 412 |

RECONCILIATION OF OPENING AND CLOSING PROVISIONS

| | Year Ending 31 August 2022 (£000s) | Year Ending 31 August 2021 (£000s) |
|---|---|---|
| Provision at start of period | 302 | 412 |
| Unwinding of the discount factor (interest expense) | 2 | 3 |
| Deficit contribution paid | (47) | (46) |
| Remeasurements - impact of any change in assumptions | (21) | (1) |
| Remeasurements - amendments to the contribution schedule | 0 | (65) |
| | <hr/> 236 | <hr/> 302 |
| Provision at end of period | | |

INCOME AND EXPENDITURE IMPACT

| | Year Ending 31 August 2022 (£000s) | Year Ending 31 August 2021 (£000s) |
|---|---|---|
| Interest expense | 2 | 3 |
| Remeasurements – impact of any change in assumptions | (21) | (1) |
| Remeasurements – amendments to the contribution schedule | 0 | (65) |
| Contributions paid in respect of future service | 0 | 0 |
| Contributions recognised in income and expenditure account | 0 | 0 |

WITHINGTON GIRLS' SCHOOL
NOTES TO THE FINANCIAL STATEMENTS

YEAR ENDED 31 AUGUST 2022

ASSUMPTIONS

| | 31 August 2022 | 31 August 2021 | 31 August 2020 |
|------------------|---------------------------|---------------------------|---------------------------|
| | % per annum | % per annum | % per annum |
| Rate of discount | 4.45 | 0.9 | 0.8 |

The discount rates shown above are the equivalent single discount rates which, when used to discount the future recovery plan contributions due, would give the same results as using a full AA corporate bond yield curve to discount the same recovery plan contributions.

16 TPT Retirement Solutions - GROWTH PLAN SERIES 4

This pension scheme has been offered to Support Staff from 1st April 2016 following the closure of the CARE Scheme.

Growth Plan Series 4 is a Defined Contribution ("DC") pension arrangement where the contribution rates are determined by the employer. A number of options are made available to members to invest the contributions paid into the Plan by members and employers. If a member does not make a decision where to invest their contributions, a "default" fund is made available. The default fund for Growth Plan Series 4 is a Target Date Fund that is provided by an external investment manager, AB (formerly known as Alliance Bernstein).

The Employer contribution rate is 10.6% and the Employee is able to make any contribution from 1% upwards subject to the limits in place with HMRC.

There are 80 members of the Growth Plan Series 4 as at 31 August 2022 (2021: 64 employees).

17 Capital Commitments

There were no capital commitments at 31st August 2022 (2021: £1,468,731).

18 Financial Instruments

| | 2022 | 2021 |
|--|-------------------------|-------------------------|
| | £ | £ |
| Financial assets measured at amortised cost (a) | 1,887,023 | 2,165,174 |
| Financial liabilities measured at amortised cost (b) | (462,736) | (847,133) |
| Net financial assets measured at amortised cost | <u><u>1,424,287</u></u> | <u><u>1,318,041</u></u> |

(a) Financial assets include cash, trade and fee deposits and other debtors

(b) Financial liabilities include deposits, trade creditors and other creditors

19 Operating Leases

The future minimum lease payments under non-cancellable operating leases are as follows:

| | 2022 | 2021 |
|------------------------------|---------------|---------------|
| | £ | £ |
| Plant & Equipment | | |
| Less than 1 year | 9,161 | 9,161 |
| Between 2 and 5 years | 9,161 | 18,322 |
| Over 5 years | 0 | 0 |
| | 18,322 | 27,483 |

WITHINGTON GIRLS' SCHOOL
NOTES TO THE FINANCIAL STATEMENTS
YEAR ENDED 31 AUGUST 2022

WITHINGTON GIRLS' SCHOOL

England & Wales - Charity number 1158226

Accounts

WITHINGTON GIRLS' SCHOOL

Charity Number: 1158226

Company Limited by Guarantee Number: 09083954

ANNUAL REPORT

YEAR ENDED 31 AUGUST 2021

WITHINGTON GIRLS' SCHOOL
ANNUAL REPORT OF THE GOVERNORS
FOR THE YEAR ENDED 31 AUGUST 2021

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WITHINGTON GIRLS' SCHOOL
ANNUAL REPORT OF THE GOVERNORS
FOR THE YEAR ENDED 31 AUGUST 2021

GOVERNORS, OFFICERS AND ADVISERS

Governors, Charity Trustees, and Directors

The Governors listed below are the charity trustees of Withington Girls' School at the current time.

Mr M J Pike LLB (Chair) *^
Mr C M Poston BSc, FCA (Finance Governor) *^
Dr J P Allred MB, ChB, MRCP, DRCOG, DFFP *
Mr A H Chicken BA, MEd, FRSA
Mr M.J Griffin
Miss M El-Gonemy, BA, MA
Mrs D M Hawkins DL JP LLB
Dr R Dev-Jairath MBChB, MRCP, DCH, DRCOG, DPD, FHEA #
Prof D Leigh, BSc PhD CChem FRS FRSE FRSC MAE
Ms M S Michael BA, PGCE
Mr A R Pathak BSc *
Mr H P Sinclair
Mrs S J Stuffins BA, MSc, MRICS

- * Member of the Finance and General Purposes Committee
- # Parent of a pupil currently at Withington Girls' School
- ^ Member of the Remuneration Committee

Mrs S Stuffins (Chartered Quantity Surveyor) regularly attended the monthly building project meetings with the Building Contractor and the Design Team from April 2021 onwards.

Mr. Mark Adlestone stepped down from the Board on 23rd November 2020. Mr. Martin Griffin, a former parent, joined the Board on 14th June 2021.

There were no other changes within the Governing Body during the year.

Senior Leadership Team

| | |
|-----------------------------------|-------------------|
| Headmistress | Mrs S J Haslam BA |
| Deputy Head | Ms J Baylis MA |
| Director of Studies | Mr I McKenna BA |
| Assistant Head | Dr S Madden PhD |
| Head of the Junior School | Ms B Howard BEd |
| Bursar and Clerk to the Governors | Mrs A Cohen LLB |

Mrs Sharon Senn, former Bursar and Clerk to the Governors, retired from her position on 31st August 2021. Her successor, Mrs Anna Cohen, commenced in the role on 1st September 2021.

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| | |
|---------------------------|---|
| Registered address | Wellington Road Fallowfield Manchester M14 6BL |
| Website | www.wgs.org |
| ADVISERS: | |
| Auditor | Crowe U.K. LLP 3 rd Floor, The Lexicon Mount Street MANCHESTER M2 5NT |
| Bankers | National Westminster Bank Plc 669 Wilmslow Road Didsbury MANCHESTER M20 6NW Lloyds Bank 223 Finney Lane Heald Green Cheshire SK8 3PY |
| Insurance Brokers | REICH Insurance Brokers Medal House 197 Chapel Street MANCHESTER M3 5EQ |
| Solicitors | Veale Wasbrough Vizards Orchard Court Orchard Lane BRISTOL BS1 5WS |

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ANNUAL REPORT OF THE GOVERNORS

The Governors present their annual report for the year ended 31 August 2021 under the Charities Act 2011, together with the audited accounts for the year, and confirm that the latter comply with the requirements of the Act, the Trust Deed, and the Charities SORP 2015.

REFERENCE AND ADMINISTRATIVE INFORMATION

The Charity was founded in 1890 as a charitable trust and was registered with the Charity Commission under charity number 526632.

On 1st September 2015 a transfer of assets took place from this Charity to a new charitable company (company number 09083954 and registered charity number 1158226), which was set up by the Governors (as Trustees) to receive the assets of the Charity and the undertaking of Withington Girls' School as part of an "incorporation process" to modernise the legal structure of the Charity.

The Transfer Deed provided for all of the Charity's unrestricted assets and liabilities to be transferred to the new charitable company. The land and buildings, considered by the Charity Commission to be permanent endowment, remain within the charitable trust. The charitable company is the sole corporate trustee of the Charity.

On 9th December 2015, the Charity Commission made a "linking direction" which formally determined that the Charity (number 526632) be "linked" with charity number 1158226. This means that the two charities are registered under a single registration number and that the Governors can produce a single set of accounts for the reporting and linked charity. As a result of the linking direction, the Charity is now registered under number 1158226-1.

The Withington Girls' School Governors and Senior Leadership Team are listed on page 1. Particulars of the Charity's address and professional advisers are given on page 2.

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing Document

The Charity is governed by its Trust Deed dating from 1890 which was amended by a Scheme dated 8th August 1985, a further Scheme dated 29th January 2004 as amended by Resolution dated 16th March 2015 and by Order dated 18th August 2015. The Company is governed by a Memorandum and Articles of Association which were amended by a special resolution dated 22nd June 2015.

Recruitment and Training of Governors

The power of appointing new Governors is vested in the existing board. Governors are generally appointed to fill a vacancy and to provide suitable skills, knowledge and

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experience as the board requires. While consideration has been given to the establishment of a Nominations Committee to recommend appointments to the Governing Body, it has been decided that the current practice of involving the whole Governing Body in the recruitment of Governors is preferable.

The Headmistress and Chair of Governors meet prospective new Governors prior to ratification by the Governing Body.

Following appointment, new Governors are inducted into the workings of the Charity by the Headmistress and Bursar. All Governors are invited to attend external training courses and are invited to join School Committees and attend School events. Organised by the Director of Studies and the Deputy Head, a programme is in place to enable Governors to visit Academic Departments and attend departmental meetings thus gaining enhanced knowledge and understanding of the life of the School, as well as satisfying themselves that the practice in School is in line with the policies approved at the start of each academic year.

The annual away day for Governors and the Senior Leadership Team provides an opportunity to discuss strategic developments.

Organisational Management

The Governors, as the Trustees of the Charity, are legally responsible for the overall management and control of the School and meet at least three times a year. The work of monitoring the implementation of most of their policies is primarily carried out by the members of the Finance and General Purposes (F&GP) Committee who meet in advance of each Governors' meeting. The F&GP Committee approves the budgets and finalises the audited accounts and annual report for approval by the Governing Body. The F&GP Committee works under the Chairmanship of the Finance Governor of the Governing Body.

During the previous academic year, a Pensions Sub-Group was created, consisting of members of the F&GP Committee plus Mr. Andrew Chicken (Governor), to consider the School's position in relation to the increased cost of offering teachers the opportunity to participate in the Teachers' Pensions Scheme. The Pensions Sub-Group was chaired by the Finance Governor, and once the decision on pensions was made, the group ceased to meet.

The Remuneration Committee determines the salary levels for the Senior Leadership Team.

Nominated members of the Governing Body attend meetings of the Health & Safety Committee, Safeguarding Team (with the Deputy Head and Nurse) and Learning Support Team.

The day to day running of the School is delegated to the Headmistress supported by the Senior Leadership Team (consisting of the Deputy Head, the Director of Studies, the

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Assistant Head, the Head of the Junior School, and the Bursar). All members of the Senior Leadership Team attend Governing Body meetings. The Headmistress and Bursar attend meetings of the F&GP Committee.

The Headmistress is a qualified Team Inspector for the Independent Schools Inspectorate. The Bursar is a member of the Independent Schools Bursars' Association (ISBA), and the Headmistress is a member of the Girls' Schools Association (GSA). The School is a member of the Headmasters and Headmistresses Conference (HMC), The Association of Governing Bodies of Independent Schools (AGBIS) and the Forum of Independent Day Schools (FIDS).

Risk Management

The Governing Body is responsible for the management of the risks faced by the School. Detailed considerations of risk are delegated to the Finance & General Purposes Committee, who are assisted by the Senior Leadership Team. 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. Governors extract the top ten risks which are summarised in an Executive Summary from the Risk Register. The Executive Summary is reviewed at each Governors' meeting when the likelihood and impact of each risk is considered using a risk rating. The top ten risks include strategic, financial and reputational risks.

The key controls used by the charity include:

- Formal agendas for all Committee and Board work
- Comprehensive strategic planning, budgeting, and management accounting
- Established organisational structure and lines of reporting
- Formal written policies
- Clear authorisation and approval levels
- Vetting procedures as required by law for the protection of the vulnerable.

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

OBJECTS, AIMS, OBJECTIVES AND ACTIVITIES

Charitable Objects

The objects of the Charity as set out in the Articles of Association as amended on 22 June 2015, shall be to advance education for the public benefit by the provision and maintenance of a girls' school, where boys may be admitted to the Preparatory Department, and by ancillary or incidental educational activities and other associated activities for the benefit of the community.

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Mission Statement

The School is committed to providing the highest standard of education and care for all its pupils both within and outside the classroom, together with excellent facilities for teaching and learning. Through the provision of a wide range of extra-curricular activities we seek to ensure that girls have numerous opportunities to develop teamwork, leadership, responsibility, and service, in order to prepare them, not only for outstanding academic success, but also for life beyond school. We strive to encourage all our pupils to achieve their full potential in every sphere and to become mature, independent learners who can face with confidence the challenges and opportunities of adult life in the 21st Century.

Aims and Intended Impact

The specific aims of the School are:

- To create a caring and supportive environment in which every member of the School community, pupils, and staff, is well-known and well supported and where individual needs are met wherever reasonably practicable.
- To provide consistently excellent teaching throughout the school and across a broad and balanced curriculum, to help girls of above national average academic ability to achieve an exceptional standard of achievement and learning; to foster an intellectual curiosity, a love of learning, independence of mind and a sense of individual responsibility.
- To provide opportunities for teamwork, leadership, and community service through the provision of the broadest possible range of curricular and extra-curricular activities.
- To encourage every girl to acquire the skills, confidence, knowledge, and experience to extend her aspirations and realise her potential in terms of spiritual moral, social, cultural, intellectual, and physical development.
- To encourage respect for self and others, acceptance of responsibility for one's actions and an awareness of, and sensitivity to, the needs of others within the School, local communities, and globally; and to provide all pupils with an effective preparation for the opportunities, responsibilities and, experiences of life in British society.
- To provide accurate, up-to-date and impartial careers guidance to enable all girls to make informed choices about a broad range of careers options and to prepare them effectively for higher education and future employment.
- To ensure that the school has a robust financial base to withstand external challenges.

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- To ensure that the school has sufficient funding to maintain and add to existing buildings and to enhance the facilities and infrastructure in order to facilitate excellent teaching, learning, social interaction, extra-curricular activities, and community links with a key focus on the environment and sustainability.
- To maintain and increase the level of means-tested bursary support to secure the social and economic diversity of the school community, with the eventual aim of needs-blind admissions.
- To maintain and develop strong links with parents, former members of the School, and the local community and businesses.
- To develop the positive profile of the School, locally, nationally, and internationally, so that the School's ethos, qualities, and characteristics are celebrated.

Objectives

The School's objectives continue to be as follows:

- To ensure continued recruitment, retention and professional development of suitable high-quality staff;
- To improve further the exceptional quality of pupils' experience and outcomes through teaching and learning strategies;
- To maintain and develop the already excellent standards within Learning Support;
- To ensure that the School's central ethos of respect and responsibility informs the work and life of the School;
- To explore, share and celebrate social, moral, spiritual and cultural (SMSC) values throughout all areas of school;
- To continue to deliver outstanding pastoral care and to ensure that all pupils are able to build habits to support health and wellbeing for life through access to excellent health, wellbeing and fitness education, and opportunities;
- To ensure that the School has first-class premises and accommodation appropriate for the curriculum delivery, for co-curricular activities, and for other support services to provide pupils and staff with an environment consistent with one of the country's leading independent day schools;
- To ensure that our partnership work continues to develop strategically and to maintain and develop excellent links with parents, alumnae, schools, universities, professional associations, and businesses;
- To develop the positive profile of the School locally, nationally and internationally, so that the School's ethos, qualities and characteristics are understood and celebrated;
- To harness the opportunities afforded by technology for pupils and staff to work and communicate in the most efficient and effective ways;

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To ensure that academically able prospective pupils, and their parents, from a diverse range of backgrounds, are aware of the opportunity of a Withington education and understand its value.

In setting the School's aims and planning its objectives, the Governors have given careful consideration to the Charity Commission's general guidance on public benefit and, in particular, to its supplementary public benefit guidance on advancing education and on fee-charging.

Strategies to achieve the objectives

The School has sustained the quality and expertise of teaching and support staff through careful recruitment and ongoing support and staff development. Safeguarding of pupils is overseen by the team of Designated Safeguarding Leads and their deputies, comprising the Deputy Head, the Deputy Head of the Junior School, the School Health Lead, and the School Nurse respectively. All academic Heads of Department in the senior school report to the Director of Studies. The Heads of Year report to the Deputy Head who oversees pastoral arrangements for pupils and staff in senior school. The Assistant Head oversees the Co-Curriculum and co-ordinates the School's programme of events.

The Head of the Junior School is responsible for its day-to-day running supported by a Deputy Head.

Our ethos

The School is a registered charity and charitable company which seeks to benefit the public through the pursuit of its stated aims. Fees are set at a level to ensure the financial viability of the School and to provide a first class education to our pupils.

The School welcomes pupils from all backgrounds. Entrance examinations, interviews, and references from candidates' current schools enable the School to select pupils who will best benefit from the full range of opportunities on offer.

We are an equal opportunity organisation and are committed to a working environment that is free from any form of discrimination. We will make reasonable adjustments to meet the individual needs of staff or pupils.

The School is committed to safeguarding and promoting the welfare of our pupils and expects all staff and volunteers to share this commitment. The School's most recent inspection was a Regulatory Compliance Inspection carried out by the Independent Schools Inspectorate (ISI) in September 2017. The School was judged to be fully compliant with all the Regulatory Standards. GCSE and A-level results for 2013-2016 were described as 'well above' and 'far above the national average for maintained schools' respectively.

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A Material Change Inspection took place in March 2019 by ISI at the request of the Department of Education to consider the School's request to increase the maximum number of pupils. The request was approved.

In September 2013, ISI conducted an Integrated inspection of the School which, in addition to finding the school fully compliant with regulatory requirements, also incorporated qualitative judgements on the education provided at the School.

Withington Girls' School was judged as 'Excellent' – the highest possible rating – in every category and our pupils' achievements were judged to be 'Exceptional', a category awarded to very few schools nationally.

The report describes Withington pupils as 'receptive, alert, articulate and highly motivated', as well as being 'confident, happy and self-reflective, with genuine concern and respect for both their peers and staff'.

The quality of care provided by the School is described as 'excellent', pupils' behaviour 'exemplary' and the quality of the girls' personal development is described as 'a distinctive feature throughout both junior and senior schools'.

Parents are given regular information about their daughters' social and academic progress through parents' evenings, half-termly progress grades, and written reports. They are invited to a minimum of one Parents' Evening annually, and these were held remotely during the pandemic. Regular contact with parents is maintained throughout the year with a weekly email setting out the activities for the week ahead, Parents' Breakfasts, informal contacts, termly Bulletins and the annual Newsletter. Trained Sixth-form pupils act as Peer Supporters assisting the School's pastoral team in creating an environment where every child can feel valued and safe.

Access Policy

The School greatly values the denominational, cultural, and social diversity of its community. It is important to the School that access to the education it offers is not restricted to those who can afford to pay fees.

There is an established bursary policy and this, together with various Community Initiatives, contributes to a widening of access to the education offered and the facilities available.

Means-tested bursaries are available in the Junior School (for entry into Years 5 and 6) and the Senior School (for girls from age 11 to 18). Junior School bursaries were first offered from September 2015.

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Bursary policy

The School's bursary awards are available to pupils who meet the entry requirements and are made solely on the basis of parental means or, to relieve hardship where a pupil's education would otherwise be at risk, for example in the case of redundancy. In assessing parental means a number of factors are taken into consideration including: family income; investments; savings; opportunity to generate additional income; and, family circumstances, for example: dependent relatives.

The School receives funding for bursaries from the WGS Trust (Charity number 505207) and from several other charitable trusts.

The bursary awards range from 10% to 100% remission of fees. A small fund supplements bursary awards to support academic school trips, individual instrumental lessons, LAMDA lessons, uniform and equipment. Information about fee assistance through bursaries is provided to all parents of girls applying to the senior school and Years 5 & 6 in the Junior School. The existence of means-tested bursaries is publicised through advertisements in the press and promotional materials. Details of the bursary policy and how to apply are also on the School website.

The success of the bursary scheme is illustrated in the review of activities and achievements section of this report.

Other Policies on Assistance

Timely financial planning is often the key for many parents who are hoping to send their daughters to the School and flexible payment arrangements are available to fund educational costs through regular contributions.

Family discounts policy

To underline the value placed on continuity for families, a discount of £100 per term, for the second and any subsequent siblings is offered.

Scholarship policy

The School has never offered scholarships of any type.

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Impact of the Covid-19 Pandemic on the School

The School re-opened to all pupils from the start of the 2020/21 academic year. A comprehensive Risk Assessment was in operation which required pupils to be organised into year group 'bubbles'. Lessons took place in pupils' Form Rooms for non-practical subjects which reduced the amount of movement in the corridors. The extra-curricular programme was re-written to ensure that activities were offered in year group bubbles only (unless the activity could be delivered remotely, in which case pupils from more than one year group were able to participate). Through very careful recording and editing, an extensive range of films were created of concerts and exhibitions, which were shared with pupils and parents.

The School was responsible for 'contact tracing' and ensuring that contacts of any pupils who tested positive were sent home for the designated period. A daily return was submitted to the Department for Education showing the number of pupils present at School and those who were absent for either Covid-19 or non-related issues. The same information was provided in respect of staff.

Throughout the year, the School was able to continue to offer 'Blended Learning' which required teachers to be able to deliver their lessons to a combination of pupils in class or pupils at home. There were many occasions when the teacher was required to deliver his/her class from home to the pupils at School/or at home.

Teachers and pupils had become very accustomed to blended learning during the previous academic year. The on-line learning programme, delivered primarily through Microsoft Teams, was efficiently put in place to ensure that the highest quality of education could be provided to pupils.

The School's digital strategy had incorporated a mobile device programme, set up over four years ago, which ensured that all Senior School pupils were equipped with a suitable device to access the programme and, similarly, all staff had an appropriate mobile device. From the start of September 2020, all Junior School pupils were also required to have their own suitable digital device so that, in the event that they needed to work remotely at short notice, it would be possible for on-line lessons to be delivered seamlessly.

The educational experiences of pupils were enhanced and extended through remote Assemblies, live sessions with Form Teachers, and a 'Virtual Withington Girls' School' OneNote continued to be used to make access to an extensive range of resources easy for pupils and staff.

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The second national lock-down started at the beginning of November 2020 and ended in March 2021. Pupils returned to School on 8th March 2021. Staff and pupils approached the second lock-down with determination; they were innovative, constructive and productive even though pupils very much missed being around their friends. The School ran a 'Key Worker' School, as had been done during the first lock-down, which was very much appreciated by parents. These pupils were able to join the on-line lessons from School, with their peers who were at home, and also participate in a range of face-to-face PE sessions with teachers at School.

For the second year in a row, external examinations for Year 11 and Year 13 pupils took a very different format. Pupils were required to sit a number of controlled assessments, in School, which formed the basis of the grades submitted by the School to the Examination Boards (the Teacher Assessed Grades - 'TAG') in respect of each pupil. This process was carried out with great care and integrity and involved all Heads of Department, Heads of Year and the Senior Leadership Team. The School invited these pupils, and their parents, to a celebratory Results Event, largely held outdoors, in August 2021.

The quality of the remote teaching programme was very much applauded by parents and pupils for the second year running.

Governors of the School continue to take their responsibilities for health and safety very seriously and ensured that the dynamic Risk Assessment was updated regularly to ensure that there were safe systems and protocols to allow the School to operate throughout the year.

A Covid-19 Risk Assessment Team, chaired by the Bursar, consisting of the Site Services Manager, the School Nurse, the General Manager (Catering), the HR Manager, the Office Manager, together with members of the Senior Leadership Team (the Headmistress, the Deputy Head, the Assistant Head, and the Head of the Junior School) has met weekly, in term-time, continuously from the beginning of first lockdown (in March 2019). These weekly meetings are continuing to operate in the 2021/22 academic year.

The key objectives of the group are to assess the way in which the School is operating based on the Risk Assessment in place and determine ways in which further improvements could be made, based on weekly feedback from an on-line questionnaire completed by staff on site. The School continues to be able to take advantage of support from external agencies including ISBA, GSA, HMC and Manchester City Council.

The Safeguarding Governor, who also has responsibility for Health & Safety, has visited the School regularly during the 2020/21 academic year to observe the control measures physically in place and to report back to the Board of Governors.

During July and August 2021 the Senior Leadership Team (SLT) along with the Director of Admissions & Marketing, met to consider the arrangements for the Return to School for September 2021 and the Risk Assessment and protocols were updated accordingly. These documents were approved by Governors at the start of the 2021/22 Academic Year.

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A team of staff (teaching and non-teaching) was deployed to ensure that there are different entrances and exits for pupils to minimise over-crowding at key times and the arrangements for the use of school buses have been re-written incorporating a new Code of Conduct which requires senior school pupils to wear face coverings. Catering arrangements were changed substantially ensuring that pupils were able to remain in year group 'bubbles' which involved hiring temporary counters enabling pupils to be served in three locations.

Additional pastoral support has been provided for pupils from the start of the lock-down period and this has continued throughout the 2020/21 academic year and beyond. The HR Manager continues to provide support to staff, in conjunction with relevant members of the SLT.

From a financial perspective, the School obtained support from the Job Retention Scheme. Additional costs were incurred in ensuring that the School had the necessary sanitisation and cleaning equipment in place to minimise the risk of infection. The Bursar and her team allocated hardship funding to a number of families whose financial circumstances were significantly adversely affected by the pandemic; this primarily related to families in the retail and hospitality sectors.

Governors took the unprecedented decision to phase the fee increase across the 2020/21 Academic Year. There was no fee increase in the Autumn Term, half the planned increase in the Spring Term and the full increase in the Summer Term.

COMMUNITY INITIATIVES

The School enjoys strong links with the local community, and staff and pupils participate in local, national, and international initiatives. Comprehensive details of all the School's partnership work can be seen on the Schools Together website: www.schoolstogether.org

A summary of the activities undertaken for the year is shown below:

Partnerships with local Schools

SHiNE Educational Programme

Withington Girls' School has organised and delivered a successful, community-focused series of Saturday School courses for the past 13 years. The programme is aimed at able students in Years 5 & 6 at maintained primary schools in and around South Manchester.

Previously, our series of courses offered on Saturday mornings was known as the SHiNE programme, however last year we launched a new name which reflects the importance of the partnership between Withington and our local primary schools – SHiNE Together.

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As we could not welcome visitors into school in person during 2020/21 the programme was delivered virtually via Zoom so that children could join them from home. Initially, we planned to offer three Saturday mornings in January and February, consisting of Art, Computing, Creative Writing, Design Technology, Drama and Spanish, however due to popular demand from the children these were then extended to five sessions, with Art running two separate groups each week. In addition, we also offered pupils interested in science and engineering the opportunity to take part in an independent project which led to the nationally recognised Bronze Crest Award. Overall, around 85 pupils took part in the SHiNE Together programme.

Classics Programme

The School has worked with the University of Manchester and the Manchester Classical Association to establish a Classics programme in a local primary school with whom the School works closely in partnership. Withington pupils and staff work together to devise the programme of study and provide all the teaching resources. In previous years, two Year 5 classes have taken part in an initial six-week programme, before pupils are given the option to continue on another six-week course.

This year, we were not able to visit the school in person due to Covid-19. Eight Sixth Form classics students volunteered and helped to plan a series of eight PowerPoints which could be delivered by the teachers to their classes, including some film clips of them explaining grammar points. Studying Latin, one of the least common subjects to be taught in state schools, has a positive impact on pupils' understanding of English grammar. For example, the students at Mauldeth Road Primary School learnt how sentences are constructed in Latin and thus improved their understanding of how sentences are formed in English. In the past, the Headteacher of Mauldeth Road reported that Spelling and Grammar in Key Stage 2 assessments notably improved after the Latin course.

This partnership benefited the two classes of Year 5 children (approximately 50) this year and helped our Sixth Form students develop valuable tutoring, IT and leadership skills.

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Physics Partnership

This year, six Lower Sixth Physicists, coordinated after school sessions for pupils at a local primary school on topics of light, energy, and electricity. The sessions were presented remotely, with our pupils creating several experiments for each lesson, and all the equipment needed for the experiments was provided by Withington Girls' School.

Chemistry Communicators

Chemistry Communicators is a national scheme supported by the Royal Society of Chemistry and the intention is to encourage Chemistry enthusiasts to develop their science communication skills, by working in teams to present a Chemistry based workshop or show to an audience of younger children.

Lower Sixth pupils were the 4th group of WGS A Level students to participate in this programme and 25 students took part in the challenge to devise experiments, develop methods and risk assessments and practising the safe delivery of these demonstrations in the chemistry labs.

Manchester Sings – everyone has a voice, every voice a song

Manchester Sings, initiated in 2019 by the Director of Music, was held at Manchester Cathedral on 4th December 2020. This inspirational concert saw nearly 250 children from across Greater Manchester, along with the WGS Senior pop up choir, join together to perform a programme of six emotive songs. The performances and readings told a human story of dreams, life's setbacks, and ultimately hope.

The event was in aid of the Booth Centre, a day centre for homeless people, while families supported by Wood Street Mission benefited from over 150 Christmas gift donations.

Community based initiatives

Senior Citizens' Christmas Concert

The annual Senior Citizens' Christmas Concert ran very differently this year as it was held remotely. Rehearsals started in the midst of Covid-19 restrictions and invitations to our virtual guests were sent out in October.

One benefit of the concert being held remotely was that we could facilitate a record number of audience members. 282 people watched the concert, which included 200 of our pupils and 83 staff members performing 19 songs.

As ever, Withington pupils, staff and parents rose to the challenge and ensured that the festive spirit would be delivered, not just the concert but presents, letters, cake boxes and raffle prizes.

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Duke of Edinburgh Awards,

From Year 9, the majority of our students embark on the Duke of Edinburgh Awards. Participants volunteer in their communities, make a positive contribution to society and demonstrate social responsibility.

The impact of the Covid-19 pandemic has resulted in some disruption to the planned expeditions. However, the easing of restrictions meant that the team were able to plan a series of expeditions in the Summer Term, ensuring that all girls in Years 9 to 12 were able to complete their awards before the summer break. Catch up expeditions are running for these girls who were isolating, and unable to take part.

Withington Foodbank

With great support from parents, pupils from both the Junior and Senior School organised a midsummer collection for the local Fallowfield and Withington Food Bank. By replenishing their stocks, it was hoped that they would be able to alleviate the significant issue of holiday hunger for those in need in the local area.

Summer Activities for the local community

The School was able to run summer activities for children in the local community for the first two weeks of the holidays. Multi-Sports and Dance courses were delivered in person, whilst our Art course ran online for three mornings. Attendance at courses was high and the School received fantastic feedback from both parents and children.

Multi-Sports was delivered by our qualified Tennis Coach, Lacrosse Coach, and a WGS PE Netball teacher. This was attended by over 100 children who also took part in exciting activities such as badminton, rounders, and mini tournaments.

New for this year was our Dance course, run by award-winning professional dancers, which offered a fantastic dancing experience where children learnt many new dances. The first week focused on Cha Cha Cha; Waltz; Samba; Quickstep and Salsa, and the second on Jive; Tango; Charleston; Paso Doble and Viennese Waltz. At the end of each week, dancers performed a short routine to the children attending the Multi-Sports course, and a video was sent home for parents/guardians to enjoy. Groups were kept small to allow for individual attention and a total of 16 children attended over the two weeks.

The Art programme was delivered interactively online by a WGS Art teacher and supported by members of the Development team. All materials were sent out to children in advance and they learnt a variety of different art processes and techniques, from simple print-making methods to colourful collages. This year's theme was the 'British Landscape' and creations included drawings of animals that live in hedgerows, painting

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countryside scenes on canvases and making 3D flowers. 17 budding artists attended the course.

Other

Withington staff have attended various Cluster Meetings, albeit in virtual format, on a range of academic and pastoral subjects within GSA, HMC, and other professional networks.

The School is a long-standing member of ISTip (the Independent Schools' Teacher Induction Panel) and, in non Covid-19 times, hosts a day's training each term for this group. In the region of 30 Newly Qualified Teachers (NQTs) attend the workshops which are delivered by teachers from the School.

The School also supports the programme for PGCE students in conjunction with the University of Manchester. There were no new students during the 20/21 academic year, because of the difficulties presented by the Covid-19 pandemic, however this programme has resumed in 2021/22 and two new PGCE students have joined the School.

The English Department has continued to work with The Manchester Grammar School and Manchester High School for Girls, to provide a half termly Reading Group for Sixth Form pupils to extend the range and challenge of reading which A level students undertake.

Partnership with the Manchester Children's Hospital

A magnificent eight foot mosaic, created by pupils from the School, is on permanent display in the Harrington Building belonging to Manchester Children's Hospital.

In addition to the mosaic, twenty-five landscapes, created last year by pupils in Year 9, are on permanent exhibition in the Harrington Building. The theme for the landscapes is the Natural World.

Use of facilities

There has been significant disruption to the School's ability to open up its facilities to the local community since March 2020 due to the pandemic and resulting lockdown.

Free use

The School makes its facilities available to the following groups free-of-charge as part of its role in supporting the community although some of these had to be cancelled this year.

- The Manchester Association of Cambridge University Women
- The Association of Language Learners

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- SAT College Board for US university entrance examinations

The School is a centre for the Associated Board of the Royal Schools of Music (ABRSM) examinations. Examinations in person were held in December 2020 and May 2021.

Other use

The Sports Hall is used for netball by a number of local student groups from the University of Manchester and other professional groups of women from the local area. We also hire our outdoor facilities to a local children's lacrosse team of which some of our pupils are members.

We have previously hosted an England Lacrosse training weekend, and there is another weekend planned on the 20th and 21st November 2021.

We usually hire our Arts Centre theatre facilities to the Manchester Muslim Preparatory School for their annual awards event and accommodate a local youth theatre company for rehearsals and performances, however these events needed to be cancelled during the pandemic.

We also planned to continue our partnership with Gloddaeth Holidays, a faith organisation, who run activity holidays for children from independent schools in the North of England and Midlands, by hosting their annual reunion party, however, this was unable to take place due to the pandemic.

We have regularly held training events for the Independent School Teacher Induction Panel (ISTip).

Citizenship Day

Citizenship Day is one of the highlights of the calendar at the School and it provides an opportunity for the whole School to come together to contribute to the wider community and focus on what it means to be a good citizen.

This years' focus was equality, diversity and inclusion and the day highlighted that equality, diversity and inclusion are interconnected as concepts. Pupils focused on creating greater multicultural awareness, increasing understanding of sexual equality, as well as celebrating diversity and inclusion to prepare students to thrive in a diverse world.

We were joined by several guest facilitators and speakers. Pupils in Years 9 to 13 were joined by Laura Bates, founder of the Everyday Sexism Project, an established feminist writer for many publications, including the Times, the Guardian and the Independent.

Our second speaker focusing on diversity was Louise Ishani, an experienced learning and development professional who has worked on the design and delivery of a number of programmes specifically targeted at supporting increased diversity in leadership.

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Years 7 and 8 undertook workshops with BelEve, a girl focused charity who believe, as we do, that it is crucial to inspire and empower girls and young women to maximise their potential and celebrate their achievements.

Annual Visit

The Religious Studies Department, would usually organise for all Year 10 girls to visit the Beth Shalom Holocaust Centre each year. The trip could not take place in the summer because of the pandemic. As an alternative, the School organised a virtual tour of Auschwitz, Poland, so that the pupils did not miss out on this vital learning opportunity.

Voluntary Service and Work Experience

The Sixth Form voluntary service scheme provides opportunities for senior girls to assist at local nurseries, primary schools, homes for the elderly, schools for severely disabled children, local hospitals, charity shops, and hospices. In 2020/21, Sixth Form girls organised a number of placements themselves which included working at charity shops, Brownie groups, sports clubs, hospices, and hospitals until the start of the pandemic.

There are strong links with Barnardo's, Wood Street Mission, Booth Street and other local charities. The school also fundraises for a number of charities in Africa, including a school and also a hospital for children with AIDS in Kenya.

WithGambia

Fundraising for, and visits to The Gambia have been in place since 2003; the School, through the WithGambia Charity, has funded numerous projects during the last seventeen years. The annual trip provides a unique opportunity for a group of girls to visit a less developed country and experience a different culture and lifestyle whilst assisting and coordinating small-scale charitable projects.

Of note is the building and maintenance of our main primary school Mama Tamba Nursery School and associated Multi-Purpose Community Hall. Our charity has funded the construction of the school and additional classrooms, a bore hole for fresh water as well as electricity. In addition, we have funded fencing and farming projects to support the local community in the area.

We sponsor teachers at the nursery school so that the children can attend lessons free of charge, and we supply much needed stationery and a feeding programme to ensure the children have enough to eat during the school day. We also take donations and provide equipment for other institutions including Illiassa Maternity Health Centre.

The Gambia 2020 team raised £7,130 to develop further the Gambian nursery school. Pupils achieved their aim of a collective 9,234 minutes of exercise (which is the

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return distance from Manchester to Banjul). The last annual trip to The Gambia took place in December 2019. The trip planned for December 2020 was cancelled, due to the pandemic, and the trip originally planned for December 2021 has been postponed until December 2022.

Uganda

The School has supported numerous projects in Uganda over the last eight years. A group of Sixth Form pupils and staff visit the country once a year to teach the children and help with the projects.

The last visit took place in October 2019 when the nine Upper Sixth Formers were able to visit all the charities that the School has supported. Of specific note is the Small Steps Foundation (which runs the Glory Be Nursery) which provides early years education for some of the poorest children in the local area.

Our pupils delivered lessons and painted a mural at the nursery. The pupils also raised money and collected clothing for Jinga Connections (a charity for street boys). Funds raised by our pupils provided malaria medication for 300 babies at a children's hospital in Jinja (called Whispers). Finally, the pupils visited a home for boys who used to live on the street (called Giasco). They took clothes and shoe donations collected at School and the funds donated have paid the salary of a social worker (for six months) to support the boys. The charity which runs this home was set up by two former Withington pupils.

Worldwide Links

As mentioned above, the School has links and engages in community projects in both The Gambia and Uganda each year. The community projects aim to assist and coordinate small scale charitable projects in order to improve the quality of life for low-income communities in rural areas with support in education, health and farming.

All Sixth pupils are given the opportunity to go on an extended expedition run by the Student Travel Consultancy, an ethical school adventures company. The last STC trip was a two-week expedition to Kenya in the Summer of 2019 when eleven Sixth Form pupils took part.

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Charity Fundraising

All pupils engage in charity fundraising throughout the year for local, national, and international charitable organisations.

Despite the obstacles faced by the Covid-19 restrictions during this academic year, the pupils still managed to raise money for many charities. Junior School pupils raised money for The Royal Manchester Children's Hospital, the Royal British Legion Poppy Appeal and Children in Need.

Senior School pupils organised some fundraising initiatives including for Jeans for Genes, Young Minds and Odd Socks.

Pupils from both the Senior and Junior School raised money for Comic Relief, the Captain Tom Foundation and an impressive £2,155 was raised for Covid-19 Childcare Taskforce, which was coordinated by two pupils who had joined the School in 2019 from India. They were devastated by the impact of the second wave of Covid-19 on the Indian population, and particularly children.

In total, for the academic year 2020/21, pupils raised £12,683 (2019/20: £31,173).

Volunteers

All former pupils and staff are automatically members of '*Withington Onwards*' (formerly known as '*The Senior Club*') which is a voluntary organisation. The Withington Onwards Committee, assisted by the Development Office, organises regular year-group reunions, produces the annual newsletter for alumnae, and runs the relevant section of the website.

Parent Teachers' Association (PTA)

Current parents play a vital role on the Parent Teachers Association Committee which raises funds for School equipment and organises social events for all parents.

Dr Rashmi Dev-Jairath became the Chair of the PTA with effect from the start of the 2020/21 academic year, succeeding Mrs Jo Kinney who had held the post for the last six years.

The social events which normally take place, organised by the PTA, such as the Dinner Dance and the Junior Fun Night were not able to take place as a result of Covid-19. However, members of the PTA were able to run a special event for Year 6 pupils, which met the Covid-19 requirements (as it was a year-group bubble) to allow these pupils to celebrate the end of their Junior School days. This party took place in July 2021 in a large ventilated area (the Sports Hall) as well as outside.

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The PTA is very grateful for the hard work of committee members particularly those involved in the sale of second-hand uniform which has continued throughout the pandemic. Demand for second-hand uniform increased significantly and arrangements were put in place to ensure that sales could be made safely. The 300 club continues to be popular with parents and registration with The Giving Machine enables parents to supplement PTA income whenever they shop online.

Parents also offer invaluable support in the extracurricular programme including assistance with work placements, mock interviews for university candidates, and careers advice. Junior and Senior School parents have provided talks to pupils about their careers.

Governors and staff very much appreciate the continuing and valuable work undertaken by the above groups.

REVIEW OF ACHIEVEMENTS AND PERFORMANCE FOR THE YEAR

Pupil numbers and fees

This year the School averaged 727 (2020: 729) pupils. There were 158 girls in the Junior School and 569 girls in the Senior School. The School is over-subscribed for entry at age 11.

The fee increase for the academic year 2020/21 was set by the Governors at 2.5% for the Senior and Junior School, however, due to the pandemic, the fee increase was phased over the academic year. Fees were frozen for the Autumn Term, half the fee increase was charged in the Spring Term, and the full increase was implemented from the start of the Summer Term. The fees for each term, before the deduction of means-tested bursaries, were:

Junior School

£3,160 per term (Autumn Term)

£3,206 (Spring Term)

£3,251 (Summer Term)

Senior School

£4,211 per term (Autumn Term)

£4,272 (Spring Term)

£4,333 (Summer Term)

Academic

For the second year in a row, as a result of the pandemic, pupils in Year 11 and Year 13 were not able to sit GCSE and A level examinations respectively in the normal format.

Pupils were required to sit a number of controlled assessments, in School, which formed the basis of the grades submitted by the School to the Examination Boards (the Teacher

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Assessed Grades - 'TAG') in respect of each pupil. This process was carried out with great care and integrity and involved all Heads of Department, Heads of Year and the Senior Leadership Team.

Most pupils and parents were happy with the Teacher Assessed Grades. A small number of pupils have taken the opportunity to re-sit the examinations in either the Autumn of 2021 or the Summer of 2022.

There are no national league tables of results for 2021.

Year 11 pupils

We were delighted to be able to welcome pupils, and their parents, to the School on GCSE Results Day, following Covid-19 protocols. This provided an opportunity for the pupils to be congratulated on their hard work and commitment over the last two years. Pupils very much appreciated being allowed to return to School for this special day and to celebrate their achievements with friends and family.

For the second year running, Year 11 pupils were able to take the opportunity to camp on the School field as part of the Duke of Edinburgh Silver expedition. The Assistant Head, who leads the co-curricular programme at the School, ensured the expeditions took place, under strict Covid-19 rules, to allow pupils to benefit from this very popular activity.

Year 13 pupils

We were delighted to be able to welcome Upper Sixth pupils, and their parents, to the School on A-level Results Day, following Covid-19 protocols. This provided an opportunity for the pupils to be congratulated on their hard work and commitment over the last two years. Pupils very much appreciated being allowed to return to School for this special day and to celebrate their achievements with friends and family.

The Headmistress said that she was delighted that these pupils would be going on to study at some of this country's finest universities, pursuing a wide range of subjects, from Engineering, Fine Art, Law, Computer Science and Dentistry to English Literature, Geography, Sport Rehabilitation and Medicine. Thirteen pupils have confirmed their conditional offers to study at their chosen Oxbridge colleges.

Diversity and Inclusion

Alongside our fellow GSA and HMC schools, we are proud to be further developing our diversity and inclusion strategy which will allow us to reflect in depth on the inclusive culture of our school and to ensure that everyone benefits from the strength and success that a positive, active approach to inclusion brings.

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Governors commissioned an independent survey, carried out by RSAcademics and All-in Education in April 2021, to help the School understand the current picture of equality, diversity and inclusion (EDI) among pupils and staff. We are looking carefully at the insights that have been provided through this research, in conjunction with other work that we have been doing, to ensure that all pupils and staff feel safe, included and equal. The aim of this 'Sense of Belonging' survey was to further our understanding of the individuals who make up our Withington community, both in terms of their personal characteristics and their individual experiences. 91% of pupils and 90% of staff completed the survey.

With the support of our alumnae and current pupils who asked us to engage with these vital issues in the summer of 2020, Withington has committed to an embedded, strategic approach which will enable us to continue to reflect on the inclusive culture of our school. This will continue to be an ongoing focus in 2022 supported by independent specialists.

Facilities and equipment

Two-storey Dining Room Extension

Governors held an Extraordinary meeting in February 2021 to consider whether the two-storey extension to the Dining Room could go ahead. The project had been put on hold the previous academic year, as a result of uncertainties in relation to the pandemic. The design team had continued to work on the project so that the tender documentation was ready should a decision be made for the project to go ahead. At the meeting in February, Governors were able to review the tenders that had been received, which had been carefully analysed by the Design Team, who were present at the meeting. There was unanimous support for the project to be given the go-ahead and for the contract to be awarded to John Turner & Sons Limited, who had built the last major project, the Sports extension and new Fitness Suite, a few years earlier. Governors felt that there was clear evidence that the project was needed and investing in the School at this critical time would be beneficial.

A pre-start meeting took place at the School on 24th February 2021 the purpose of which was to bring all parties together in advance of the start of the project. Work began on site immediately after the Easter holiday period, on 6th April 2021. The expected completion date is February 2022.

The School is very grateful for the financial support for this project from the WGS Trust (Charity 505207) which has confirmed a capital grant of £1m. The total project cost is expected to be in the region of £2.4m. Our external catering contractor, Holroyd Howe Limited, is providing a capital contribution towards key elements of kitchen equipment in accordance with the School's catering contract.

The extension will provide a much larger dining facility for pupils and staff on the ground floor. The new servery area will be substantially enlarged which will significantly change the way in which pupils select their lunch options and reduce the time spent in a queue.

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The upper floor incorporates a Multi-Function Suite which will have stunning views over the School's sports facilities and, adjacent to the library, will be a new bespoke area for Learning Support.

As at 31st August 2021, the main contract with John Turner & Sons was almost 40% complete. The Catering Design Group, the company commissioned to design and install the new kitchen and serveries, was working at capacity during the summer holiday to strip out and re-fit the existing kitchen to ensure that it was ready for meals to be produced for the start of the 2021/22 academic year.

Progress on the building project is closely monitored at the monthly design meetings, which are attended by senior staff and Governors. Key milestones are reviewed carefully.

During the building phase the School is fortunate to be able to utilise the large internal 'Hub' as a temporary dining facility for pupils. The remembrance garden has been temporarily relocated to a quiet area alongside the all-weather pitch while building work is ongoing.

Other Works

The programme of replacing light fittings to LED models continued during the year; almost all light fittings across the entire School have now been replaced. An extensive schedule of external and internal decorating took place during the summer holidays which included the three-storey front elevation.

During the last academic year, senior pupils have taken the opportunity to have much enjoyment on the outdoor gym purchased through 'The Great Outdoor Gym Company'. This exciting outdoor area, incorporating a wet-pour surface, a climbing frame, ground-mounted trampolines, electricity-producing fitness equipment including a cross-trainer, and exercise bicycle, is extremely popular with pupils. A rota system was set up to ensure that pupils used the equipment in year group bubbles in the last academic year.

Governors have given the go-ahead for a Percussion Pod to be fitted in the central 'hub'. A deposit was paid to a specialist supplier, Amadeus Performance Equipment, in July and the pod will be fitted in October half-term. The percussion pod will provide a much needed dedicated space for the growing number of pupils who are learning to play a percussion instrument while, at the same time, ensuring that the sound impact on the surrounding areas is reduced.

Information Technology

The Management Information System (SchoolBase) was regularly updated during the year. The SchoolBase app is increasingly useful to parents and grants them quick access to their child's attendance records and school reports on a mobile device. A new custom

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application form was built and launched this academic year. It is connected to the Schoolbase database and makes the application process more convenient for prospective parents, it also improves data accuracy and saves time for administrative staff. Use of the Parent portal continues to increase, it can now be used to collect important documents which are then attached directly to the pupil record.

Pupils have also been encouraged to log on to the Schoolbase App to check their timetable and the School Calendar.

Use of devices in teaching and pastoral care continues to improve, with Microsoft Teams being created for each teaching group on the timetable this year through Microsoft School Data Sync. Microsoft Teams has become a hub for most departments now and brings together OneNote class notebooks, SharePoint file libraries and a variety of communication methods. The assignments and insights modules in Teams have been selected as the platforms to bring our homework diaries into the digital world, with teaching staff attending training on their use during the summer term of 2021. Pupils now have a centralised list of allocated homework from across their timetable with the ability to hand in the work electronically where appropriate. Staff will gain access to at-a-glance data showing which pupils have viewed, handed in, or are yet to return work.

The School laptops that have been allocated to staff continue to perform well, allowing staff to work securely from anywhere, ensuring encryption, backup and multi-factor authentication are switched on.

The school undertook a programme of server operating system upgrades during the summer of 2021 to combat security vulnerabilities that are become more prevalent in older, unsupported operating systems. Each primary host is capable of running the entire network which provides an additional safeguard to the School in the event of a disaster. Under normal operation, the primary virtual hosts share the workload of the whole network.

A breach detection service has continued to operate (third year running) with an external specialist IT consultancy company. Quarterly reports are generated on the security of the school systems, which are then scrutinized by the school IT team who can take remediating action.

The School's internet connection continues to be more than sufficient for our needs, the contract was renewed for a further 4 years in August 2020 along with the inclusion of a new off-site backup service. The off-site backup has performed well and has proved useful for a handful of data recovery incidents this year.

Cyber security continues to be one of the top 10 risks included within the Risk Register. The School has a managed Fortinet firewall, which was renewed along with the internet contract, and has engaged the services of external specialist contractors who conduct ethical hacking, breach detection and advanced spam/phishing filtering services as detailed above. Governors have considered the additional risk from the

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prevalence of ransomware attacks in the sector and additional backup and security measures have been implemented.

Two-factor authentication is now standard across all staff and senior school pupil accounts when accessing school services. We are aware that this control has prevented a number of phishing attacks being successful in the year to 31 August 2021.

The School and the Trust have taken all the necessary steps to comply with the General Data Protection Regulations (GDPR) which came into effect from May 2018 and has continued to improve the controls regarding access to personal and sensitive information.

Environmental Initiatives: cutting the 'carbon footprint'

The School community continues to promote sustainability and the programme for the replacement of light fittings to LED energy-efficient models has continued in 2021.

The School uses a waste removal company which recycles rubbish.

The IT Department ensures that print cartridges and computers are recycled in accordance with WEEE (Waste Electrical and Electronic Equipment Directive) regulations. The school continues to use a compactor and baler in order to reduce the volume of waste packaging taken away, and baled cardboard is now being collected by Fresh Start Recycling Company.

The removal of desktop computers continued, further advancing towards the long-term goal of transitioning staff to laptops and to reduce further the fleet of desktop computers, which reduces the overall energy consumption significantly. There are very few staff who have no remote working opportunity.

The School's Contract Catering Company, Holroyd Howe Limited, has a dedicated Sustainability & Environment Manager who provides support and guidance to the School. The company is passionate about sustainable eating and has produced an initiative called Future Proof Food. It provides a balanced rounded approach, looks at increasing sustainable protein consumption, reducing waste and eating more local and seasonal produce. There is a current focus on plastics and the focus is on the '3' R's 'reduce, reuse and recycle'. Where plastic is the only option, the aim is to use products that are made with a high percentage of recycled plastic.

Eco Society is a fully inclusive group, comprising girls from Year 7 to Upper Sixth, who meet regularly and organise events under the encouraging guidance of the Head of DT and one of the Biology teachers. Junior Outdoor Club is overseen by the Head of Classics.

Eco Week in April 2020 was one of the first annual events to be adapted for lockdown and girls were encouraged to think about changing habits, broadening their knowledge,

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and supporting those who need it most. There were two eco-themed virtual assemblies including one led by alumna Dr Cal Major, ocean advocate, veterinary surgeon, and adventure-seeker. Dr Major's words were truly inspiring just as everyone was adjusting to the new reality of lockdown.

The most recent Withington Onwards magazine was an 'Eco Edition', celebrating the efforts of Withington alumnae in various occupations and campaigns related to caring for our environment. The magazine was printed on Carbon Balanced Paper and every effort was made to reduce its carbon footprint.

A great year for Eco Society culminated with the renewal of the Eco-Schools Green Flag Award in January 2020. The School has now been recognised continuously as a Green Flag School since 2010 and the Award recognises the efforts of the School's 'Eco' groups in creating and communicating a school 'eco-code' in which all pupils and staff cooperate and undertake to play their part. The assessor said in her letter confirming the Award:

"I would like to congratulate you for all the time and effort that has been invested in environmental education at your school. Your award is well deserved and reflects the hard work you have put into the programme so far."

The School installed a dual electric charging point in the Victoria Road car park over a year ago and there is an increasing number of staff who own an electric vehicle.

Details of bursary awards – policy into practice

In addition to financial support received from other Educational Trusts, the School receives financial support from the WGS Trust (Charity Number 505207) for means-tested bursaries (details of the WGS Trust are provided in Note 12 on page 48 of these accounts).

The value of bursaries from the WGS Trust for 2021 was £734,973 (2020: £710,069).

The value of bursaries from other awarding bodies for 2021 was £128,000 (2020: £136,660). The total value of bursaries for 2021 was therefore £862,973 (2020: £846,729) representing 9.8% of fee income in 2021 (2020: 9.7%).

There were 112 girls in receipt of bursaries for the year to 31st August 2021; 6 from the Junior School and 106 in the Senior School. This equates to over 18% of girls in Senior School and over 6% of girls in Years 5/6 of the Junior School receiving support. Eighteen girls in the Senior School benefited from full remission of fees and thirty-two girls in the Senior School obtained a bursary worth 80% or more of fees. In the Senior School, therefore, 17% of the bursaries were worth 100% of the fees and 30% of the bursaries were worth 80% or more of the fees.

Bursaries were awarded in Years 5 and 6 for the first time in 2015/16. The Junior School bursaries were made possible by the legacy from Miss Connell, a former teacher at the

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School. The introduction of these bursaries provided additional places for girls in Years 5 and 6 from September 2015 and coincided with the opening of the new Junior School building.

Fundraising Performance

Governors approved a new Development & Alumnae Strategy (2019 to 2024) at their meeting in September 2019. The key focus of this Strategy, which dovetails with the School's Development Plan, is to continue to raise funds for school priorities. A significant focus will be to increase funding for means-tested bursaries as one of the aims of the School is to maintain and increase the level of Governors' means-tested bursary support to secure the diversity of the school community, with the eventual aim of needs-blind admission. The majority of donations for bursaries are processed through the accounts of the WGS Trust.

Donations received by the WGS Trust for the bursary fund amount to £138,957 (2020: £125,662).

The Development Office launched a bursary/hardship appeal in July 2020, supported by an alumna (and her husband) who pledged to match the first £12,633 donated. The response from this direct mail appeal, the first carried out by the school, was exceptional. As at 9th October 2021 the amount raised in total (including pledges) is £114,339. The alumna increased her pledge to ensure that we raised over £100,000. These funds were processed through the accounts of the WGS Trust.

This direct mail appeal was part of the newly approved strategy to diversify our methods of making a fundraising ask. Pleasingly, half of all donors who gave to the appeal were either new donors or long lapsed donors who had not given for 10+ years.

One of the key priorities for the Development Office in the last year was to increase engagement with the alumnae body. In the last year, engaged alumnae have increased by over 17% and almost 50% of alumnae can now be classified as 'engaged' with the School. This has largely been driven by offering an increased number of virtual reunions which, through the lock-down period, has appealed to a greater number of former pupils from across the world. Engagement in new communications such as a new podcast, 'Spotcast On', the inaugural Ad Lucem Alumnae Awards and Withington Connect have all contributed to this success which has also been extremely beneficial for current pupils.

The winners of the first Ad Lucem Alumnae Awards were announced in October 2021 following nominations from the school community. The Head Girl team participated in the shortlisting process and a final vote was taken by all girls in the Senior School. The main Ad Lucem Alumna Award was awarded to world renowned neuroscientist, Brenda Milner. The Ad Lucem Young Alumna award was awarded to Bronya Sykes, a Cambridge University Student who was part of the winning 2021 Cambridge Boat Race team. During the course of the shortlisting process, it was

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decided that we would introduce a third award, the Rose Acton Ad Lucem Award. Rose, from the Class of 2010, died in December 2020 and this award will recognise those who display qualities such as courage, curiosity, kindness, humour, determination, resilience and a desire to improve things for others. Most importantly, like Rose, future recipients will inspire and support those around them to achieve more than they thought they could.

Programmes to enable our pupils to communicate directly with alumnae were established - a Pen Pal programme saw twenty-five junior school pupils take up their pens to correspond with their alumnae pen pals. Withington Connect saw Sixth Form pupils reaching out by phone to senior alumnae to connect, share common experiences and simply to talk. Our pupils and alumnae gained so much from these interactions, including a greater sense of connection during a time when social interactions have been so confined.

Inspired by the national project, 'Portraits for NHS Heroes', which was initiated by artist, Tom Croft, our Art Department, in conjunction with the Development Team, decided to follow in Tom's footsteps and offer a free portrait to our key worker alumnae to say thank you and to express the depth of our gratitude and our heartfelt thanks for all that they have done and are continuing to do for us during the pandemic. GCSE and A level pupils, as well as staff, created the portraits that were displayed in an online exhibition before the portraits were sent to the alumnae.

The last annual Emily Simon Society Lunch was held on 11th March 2020. This provided an opportunity for members of the Society to visit the School, meet some current bursary recipients, and to learn about the School's partnership, WithGambia, that has been running for many years. This year we met virtually in December 2020 when members were able to watch highlights from our virtual Christmas concerts.

The Annual Fund was renamed and relaunched as the 'Ad Lucem Fund' and applications were invited from staff members to bid for funding to support projects which enhance and enrich the girls' learning, but that normally fall outside the reach of the annual school budget. This year, we particularly encouraged projects that provide opportunities to compensate for experiences lost during the Covid-19 outbreak.

A telephone campaign, 'Withington Calling 2021', ran for two weeks in August 2021. The campaign was run remotely and conducted by a calling team of 12 Sixth Form pupils and recent alumnae. The campaign was managed by an external company, supported by our Development Office, and the callers made contact with more than 450 alumnae. The purpose was not only to raise funds for bursaries and specific Annual Fund projects, but also to engage further with alumnae.

The running costs for the Development Office have been borne equally by the WGS Trust and the School. In the year ended 31st August 2021, the direct costs for each were £95,136 (2020: £77,764).

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The School's approach to fundraising

The School employs an in-house Development Team to carry out fundraising on its behalf. The Director of Development reports directly to the Headmistress. A professional fundraising consultancy is engaged to assist with a biennial telephone campaign.

The WGS Trust (Charity 505207) registered as a member of the Fundraising Regulator in October 2017. Registration is optional for charities which spend less than £100,000 on fundraising each year and, as a result, there was no requirement for the WGS Trust to register. The Trust's voluntary registration is evidence of its desire to follow best practice. The Trust also follows the Institute of Fundraising's code of practice and we have published our own Fundraising Code of Practice.

The Development Team can confirm that all activities comply with the requirements of the Fundraising Regulator, that of the Institute of Fundraising's Code of Practice and our own Code of Practice.

Careful monitoring of the activities of the Development Office is carried out by Governors of the School and Trustees of the WGS Trust. The Development Director submits a report on fundraising activities for each Governors' meeting and each Trustees' meeting and attends the meetings to answer any questions raised.

There have been no complaints about fundraising activities in the year to 31 August 2021 (2020: NIL).

FINANCIAL REVIEW AND RESULTS FOR THE YEAR

As an educational charity pupils' parents have the assurance that all income of the School is applied for educational purposes.

The results for the year show net incoming resources of £191,172 (2020: £283,246). Expenditure on fixed assets for the year was £937,292 which comprises £746,494 for assets under construction, plus £190,798 for fixtures, fittings and equipment.

Governors have critically appraised the School's financial position, as a result of the Covid-19 Pandemic, and have taken appropriate measures to limit the fee increase for parents in the 2021/22 year.

RESERVES

In formulating their reserves policy, the Governors are committed to ensuring that the School has a sufficient level of reserves to enable it to meet its objectives, which have

WITHINGTON GIRLS' SCHOOL
ANNUAL REPORT OF THE GOVERNORS
FOR THE YEAR ENDED 31 AUGUST 2021

been described earlier in this report. The level of reserves is regularly scrutinized with these objectives in mind. The Governors' aim is that the School should have sufficient free reserves to support the value of one term's payroll costs for teachers, which equates to around £1.3m.

The School has retained reserves of £13,968,774 at 31st August 2021, which are considered to be appropriate for the objects of the School to be maintained. The actual free reserves as at 31st August 2021 are £358,588 (2020: £414,612), calculated as the value of Net Assets less Fixed Assets. There has been a reduction in free reserves following the Governors' decision to commence the major building project, the two-storey extension to the Dining Room. Governors and the Senior Leadership Team consider that the School is a Going Concern and is able to meet its obligations as they fall due.

Within the free reserves, Governors have designated £50,058 as the proportion of the capital grant receivable from the external catering company in respect of new kitchen equipment for the kitchen.

Governors do not feel it is necessary to retain within Designated Reserves a sum for the on-going additional costs and support measures as a result of the Covid-19 pandemic.

The School's policy is to build up free reserves to the desirable level by annual operating surpluses.

FUTURE PLANS

The Board approved the School Development Plan in June 2019. A review of these strategic priorities will take place in January 2022.

The current strategic priorities are as follows:

- To ensure continued recruitment, retention and professional development of suitable, high-quality staff;
- To improve further the exceptional quality of pupils' experience and outcomes through teaching and learning strategies;
- To maintain and develop the already excellent standards within Learning Support;
- To ensure that the School's central ethos of respect and responsibility informs the work and life of the School; to explore, share and celebrate social, moral, spiritual and cultural (SMSC) values throughout all areas of the School;
- To continue to deliver outstanding pastoral care and to ensure that all pupils are able to build habits to support health and wellbeing for life through access to excellent health, wellbeing and fitness education and opportunities;

WITHINGTON GIRLS' SCHOOL
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FOR THE YEAR ENDED 31 AUGUST 2021

- To ensure that the School has first-class premises and accommodation appropriate for the curriculum delivery, for co-curricular activities and for other support services, to provide pupils and staff with an environment consistent with one of the country's leading independent girls' schools;
- To ensure that the School's partnership work continues to develop strategically and to maintain and develop excellent links with parents, alumnae, schools, universities, professional associations, charities and businesses;
- To develop the positive profile of the School locally, nationally and internationally, so that the School's ethos, qualities and characteristics are understood and celebrated;
- To harness the opportunities afforded by technology for pupils and staff to work and communicate in the most efficient and effective ways;
- To ensure that academically able prospective pupils and their parents, from a diverse range of backgrounds, are aware of the opportunity of a Withington education and understand its value.

Approved by the Governing Body of Withington Girls' School on 29th November 2021
and signed on its behalf by:



Mr Malcolm Pike
Chair of Governors

WITHINGTON GIRLS' SCHOOL
ANNUAL REPORT OF THE GOVERNORS
FOR THE YEAR ENDED 31 AUGUST 2021

STATEMENT OF GOVERNORS' RESPONSIBILITIES

The Governors (who are also directors of Withington Girls' School for the purposes of company law) are responsible for preparing the Governors' Annual report, which includes the strategic report and the financial statements in accordance with applicable law and regulations.

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

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

- select suitable accounting policies and then apply them consistently.
- make judgements and accounting 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;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in business.

The Governors are responsible for keeping adequate accounting records that are sufficient to show and explain the charity's transactions and 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.

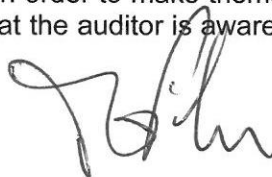
Financial statements are published on the charity's website in accordance with legislation in the United Kingdom governing the preparation and dissemination of financial statements, which may vary from legislation in other jurisdictions. The maintenance and integrity of the charity's website is the responsibility of the Governors. The Governors' responsibility also extends to the ongoing integrity of the financial statements contained therein.

Statement as to disclosure of information to auditors

In so far as the Governors are aware at the time of approving our Governors' annual report:

- there is no relevant information, being information needed by the auditor in connection with preparing their report, of which the group's auditor is unaware, and
- the Governors, having made enquiries of fellow directors and the group's auditor that they ought to have individually taken, have each taken all steps that he/she is obliged to take as a director in order to make themselves aware of any relevant audit information and to establish that the auditor is aware of that information. On behalf of the Board of Governor

Chair of Governors
Date:



INDEPENDENT AUDITOR'S REPORT TO THE GOVERNORS OF WITHINGTON GIRLS' SCHOOL

Opinion

We have audited the financial statements of Withington Girls' School ('the charitable company') for the year ended 31 August 2021 which comprise the Statement of Financial Activities, the Balance Sheet, the Cash Flow Statement 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 2021 and of 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 Governors' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

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

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

Other information

The Governors are responsible for the other information contained within the annual report. 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.

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 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.

Opinions on other matters prescribed by the Companies Act 2006

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

INDEPENDENT AUDITOR'S REPORT TO THE GOVERNORS OF WITHINGTON GIRLS' SCHOOL

- the information given in the Governors' 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 Governors' report have been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

In light of the knowledge and understanding of the charitable company and their environment obtained in the course of the audit, we have not identified material misstatements in the directors' report included within the Governors' 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 and proper accounting records have not been kept; 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; or
- the Governors were not entitled to prepare the financial statements in accordance with the small companies regime and take advantage of the small companies' exemptions in preparing the Governors' report and from the requirement to prepare a strategic report.

Responsibilities of Governors

As explained more fully in the Governors' responsibilities statement set out on page 34, the Governors (who are also the directors of the charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the Governors determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the Governors are responsible for assessing the charitable company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the 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.

Details of the extent to which the audit was considered capable of detecting irregularities, including fraud and non-compliance with laws and regulations are set out below.

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

Extent to which the audit was considered capable of detecting irregularities, including fraud

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We identified and assessed the risks of material misstatement of the financial statements from irregularities, whether due to fraud or error, and discussed these between our audit team

INDEPENDENT AUDITOR'S REPORT TO THE GOVERNORS OF WITHINGTON GIRLS' SCHOOL

members. We then designed and performed audit procedures responsive to those risks, including obtaining audit evidence sufficient and appropriate to provide a basis for our opinion.

We obtained an understanding of the legal and regulatory frameworks within which the charitable company operates, focusing on those laws and regulations that have a direct effect on the determination of material amounts and disclosures in the financial statements. The laws and regulations we considered in this context were the Companies Act 2006, taxation legislation together with the Charities SORP (FRS 102). We assessed the required compliance with these laws and regulations as part of our audit procedures on the related financial statement items.

In addition, we considered provisions of other laws and regulations that do not have a direct effect on the financial statements but compliance with which might be fundamental to the charitable company's ability to operate or to avoid a material penalty. We also considered the opportunities and incentives that may exist within the charitable company for fraud. The laws and regulations we considered in this context for the UK operations were The Education (Independent School Standards) Regulations 2014, Employment legislation and Health and Safety legislation.

Auditing standards limit the required audit procedures to identify non-compliance with these laws and regulations to enquiry of the Trustees and other management and inspection of regulatory and legal correspondence, if any.

We identified the greatest risk of material impact on the financial statements from irregularities, including fraud, to be within the timing of recognition of other income, and the override of controls by management. Our audit procedures to respond to these risks included enquiries of management about their own identification and assessment of the risks of irregularities, sample testing on the posting of journals, reviewing accounting estimates for biases, reviewing regulatory correspondence with the Charity Commission, Independent Schools Inspectorate and reading minutes of meetings of those charged with governance.

Owing to the inherent limitations of an audit, there is an unavoidable risk that we may not have detected some material misstatements in the financial statements, even though we have properly planned and performed our audit in accordance with auditing standards. For example, the further removed non-compliance with laws and regulations (irregularities) is from the events and transactions reflected in the financial statements, the less likely the inherently limited procedures required by auditing standards would identify it. In addition, as with any audit, there remained a higher risk of non-detection of irregularities, as these may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal controls. We are not responsible for preventing non-compliance and cannot be expected to detect non-compliance with all laws and regulations.

Use of our report

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

[This report has not yet been signed]

Vicky Szulist
Senior Statutory Auditor
For and on behalf of
Crowe U.K. LLP
Statutory Auditor
The Lexicon
Mount Street
Manchester
M2 5NT

Date

WITHINGTON GIRLS' SCHOOL
STATEMENT OF FINANCIAL ACTIVITIES

YEAR ENDED 31 AUGUST 2021

| | | 2021 | 2020 |
|--|-------|-----------------------|-----------------------|
| | | Unrestricted Funds | Unrestricted Funds |
| | | £ | £ |
| | Notes | | |
| INCOME: | | | |
| Donations | 2 | 75,961 | 192 |
| <i>Income from charitable activities:</i> | | | |
| Tuition fees receivable | | 8,801,430 | 8,696,302 |
| School meals | | 425,877 | 361,038 |
| <i>Income from other trading activities:</i> | | | |
| Other income | 3 | 97,640 | 201,623 |
| Investment income | | 271 | 3,128 |
| Total income | | <u>9,401,179</u> | <u>9,262,283</u> |
| Expenditure | | | |
| <i>Costs of raising funds</i> | 4 | 95,136 | 77,764 |
| <i>Expenditure on charitable activities</i> | 5 | 8,712,814 | 8,503,421 |
| <i>Contributions to WGS Trust</i> | | 402,057 | 397,852 |
| Total expenditure | | <u>9,210,007</u> | <u>8,979,037</u> |
| Net income and net movement of funds for the year | | 191,172 | 283,246 |
| Other recognised gains/(losses) | | | |
| Actuarial gain/(loss) on CARE Pension Scheme | 15 | 66,419 | (4,264) |
| Net movement in funds | | <u>257,591</u> | <u>278,982</u> |
| RECONCILIATION OF FUNDS | | | |
| TOTAL FUNDS BROUGHT FORWARD | 11 | 13,711,183 | 13,432,201 |
| TOTAL FUNDS CARRIED FORWARD | 11 | <u>13,968,774</u> | <u>13,711,183</u> |

The notes on pages 41 to 53 form part of these accounts.

All amounts relate to continuing activities.

WITHINGTON GIRLS' SCHOOL

BALANCE SHEET

31 August 2021

| | | 2021 | | 2020 | |
|--|-------|--------------------|--------------------------|--------------------|--------------------------|
| | Notes | £ | £ | £ | £ |
| FIXED ASSETS | | | | | |
| Tangible assets | 7 | | 13,610,186 | | 13,296,571 |
| CURRENT ASSETS | | | | | |
| Debtors | 8 | 199,580 | | 570,553 | |
| Cash at bank | | <u>1,965,594</u> | | <u>1,468,537</u> | |
| | | 2,165,174 | | 2,039,090 | |
| CREDITORS | | | | | |
| Amounts falling due within one year | 9 | <u>(1,504,039)</u> | | <u>(1,212,461)</u> | |
| NET CURRENT ASSETS | | | 661,135 | | 826,629 |
| CREDITORS | | | | | |
| Amounts falling due after more than one year | | | | | |
| Pension Liability | 10 | | (302,547) | | (412,017) |
| NET ASSETS | | | <u><u>13,968,774</u></u> | | <u><u>13,711,183</u></u> |
| ACCUMULATED UNRESTRICTED FUNDS | | | | | |
| | 11 | | 13,968,774 | | 13,711,183 |
| | | | <u><u>13,968,774</u></u> | | <u><u>13,711,183</u></u> |

The financial statements were approved and authorised for issue by the board of Governors on 29th November 21 and signed on its behalf by:

Mr Malcolm Pike

Governor



Mr Christopher Poston

Governor



WITHINGTON GIRLS' SCHOOL

STATEMENT OF CASH FLOWS

FOR YEAR ENDED 31 AUGUST 2021

| | 2021 | 2020 |
|---|-------------------------|-------------------------|
| | £ | £ |
| Reconciliation of net movement in funds to net cash flow from operating activities | | |
| Net movement in funds | 257,591 | 278,982 |
| Add back depreciation charge | 623,677 | 631,581 |
| Deduct interest income shown in investing activities | (271) | (3,128) |
| Decrease/(increase) in debtors | 370,973 | (136,388) |
| Increase/(decrease) in creditors | 291,578 | (282,633) |
| (Decrease) in Pension Liability | (109,470) | (36,091) |
| Net cash flow from operating activities | <u>1,434,078</u> | <u>452,323</u> |
| Cash flows from investing activities | | |
| Interest income | 271 | 3,128 |
| Purchase of tangible fixed assets | (937,292) | (169,122) |
| Cash used in investing activities | <u>(937,021)</u> | <u>(165,994)</u> |
| Reconciliation of Net Cash/Debt | | |
| Increase in cash and cash equivalents in the year | 497,057 | 286,329 |
| Cash and cash equivalents at the beginning of the year | 1,468,537 | 1,182,208 |
| Total cash and cash equivalents at the end of the year | <u>1,965,594</u> | <u>1,468,537</u> |

WITHINGTON GIRLS' SCHOOL
NOTES TO THE FINANCIAL STATEMENTS

YEAR ENDED 31 AUGUST 2021

1 ACCOUNTING POLICIES

(a) **Basis of preparation of financial statements**

The financial statements have been prepared in accordance with the Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2015) - (Charities SORP (FRS 102)), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

Withington Girls' School meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy note.

(b) **Incoming resources**

All incoming resources are accounted for on an accruals basis and are after deducting allowances and other remissions granted by the School.

(c) **Resources expended**

All expenditure is accounted for on an accruals basis and is allotted directly to the category to which it relates and includes irrecoverable VAT.

Governance costs comprise those costs incurred complying with constitutional and statutory requirements.

(d) **Fund accounting**

All funds held by the Charity are unrestricted and can be used in accordance with the charitable objects at the discretion of the trustees.

(e) **Tangible fixed assets and depreciation**

Tangible fixed assets are stated at cost or valuation less depreciation. Depreciation is provided at rates calculated to write off the cost or valuation of fixed assets over their expected lives on a straight line basis at the following annual rates:

| | |
|---|-----------|
| Buildings and external facilities | 2% to 10% |
| Fixtures, fittings and equipment, and computers | 5% to 25% |

Capital grants are accounted for when the Charity is unconditionally entitled to receive the monies.

(f) **Expenditure on charitable activities**

This includes all items required to provide schooling for pupils.

(g) **Support costs**

This represents expenditure required to manage and administer the charity.

(h) **Pensions**

The School makes pension contributions in respect of eligible teaching staff to the Teachers' Pensions Scheme.

The School also makes contributions to the personal pension plans of other employees. The School joined the Career Revalued Earnings Scheme (CARE) offered by TPT Retirement Solutions which has been made available to all non-teaching staff appointed since 1 September 2004 and existing non-teaching staff up until 31st March 2016 (when the Scheme closed). From 1st April 2016 the School has offered a Defined Contribution Scheme through TPT Retirement Solutions (the Growth Plan Series

The pension charge represents the amount payable in respect of the pension schemes mentioned above.

WITHINGTON GIRLS' SCHOOL
NOTES TO THE FINANCIAL STATEMENTS

YEAR ENDED 31 AUGUST 2021

1 ACCOUNTING POLICIES CONTINUED

(i) Financial Instruments

Basic financial instruments are initially recognised at transaction value and subsequently measured at amortised cost with the exception of investments which are held at fair value. Financial assets held at amortised cost comprise cash at bank and in hand, together with trade and other debtors. A specific provision is made for debts for which recoverability is in doubt. Cash at bank and in hand is defined as all cash held in instant access bank accounts and used as working capital. Financial liabilities held at amortised cost comprise all creditors except social security and other taxes and provisions. Assets and liabilities held in foreign currency are translated to GBP at the balance sheet date at an appropriate year end exchange rate.

(j) Critical accounting judgements and key sources of estimation uncertainty

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

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

In the view of the Governors, no assumptions concerning the future or estimation uncertainty affecting assets or liabilities at the balance sheet date are likely to result in a material adjustment to their carrying amounts in the next financial year other than the Provision for the pension deficit levy. The School has an obligation to pay deficit funding contributions towards the support staff defined benefit pension plan. This provision is dependent on a number of factors including discount rate, life expectancy and asset valuations. The assumptions reflect historical experience and current trends.

WITHINGTON GIRLS' SCHOOL
NOTES TO THE FINANCIAL STATEMENTS

YEAR ENDED 31 AUGUST 2021

(k) Going Concern

The Governors and Senior Leadership Team have reviewed the Financial Forecast and Budget and consider that the School is a Going Concern. The Statement of Cash Flows shows the cash inflow from Operating Activities which enables investment in the fabric of the School. The School is also grateful for the support of the WGS Trust (Charity 505207) which provides financial assistance to the School for means-tested bursaries and capital projects. Governors have critically appraised the School's financial position, as a result of the COVID-19 Pandemic, and have taken appropriate measures to limit the fee increase for parents in the 2021/22 year.

| 2 DONATIONS | 2021 | 2020 |
|--|---------------|-------------|
| | £ | £ |
| Donation from the WGS Trust for the Sports Project | 24,304 | 0 |
| Partial capital contribution for the Dining Room Extension | 50,058 | 0 |
| Annual Fund donation | 1,599 | 192 |
| | <u>75,961</u> | <u>192</u> |

The School's caterers have agreed a capital contribution to the building project.

| 3 OTHER INCOME | 2021 | 2020 |
|----------------------------------|---------------|----------------|
| | £ | £ |
| Entrance examination fees | 19,010 | 20,890 |
| Miscellaneous income | 52,702 | 49,993 |
| Erasmus (British Council) Income | 0 | 43,751 |
| Job Retention Scheme Income | 25,928 | 86,989 |
| | <u>97,640</u> | <u>201,623</u> |

| 4 COSTS OF RAISING FUNDS | 2021 | 2020 |
|---------------------------------|---------------|---------------|
| | £ | £ |
| Salaries | 58,075 | 53,331 |
| Pension costs | 5,802 | 5,672 |
| Social security costs | 5,730 | 5,585 |
| Total salary costs | <u>69,607</u> | <u>64,588</u> |
| Other fundraising expenditure | 20,504 | 11,313 |
| Administration expenditure | 5,025 | 1,863 |
| Total costs | <u>95,136</u> | <u>77,764</u> |

The costs shown above represent 50% of the direct running costs for the Development Office. The other 50% of the costs have been borne by a separate charity, the WGS Trust (charity number 505207). Any income raised by the Development Office is included in the accounts of the WGS Trust.

WITHINGTON GIRLS' SCHOOL
NOTES TO THE FINANCIAL STATEMENTS
YEAR ENDED 31 AUGUST 2021

5 EXPENDITURE ON CHARITABLE ACTIVITIES

| TEACHING COSTS | 2021 | 2020 |
|---|--------------------------------|--------------------------------|
| | £ | £ |
| Teachers' salaries | 3,197,452 | 3,191,708 |
| Superannuation charges | 733,702 | 739,710 |
| Social Security costs | 333,672 | 332,339 |
| | <u>4,264,826</u> | <u>4,263,757</u> |
| SUPPORT COSTS | | |
| Wages, salaries and support | 1,589,565 | 1,407,150 |
| Pension costs | 168,144 | 150,784 |
| Social security costs | 123,722 | 106,408 |
| Apprenticeship Levy | 7,425 | 7,208 |
| Supplies, equipment and tools | 707,068 | 677,983 |
| Miscellaneous expenses | 294,702 | 336,738 |
| Printing, stationery, advertising and telephone | 168,886 | 133,411 |
| Operating lease payments | 9,161 | 9,161 |
| Professional fees (including HR, H&S and Catering Consultancy) | 125,487 | 75,591 |
| Interest and charges for CARE Pension Scheme | 19,209 | 15,052 |
| Insurance | 73,378 | 65,701 |
| Erasmus (British Council) Expenditure | 0 | 43,751 |
| | <u>3,286,747</u> | <u>3,028,938</u> |
| PREMISES | | |
| Repairs, maintenance and replacement of buildings | 98,366 | 109,901 |
| Professional fees for building project on hold | 0 | 127,961 |
| Repairs, maintenance and replacement of fixtures and fittings | 18,888 | 4,373 |
| Minor building works | 75,644 | 45,991 |
| Depreciation | 623,677 | 631,581 |
| Maintenance of grounds | 27,150 | 12,509 |
| Fuel, light, water and refuse collection | 168,187 | 137,895 |
| COVID-19 additional costs to include sanitisers and hire of marquee | 63,376 | 45,516 |
| Rates | 53,475 | 47,036 |
| CCTV | 4,048 | 6,968 |
| | <u>1,132,811</u> | <u>1,169,731</u> |
| GOVERNANCE COSTS | | |
| Audit fee | 13,020 | 12,810 |
| Other fees paid to the auditors | 0 | 1,380 |
| Legal and associated costs | 15,410 | 26,805 |
| | <u>28,430</u> | <u>40,995</u> |
| Total | <u><u>8,712,814</u></u> | <u><u>8,503,421</u></u> |

The Trustees do not consider it to be practicable to allocate costs in connection with the furtherance of public benefit.

WITHINGTON GIRLS' SCHOOL
NOTES TO THE FINANCIAL STATEMENTS

YEAR ENDED 31 AUGUST 2021

6 STAFF COSTS

| | 2021 | | 2020 | |
|--|---------|-----------|---------|-----------|
| | £ | £ | £ | £ |
| Payroll costs | | | | |
| Wages and salaries comprised: | | | | |
| Teaching staff (full and part-time) | | 3,197,452 | | 3,199,535 |
| Library and department support staff | 442,652 | | 411,937 | |
| Housekeeper, kitchen and dining room staff | 283,542 | | 204,466 | |
| Cleaners | | | | |
| Premises staff | 151,280 | | 132,413 | |
| Administration | 127,495 | | 120,475 | |
| | 592,022 | | 537,239 | |
| | | 1,596,991 | | 1,406,530 |
| Development | | 58,075 | | 53,332 |
| | | 4,852,518 | | 4,659,397 |
| Pension costs | | 907,648 | | 896,166 |
| Social security costs | | 463,124 | | 444,332 |
| | | 6,223,290 | | 5,999,895 |

The average number of full and part time employees during the year was 153 (2020: 152) including temporary appointments to cover members of staff on maternity leave.

The average number of full and part time employees during the year, expressed as full-time equivalents, was 110 (2020: 115).

The average number of full and part time teachers during the year was 87 (2020: 89).

No termination payments were made during the year (2020: NIL)

The number of employees with emoluments exceeding £60,000 was as follows:

| | 2021 | | 2020 |
|----------------------|------|--|------|
| | No | | No |
| £60,000 to £70,000 | | | |
| £80,001 to £90,000 | 4 | | 4 |
| £100,001 to £110,000 | 1 | | 1 |
| £110,001 to £120,000 | 0 | | 0 |
| | 1 | | 1 |

Contributions were made to the Teachers' Pensions Scheme which is a defined benefit scheme for the above higher paid employees. The cost of the contributions in respect of the above higher paid employees was £111,258 (2020: £111,212).

The remuneration of the Senior Leadership Team, including social security and pension costs, was £638,502 (2020: £638,356).

None of the Trustees received any remuneration during the year (2020: £NIL)

The Trustees received travel expenses of £NIL (2020: £1,260).

Further details about the Teachers' Pension Scheme, the CARE Pension Scheme and the Growth Plan 4 Pension Scheme are provided in Notes 13, 14, 15 and 16 in these accounts.

WITHINGTON GIRLS' SCHOOL
NOTES TO THE FINANCIAL STATEMENTS
YEAR ENDED 31 AUGUST 2021

7 TANGIBLE FIXED ASSETS

| Cost or valuation | Freehold buildings and grounds | Assets under construction | Fixtures fittings and equipment | Total |
|--------------------------|---|--------------------------------------|--|-------------------|
| | £ | £ | £ | £ |
| At 1 September 2020 | 16,671,643 | 0 | 4,488,070 | 21,159,713 |
| Additions for the year | 0 | 746,494 | 190,798 | 937,292 |
| At 31 August 2021 | 16,671,643 | 746,494 | 4,678,868 | 22,097,005 |
| Depreciation | | | | |
| At 1 September 2020 | 4,404,227 | 0 | 3,458,915 | 7,863,142 |
| Charge for year | 377,111 | 0 | 246,566 | 623,677 |
| At 31 August 2021 | 4,781,338 | 0 | 3,705,481 | 8,486,819 |
| Net book value | | | | |
| At 31 August 2021 | 11,890,305 | 746,494 | 973,387 | 13,610,186 |
| At 31 August 2020 | 12,267,416 | 0 | 1,029,155 | 13,296,571 |

Construction work is underway on a two-storey Dining Room extension which is due for completion in February 2022. A capital contribution towards this project has been confirmed from our catering contractor for specific items of equipment. This equipment has been capitalised when received and the corresponding entry has been reflected in donations. The equipment will be owned by the School at the end of the catering contract (in 2024). If the School were to change its catering contractor before this date there would be an amount repayable based on the remaining term of the contract.

The charity has taken advantage of the transitional provisions available under FRS102 "Tangible Fixed Assets" not to update the revaluation of its fixed assets.

The Governors are confident that the current value of the land and buildings is not less than the value stated above.

On 1st September 2015 a transfer of assets took place as part of the incorporation process as described on Page 3 of this Annual Report. The Transfer Deed provided for all the Charity's unrestricted assets and liabilities to be transferred to the new charitable company (company number 09083954 and registered charity number 1158226). The School's land and buildings, considered by the Charity Commission to be permanent endowment, remain within the Charitable Trust. The charitable company is the sole corporate trustee of the Charity.

The land is registered at HM Land Registry under the title number MAN246365.

WITHINGTON GIRLS' SCHOOL
NOTES TO THE FINANCIAL STATEMENTS
YEAR ENDED 31 AUGUST 2021

8 DEBTORS

| | 2021 | 2020 |
|---------------------------|----------------|----------------|
| | £ | £ |
| Fees owing from parents | 11,799 | 31,394 |
| Sundry debtors | 11,862 | 36,278 |
| Amount due from WGS Trust | 0 | 402,309 |
| Prepayments | 175,919 | 100,572 |
| | 199,580 | 570,553 |

9 CREDITORS

| | 2021 | 2020 |
|--------------------------------------|------------------|------------------|
| | £ | £ |
| Amounts falling due within one year: | | |
| Tuition fees | 546,160 | 378,266 |
| Tax and social security | 110,746 | 106,788 |
| Capital accruals | 347,004 | 87,594 |
| Other accruals | 481,357 | 639,813 |
| Amount payable to WGS Trust | 18,772 | 0 |
| | 1,504,039 | 1,212,461 |

10 PENSION LIABILITY

| | 2021 | 2020 |
|-------------------|----------------|----------------|
| | £ | £ |
| Pension Liability | 302,547 | 412,017 |

The Pension Liability shown above represents the Present Value of the Provision for the the TPT Retirement Solutions - CARE Pension Scheme - as detailed in Note 15.

11 ACCUMULATED FUNDS

General Funds

| | 2021 | 2020 |
|------------------------------------|-------------------|-------------------|
| | £ | £ |
| As 1 September 2020 | 13,461,183 | 13,432,201 |
| Surplus for the year | 257,591 | 278,982 |
| Less transfer to Designated Fund | (50,058) | (250,000) |
| Plus transfer from Designated Fund | 250,000 | 0 |
| At 31 August 2021 | 13,918,716 | 13,461,183 |

Designated Fund

| | | |
|---------------------------------|---------------|----------------|
| As 1 September 2020 | 250,000 | 0 |
| Plus transfer from General Fund | 50,058 | 250,000 |
| Less transfer to General Fund | (250,000) | 0 |
| At 31 August 2021 | 50,058 | 250,000 |

Total funds

| | | |
|----------------------|-------------------|-------------------|
| As 1 September 2020 | 13,711,183 | 13,432,201 |
| Surplus for the year | 257,591 | 278,982 |
| At 31 August 2021 | 13,968,774 | 13,711,183 |

The Designated Fund was initially set up by Governors at 31st August 2020 to ear-mark specific funds for the on-going additional costs and support measures required as a result of the COVID-19 pandemic. As the effects of the pandemic are less uncertain the designated amount has now been transferred to the general fund.

For the year ended 31 August 2021, Governors have transferred a proportion of the capital grant receivable

WITHINGTON GIRLS' SCHOOL

NOTES TO THE FINANCIAL STATEMENTS

YEAR ENDED 31 AUGUST 2021

from the external catering company into the Designated Fund. The balance of funding will be received in the next accounting period when the project has been completed. Further information is included in Note 7.

The reserves shown above include those which have financed Fixed Assets (as shown in Note 7). Free reserves are £358,588 as at 31 August 2021 (2020: £414,612). The reduction in free reserves is as a result of the commencement of the major building project, the two-storey extension to the Dining Room, which started in April 2021 and is expected to be completed by February 2022.

12 RELATED PARTIES

The Governors of Withington Girls' School appoint the Trustees of WGS Trust, a registered charity. Transactions with the WGS Trust have been identified and disclosed within the accounts and annual report as appropriate.

The operation of the WGS Trust is independent of the School. The objects of the Trust are the advancement of the educational work of Withington Girls' School, charitable purposes of, or associated with, the School and the advancement of education. A specific aim of the Trust is to maintain and enhance the level of means-tested bursary support to safeguard the diversity of the school community.

One of the Charity's Governors: Dr R Dev-Jairath (as listed on page 1), is a parent of current pupils at the School. Fees charged to this Governors during the year to 31st August 2021 were in line with the School's standard terms & conditions. There were no fees outstanding for this parent at 31 August 2021.

Included within Tuition Fees Receivable of £8,801,430 shown on Page 38, is income from the WGS Trust, in respect of bursaries, of £734,973 (2020:£710,069). Each year, the School makes a voluntary contribution to the Trust to help finance the cost of means tested bursaries provided by the WGS Trust. The current contribution rate, determined by the Governors, is 4% of fee income.

There were no other related party transactions

WITHINGTON GIRLS' SCHOOL
NOTES TO THE FINANCIAL STATEMENTS
YEAR ENDED 31 AUGUST 2021

13 PENSION COSTS

The School's employees belong to two principal pension schemes: the Teachers' Pension Scheme (TPS) or a Scheme provided by TPT Retirement Solutions. Up until 31st March 2016, the Scheme offered through TPT Retirement Solutions was the CARE Pension Scheme (a Defined Benefit Scheme). This was closed to further contributions from that point and staff were able to join the Growth Plan Series 4 (a Defined Contribution Scheme) run by TPT Retirement Solutions from 1st April 2016). The Teachers Pension Scheme is a Defined Benefit Scheme.

The total pension cost for the year ended 31 August 2021 was £907,648 (2020: £896,166).

14 TEACHERS' PENSION SCHEME

Introduction

The School participates in the Teachers' Pension Scheme ("the TPS") for its teaching staff. The pension charge for the year includes contributions payable to the TPS of £754,377 (2020: £760,384) and at the year-end £NIL (2020: £NIL) was accrued in respect of contributions to this scheme.

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

The employer contribution rate is set by the Secretary of State following scheme valuations undertaken by the Government Actuary's Department. The most recent actuarial valuation of the TPS was prepared as at 31 March 2016 and the Valuation Report, which was published in March 2019, confirmed that the employer contribution rate for the TPS would increase from 16.4% to 23.6% from 1 September 2019. Employers are also required to pay a scheme administration levy of 0.08% giving a total employer contribution rate of 23.68%.

The 31 March 2016 Valuation Report was prepared in accordance with the benefits set out in the scheme regulations and under the approach specified in the Directions, as they applied at 5 March 2019. However, the assumptions were considered and set by the Department for Education prior to the ruling in the 'McCloud/Sargeant case'. This case has required the courts to consider cases regarding the implementation of the 2015 reforms to Public Service Pensions including the Teachers' Pension Scheme.

On 27 June 2019 the Supreme Court denied the government permission to appeal the Court of Appeal's judgment that transitional provisions introduced to the reformed pension schemes in 2015 gave rise to unlawful age discrimination. The government is respecting the Court's decision and has said it will engage fully with the Employment Tribunal as well as employer and member representatives to agree how the discriminations will be remedied. The government announced on 4 February 2021 that it intends to proceed with a deferred choice underpin under which members will be able to choose either legacy or reformed scheme benefits in respect of their service during the period between 1 April 2015 and 31 March 2022 at the point they become payable.

The Government has introduced a cost cap mechanism which limits the amount of pension contributions that employers can pay for their employees. The Chief Secretary to the Treasury, having in 2018 announced that there would be a review of this cost cap mechanism, in January 2019 announced a pause to the cost cap mechanism following the Court of Appeal's ruling in the McCloud/Sargeant case and until there is certainty about the value of pensions to employees from April 2015 onwards. The pause was lifted in July 2020 and a consultation was launched on 24 June on proposed changes to the cost control mechanism following a review by the Government Actuary. Following the public consultation, the Government have accepted three key proposals recommended by the Government Actuary, and are aiming to implement these changes in time for the 2020 valuations.

In view of the above rulings and decisions the assumptions used in the 31 March 2016 Actuarial Valuation may become inappropriate. In this scenario, a valuation prepared in accordance with revised benefits and suitably revised assumptions would yield different results than those contained in the Actuarial Valuation.

Until the consultation and the cost cap mechanism review are completed it is not possible to conclude on any financial impact or future changes to the contribution rates of the TPS. Accordingly no provision for any additional past benefit pension costs is included in these financial statements.

WITHINGTON GIRLS' SCHOOL

NOTES TO THE FINANCIAL STATEMENTS

YEAR ENDED 31 AUGUST 2021

15 TPT Retirement Solutions - Career Average Revalued Earnings ("CARE") Pension Scheme

The School participates in this scheme, a multi-employer scheme which provides benefits to some 37 non-associated employers. The scheme is a defined benefit scheme in the UK.

It is not possible for the School to obtain sufficient information to enable it to account for the scheme as a defined benefit scheme. Therefore it accounts for the scheme as a defined contribution scheme.

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

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

A full actuarial valuation for the scheme was carried out at 30 September 2016. This actuarial valuation showed assets of £60.45m, liabilities of £85.3m and a deficit of £24.86m. To eliminate this funding shortfall, the Trustee asked the participating employers to pay additional contributions to the scheme as follows:

A full actuarial valuation for the scheme was carried out at 30 September 2019. This valuation showed assets of £79m, liabilities of £93.9m and a deficit of £14.9m. To eliminate this funding shortfall, the Trustee asked the participating employers to pay additional contributions to the scheme as follows:

Deficit contributions for all employers

| | | |
|--|----------------------|---|
| From 1 April 2021 to 30 September 2027 | £1,530,000 per annum | (payable monthly and increasing by 3.0% each year on 1st April) |
|--|----------------------|---|

The recovery plan contributions are allocated to each participating employer in line with their estimated share of the scheme liabilities.

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

WITHINGTON GIRLS' SCHOOL
NOTES TO THE FINANCIAL STATEMENTS

YEAR ENDED 31 AUGUST 2021

PRESENT VALUE OF PROVISION

| | 31 August 2021 (£000s) | 31 August 2020 (£000s) | 31 August 2019 (£000s) |
|----------------------------|---------------------------------------|---------------------------------------|---------------------------------------|
| Present Value of Provision | 303 | 412 | 448 |

RECONCILIATION OF OPENING AND CLOSING PROVISIONS

| | Year Ending 31 August 2021 (£000s) | Year Ending 31 August 2020 (£000s) |
|---|---|---|
| Provision at start of period | 412 | 448 |
| Unwinding of the discount factor (interest expense) | 3 | 4 |
| Deficit contribution paid | (46) | (44) |
| Remeasurements - impact of any change in assumptions | (1) | 4 |
| Remeasurements - amendments to the contribution schedule | (65) | 0 |
| Provision at end of period | 303 | 412 |

INCOME AND EXPENDITURE IMPACT

| | Year Ending 31 August 2021 (£000s) | Year Ending 31 August 2020 (£000s) |
|---|---|---|
| Interest expense | 3 | 4 |
| Remeasurements – impact of any change in assumptions | (1) | 4 |
| Remeasurements – amendments to the contribution schedule | (65) | 0 |
| Contributions paid in respect of future service | 0 | 0 |
| Contributions recognised in income and expenditure account | 0 | 0 |

WITHINGTON GIRLS' SCHOOL
NOTES TO THE FINANCIAL STATEMENTS
YEAR ENDED 31 AUGUST 2021

ASSUMPTIONS

| | 31 August 2021 | 31 August 2020 | 31 August 2019 |
|------------------|---------------------------|---------------------------|---------------------------|
| | % per annum | % per annum | % per annum |
| Rate of discount | 0.9 | 0.8 | 1.05 |

The discount rates shown above are the equivalent single discount rates which, when used to discount the future recovery plan contributions due, would give the same results as using a full AA corporate bond yield curve to discount the same recovery plan contributions.

16 TPT Retirement Solutions - GROWTH PLAN SERIES 4

This pension scheme has been offered to Support Staff from 1st April 2016 following the closure of the CARE Scheme.

Growth Plan Series 4 is a Defined Contribution ("DC") pension arrangement where the contribution rates are determined by the employer. A number of options are made available to members to invest the contributions paid into the Plan by members and employers. If a member does not make a decision where to invest their contributions, a "default" fund is made available. The default fund for Growth Plan Series 4 is a Target Date Fund that is provided by an external investment manager, AB (formerly known as Alliance Bernstein).

The Employer contribution rate is 10.6% and the Employee is able to make any contribution from 1% upwards subject to the limits in place with HMRC.

There are 64 members of the Growth Plan Series 4 as at 31 August 2021 (2020: 59 employees).

17 Capital Commitments

There were capital commitments as at 31 August 2021 of £1,468,731 (2020: £NIL).

18 Financial Instruments

| | 2021 | 2020 |
|--|-------------------------|-------------------------|
| | £ | £ |
| Financial assets measured at amortised cost (a) | 2,165,174 | 2,039,090 |
| Financial liabilities measured at amortised cost (b) | (847,133) | (727,407) |
| Net financial assets measured at amortised cost | <u><u>1,318,041</u></u> | <u><u>1,311,683</u></u> |

(a) Financial assets include cash, trade and fee deposits and other debtors

(b) Financial liabilities include deposits, trade creditors and other creditors

WITHINGTON GIRLS' SCHOOL
NOTES TO THE FINANCIAL STATEMENTS
YEAR ENDED 31 AUGUST 2021

19 Operating Leases

The future minimum lease payments under non-cancellable operating leases are as follows:

| | 2021 | 2020 | |
|------------------------------|---------------|---------------|--|
| | £ | £ | |
| Plant & Equipment | | | |
| Less than 1 year | 9,161 | 9,161 | |
| Between 2 and 5 years | 18,322 | 27,483 | |
| Over 5 years | 0 | 0 | |
| | 27,483 | 36,644 | |

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WITHINGTON GIRLS' SCHOOL
SUNDRY ADDITIONAL INFORMATION

YEAR ENDED 31 AUGUST 2021

A TUITION FEES RECEIVABLE

| | 2021 | 2020 |
|---|------------------|------------------|
| | £ | £ |
| Parents | | |
| Bursaries from WGS Trust | 7,938,457 | 7,849,573 |
| Beaverbrooks Charitable Trust (via WGS Trust) | 734,973 | 710,069 |
| Peter Kershaw Trust | 22,000 | 22,000 |
| Zochonis Charitable Trust | 3,000 | 6,660 |
| Stoller Charitable Trust | 75,000 | 70,000 |
| | <u>28,000</u> | <u>38,000</u> |
| | <u>8,801,430</u> | <u>8,696,302</u> |

MISCELLANEOUS INCOME
(note 3)

| | 2021 | 2020 |
|--|---------------|---------------|
| | £ | £ |
| Tuck shop | | |
| Vending income | 17,236 | 32,081 |
| Summer Sport courses | 0 | 723 |
| Summer Art and Mosaics courses | 12,157 | 0 |
| Summer Dance Course | 1,166 | 0 |
| Junior Club income | 2,520 | 0 |
| Lettings | 16,123 | 12,881 |
| Community partnerships including SHINE | 0 | 4,308 |
| | <u>3,500</u> | <u>0</u> |
| | <u>52,702</u> | <u>49,993</u> |

C BANK BALANCES

| | 2021 | 2020 |
|-----------------------------------|------------------|------------------|
| | £ | £ |
| At National Westminster Bank plc: | | |
| General Account | | |
| Liquidity Manager | 10,470 | (48,607) |
| Fees Deposit Account | 1,021,231 | 349,751 |
| Petty Cash | 216,849 | 181,710 |
| | <u>2,517</u> | <u>2,517</u> |
| | 1,251,067 | 485,371 |
| At Lloyds Bank plc: | | |
| General Account | | |
| Investment Account | 657,320 | 925,990 |
| Total | <u>57,207</u> | <u>57,176</u> |
| | <u>1,965,594</u> | <u>1,468,537</u> |

This page does not form part of the Statutory Accounts

WITHINGTON GIRLS' SCHOOL

SUNDRY ADDITIONAL INFORMATION (CONTINUED)

YEAR ENDED 31 AUGUST 2021

| D SUPPLIES, EQUIPMENT AND TOOLS (note 5) | 2021 | 2020 |
|--|----------------|----------------|
| | £ | £ |
| Library books, text books and departmental consumables | 114,283 | 120,872 |
| Pupils' stationery | 10,144 | 16,802 |
| Cleaning and disposables | 65,738 | 43,565 |
| Apparatus and equipment | 30,158 | 27,603 |
| Information technology | 186,534 | 171,244 |
| Food and hospitality | 232,102 | 207,031 |
| Catering Management Fee | 41,494 | 40,680 |
| Kitchen and cleaning equipment | 26,615 | 50,186 |
| | <u>707,068</u> | <u>677,983</u> |
| | | |
| E MISCELLANEOUS EXPENSES (note 5) | 2021 | 2020 |
| | £ | £ |
| Medical fees | 8,649 | 1,217 |
| Examination fees | 48,669 | 49,819 |
| Founders' day expenses | 2,807 | 18,729 |
| Games, match expenses, sport, trips, tennis activities | 8,922 | 17,632 |
| Mini-bus | 1,706 | 5,193 |
| Transport subsidy | 55,362 | 43,718 |
| Subscriptions, courses etc. | 91,149 | 88,784 |
| Website development | 4,940 | 5,779 |
| DBS checks | 1,318 | 2,748 |
| Provision for bad debts less bad debt recovery | 3,634 | 41,092 |
| Summer Camps | 7,796 | 370 |
| SHINE project | 8,125 | 7,862 |
| North West Gifted & Talented Workshops | 150 | 825 |
| Car Park Facilities | 3,432 | 2,808 |
| Bursary trip and hardship support | 23,689 | 39,338 |
| Entrance Examination Costs | 2,976 | 2,560 |
| Inspection | 4,571 | 6,884 |
| Bank charges | 4,801 | 1,380 |
| Heritage Fund | 946 | 0 |
| Pupil, parent and Staff survey | 11,060 | 0 |
| | <u>294,702</u> | <u>336,738</u> |

This page does not form part of the Statutory Accounts

WITHINGTON GIRLS' SCHOOL

England & Wales - Charity number 1158226

Accounts

WITHINGTON GIRLS' SCHOOL

Charity Number: 1158226

Company Limited by Guarantee Number: 09083954

ANNUAL REPORT

YEAR ENDED 31 AUGUST 2020

WITHINGTON GIRLS' SCHOOL
ANNUAL REPORT OF THE GOVERNORS
FOR THE YEAR ENDED 31 AUGUST 2020

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WITHINGTON GIRLS' SCHOOL
ANNUAL REPORT OF THE GOVERNORS
FOR THE YEAR ENDED 31 AUGUST 2020

GOVERNORS, OFFICERS AND ADVISERS

Governors, Charity Trustees, and Directors

The Governors listed below are the charity trustees of Withington Girls' School at the current time.

Mr M J Pike LLB (Chair) *^β
Mr C M Poston BSc, FCA (Finance Governor) *^β
Mr M I Adlestone OBE, DL, FGA
Dr J P Allred MB, ChB, MRCP, DRCOG, DFFP *β
Mr A H Chicken BA, MEd, FRSA β
Miss M El-Gonemy, BA, MA
Mrs D M Hawkins DL JP LLB
Dr Rashmi Dev-Jairath MBChB, MRCP, DCH, DRCOG, DPD, FHEA #
Prof D Leigh, BSc PhD CChem FRS FRSE FRSC MAE
Ms M S Michael BA, PGCE
Mr A R Pathak BSc *β
Mr H P Sinclair
Mrs S J Stuffins BA, MSc, MRICS

* Member of the Finance and General Purposes Committee

Parent of a pupil currently at Withington Girls' School

β Member of the Pensions Sub-Group Committee

^ Member of the Remuneration Committee

Miss Malak El-Gonemy, former pupil, became a Governor on 13th January 2020. Professor David Leigh, a former parent, also joined the board on 13th January 2020 and his appointment maintains the connection with the University of Manchester.

Mrs Jo Kinney stepped down from her role as Chair of the Parent Teachers' Association on 31st August 2020. Her successor is Dr Rashmi Dev-Jairath who joined the Board from 1st September 2020.

There were no other changes within the Governing Body during the year.

Senior Leadership Team

| | |
|-----------------------------------|----------------------------|
| Headmistress | Mrs S J Haslam BA |
| Deputy Head | Ms J Baylis MA |
| Director of Studies | Mr I McKenna BA |
| Assistant Head | Dr S Madden PhD |
| Head of the Junior School | Ms B Howard BEd |
| Bursar and Clerk to the Governors | Mrs S Senn BSc (Econ), ACA |

WITHINGTON GIRLS' SCHOOL
ANNUAL REPORT OF THE GOVERNORS
FOR THE YEAR ENDED 31 AUGUST 2020

| | |
|---------------------------|---|
| Registered address | Wellington Road Fallowfield Manchester M14 6BL |
| Website | www.wgs.org |
| ADVISERS: | |
| Auditor | Crowe U.K. LLP 3 rd Floor, The Lexicon Mount Street MANCHESTER M2 5NT |
| Bankers | National Westminster Bank Plc 669 Wilmslow Road Didsbury MANCHESTER M20 6NW Lloyds Bank 223 Finney Lane Heald Green Cheshire SK8 3PY |
| Insurance Brokers | REICH Insurance Brokers Medal House 197 Chapel Street MANCHESTER M3 5EQ |
| Solicitors | Veale Wasbrough Vizards Orchard Court Orchard Lane BRISTOL BS1 5WS Analysis Legal LLP Davenport House 191c Moss Lane Bramhall STOCKPORT SK7 1BA |

WITHINGTON GIRLS' SCHOOL
ANNUAL REPORT OF THE GOVERNORS
FOR THE YEAR ENDED 31 AUGUST 2020

ANNUAL REPORT OF THE GOVERNORS

The Governors present their annual report for the year ended 31 August 2020 under the Charities Act 2011, together with the audited accounts for the year, and confirm that the latter comply with the requirements of the Act, the Trust Deed, and the Charities SORP 2015.

REFERENCE AND ADMINISTRATIVE INFORMATION

The Charity was founded in 1890 as a charitable trust and was registered with the Charity Commission under charity number 526632.

On 1st September 2015 a transfer of assets took place from this Charity to a new charitable company (company number 09083954 and registered charity number 1158226), which was set up by the Governors (as Trustees) to receive the assets of the Charity and the undertaking of Withington Girls' School as part of an "incorporation process" to modernise the legal structure of the Charity.

The Transfer Deed provided for all of the Charity's unrestricted assets and liabilities to be transferred to the new charitable company. The land and buildings, considered by the Charity Commission to be permanent endowment, remain within the charitable trust. The charitable company is the sole corporate trustee of the Charity.

On 9th December 2015, the Charity Commission made a "linking direction" which formally determined that the Charity (number 526632) be "linked" with charity number 1158226. This means that the two charities are registered under a single registration number and that the Governors can produce a single set of accounts for the reporting and linked charity. As a result of the linking direction, the Charity is now registered under number 1158226-1.

The Withington Girls' School Governors and Senior Leadership Team are listed on page 1. Particulars of the Charity's address and professional advisers are given on page 2.

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing Document

The Charity is governed by its Trust Deed dating from 1890 which was amended by a Scheme dated 8th August 1985, a further Scheme dated 29th January 2004 as amended by Resolution dated 16th March 2015 and by Order dated 18th August 2015. The Company is governed by a Memorandum and Articles of Association which were amended by a special resolution dated 22nd June 2015.

Recruitment and Training of Governors

The power of appointing new Governors is vested in the existing board. Governors are generally appointed to fill a vacancy and to provide suitable skills, knowledge and experience as the board requires. While consideration has been given to the

WITHINGTON GIRLS' SCHOOL
ANNUAL REPORT OF THE GOVERNORS
FOR THE YEAR ENDED 31 AUGUST 2020

establishment of a Nominations Committee to recommend appointments to the Governing Body, it has been decided that the current practice of involving the whole Governing Body in the recruitment of Governors is preferable.

The Headmistress and Chair of Governors meet prospective new Governors prior to ratification by the Governing Body.

Following appointment, new Governors are inducted into the workings of the Charity by the Headmistress and Bursar. All Governors are invited to attend external training courses and are invited to join School Committees and attend School events. Organised by the Director of Studies, a programme is in place to enable Governors to visit Academic Departments and attend departmental meetings thus gaining enhanced knowledge and understanding of the life of the School.

A programme of staff presentations to Governors prior to the start of their meetings provides an opportunity for Governors to obtain current curricular and extracurricular information and meet members of academic departments. The annual away day for Governors and the Senior Leadership Team provides an opportunity to discuss strategic developments.

Organisational Management

The Governors, as the Trustees of the Charity, are legally responsible for the overall management and control of the School and meet at least three times a year. The work of monitoring the implementation of most of their policies is primarily carried out by the members of the Finance and General Purposes (F&GP) Committee who meet in advance of each Governors' meeting. The F&GP Committee approves the budgets and finalises the audited accounts and annual report for approval by the Governing Body. The F&GP Committee works under the Chairmanship of the Finance Governor of the Governing Body.

During the year a Pensions Sub-Group was created, consisting of members of the F&GP Committee plus Mr Andrew Chicken (Governor), to consider the School's position in relation to the increased cost in offering teachers the opportunity to participate in the Teachers Pensions Scheme. The Pensions Sub-Group is chaired by the Finance Governor.

The Remuneration Committee determines the salary levels for the Senior Leadership Team.

Nominated members of the Governing Body attend meetings of the Health & Safety Committee, Safeguarding Team (with the Deputy Head and Nurse) and Learning Support Team.

The day to day running of the School is delegated to the Headmistress supported by the Senior Leadership Team (consisting of the Deputy Head, the Director of Studies, the Assistant Head, the Head of the Junior School and the Bursar). All members of the

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Senior Leadership Team attend Governing Body meetings. The Headmistress and Bursar attend meetings of the F&GP Committee and are members of the Pensions Sub-Group.

The Headmistress is a qualified Team Inspector for the Independent Schools Inspectorate. The Bursar is a member of the Independent Schools Bursars' Association (ISBA) and the Headmistress is a member of the Girls' Schools Association (GSA). The School is a member of the Headmasters and Headmistresses Conference (HMC), The Association of Governing Bodies of Independent Schools (AGBIS) and the Forum of Independent Day Schools (FIDS).

Risk Management

The Governing Body is responsible for the management of the risks faced by the School. Detailed considerations of risk are delegated to the Finance & General Purposes Committee, who are assisted by the Senior Leadership Team. 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. Governors extract the top ten risks which are summarised in an Executive Summary from the Risk Register. The Executive Summary is reviewed at each Governors' meeting when the likelihood and impact of each risk is considered using a risk rating. The top ten risks include strategic, financial and reputational risks.

The key controls used by the charity include:

- Formal agendas for all Committee and Board work
- Comprehensive strategic planning, budgeting, and management accounting
- Established organisational structure and lines of reporting
- Formal written policies
- Clear authorisation and approval levels
- Vetting procedures as required by law for the protection of the vulnerable.

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

OBJECTS, AIMS, OBJECTIVES AND ACTIVITIES

Charitable Objects

The objects of the Charity as set out in the Articles of Association as amended on 22 June 2015, shall be to advance education for the public benefit by the provision and maintenance of a girls' school, where boys may be admitted to the Preparatory Department, and by ancillary or incidental educational activities and other associated activities for the benefit of the community.

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Mission Statement

The School is committed to providing the highest standard of education and care for all its pupils both within and outside the classroom, together with excellent facilities for teaching and learning. Through the provision of a wide range of extra-curricular activities we seek to ensure that girls have numerous opportunities to develop teamwork, leadership, responsibility, and service, in order to prepare them, not only for outstanding academic success, but also for life beyond school. We strive to encourage all our pupils to achieve their full potential in every sphere and to become mature, independent learners who can face with confidence the challenges and opportunities of adult life in the 21st Century.

Aims and Intended Impact

The specific aims of the School are:

- To create a caring and supportive environment in which every member of the School community, pupils, and staff, is well-known and well supported and where individual needs are met wherever reasonably practicable.
- To provide consistently excellent teaching throughout the school and across a broad and balanced curriculum, to help girls of above national average academic ability to achieve an exceptional standard of achievement and learning.
- To foster an intellectual curiosity, a love of learning, independence of mind and, a sense of individual responsibility.
- To provide opportunities for teamwork, leadership, and community service through the provision of the broadest possible range of curricular and extra-curricular activities.
- To encourage every girl to acquire the skills, confidence, knowledge, and experience to extend her aspirations and realise her potential in terms of spiritual moral, social, cultural, intellectual, and physical development.
- To encourage respect for self and others, acceptance of responsibility for one's actions and an awareness of, and sensitivity to, the needs of others within the School, local communities, and globally.
- To provide all pupils with an effective preparation for the opportunities, responsibilities and, experiences of life in British society.
- To provide accurate, up-to-date and impartial careers guidance to enable all girls to make informed choices about a broad range of careers options and to prepare them effectively for higher education and future employment.
- To ensure that the school has a robust financial base to withstand external challenges.

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- To ensure that the school has sufficient funding to maintain and add to existing buildings and to enhance the facilities and infrastructure in order to facilitate excellent teaching, learning, social interaction, extra-curricular activities, and community links with a key focus on the environment and sustainability.
- To maintain and increase the level of means-tested bursary support to secure the social and economic diversity of the school community, with the eventual aim of needs-blind admissions.
- To maintain and develop strong links with parents, former members of the School, and the local community and businesses.
- To develop the positive profile of the School, locally, nationally, and internationally, so that the School's ethos, qualities, and characteristics are celebrated.

Objectives

The School's objectives continue to be as follows: to ensure continued recruitment, retention and professional development of suitable high-quality staff; to improve further the exceptional quality of pupils' experience and outcomes through teaching and learning strategies; to maintain and develop the already excellent standards within Learning Support; to ensure that the School's central ethos of respect and responsibility informs the work and life of the School; to explore, share and celebrate social, moral, spiritual and cultural (SMSC) values throughout all areas of school; to continue to deliver outstanding pastoral care and to ensure that all pupils are able to build habits to support health and wellbeing for life through access to excellent health, wellbeing and fitness education, and opportunities; to ensure that the School has first-class premises and accommodation appropriate for the curriculum delivery, for co-curricular activities, and for other support services to provide pupils and staff with an environment consistent with one of the country's leading independent day schools; to ensure that our partnership work continues to develop strategically and to maintain and develop excellent links with parents, alumnae, schools, universities, professional associations, and businesses; to develop the positive profile of the School locally, nationally and internationally, so that the School's ethos, qualities and characteristics are understood and celebrated; to harness the opportunities afforded by technology for pupils and staff to work and communicate in the most efficient and effective ways; to ensure that academically able prospective pupils, and their parents, from a diverse range of backgrounds, are aware of the opportunity of a Withington education and understand its value.

In setting the School's aims and planning its objectives, the Governors have given careful consideration to the Charity Commission's general guidance on public benefit and, in particular, to its supplementary public benefit guidance on advancing education and on fee-charging.

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Strategies to achieve the objectives

The School has sustained the quality and expertise of teaching and support staff through careful recruitment and ongoing support and staff development. Safeguarding of pupils is overseen by the team of Designated Safeguarding Leads and their deputies, comprising the Deputy Head, the Head of the Junior School, the School Nurse, and the Deputy Head of the Junior School respectively. All academic Heads of Department in the senior school report to the Director of Studies. The Heads of Year report to the Deputy Head who oversees pastoral arrangements for pupils and staff in senior school. The Assistant Head oversees the Co-Curriculum and co-ordinates the School's programme of events.

The Head of the Junior School is responsible for its day-to-day running supported by a Deputy Head.

Our ethos

The School is a registered charity and charitable company which seeks to benefit the public through the pursuit of its stated aims. Fees are set at a level to ensure the financial viability of the School and to provide a first class education to our pupils.

The School welcomes pupils from all backgrounds. Entrance examinations, interviews, and references from candidates' current schools enable the School to select pupils who will best benefit from the full range of opportunities on offer.

We are an equal opportunity organisation and are committed to a working environment that is free from any form of discrimination. We will make reasonable adjustments to meet the individual needs of staff or pupils.

The School is committed to safeguarding and promoting the welfare of our pupils and expects all staff and volunteers to share this commitment. The School's most recent inspection was a Regulatory Compliance Inspection carried out by the Independent Schools Inspectorate (ISI) in September 2017. The School was judged to be fully compliant with all the Regulatory Standards. GCSE and A-level results for 2013-2016 were described as 'well above' and 'far above the national average for maintained schools' respectively.

A Material Change Inspection took place in March 2019 by ISI at the request of the Department of Education to consider the School's request to increase the maximum number of pupils. The request was approved.

In September 2013, ISI conducted an Integrated inspection of the School which, in addition to finding the school fully compliant with regulatory requirements, also incorporated qualitative judgements on the education provided at the School.

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Withington Girls' School was judged as 'Excellent' – the highest possible rating – in every category and our pupils' achievements were judged to be 'Exceptional', a category awarded to very few schools nationally.

The report describes Withington pupils as 'receptive, alert, articulate and highly motivated', as well as being 'confident, happy and self-reflective, with genuine concern and respect for both their peers and staff'.

The quality of care provided by the School is described as 'excellent', pupils' behaviour 'exemplary' and the quality of the girls' personal development is described as 'a distinctive feature throughout both junior and senior schools'.

Parents are given regular information about their daughters' social and academic progress through parents' evenings, half-termly progress grades, and written reports. They are invited to a minimum of one Parents' Evening annually. Regular contact with parents is maintained throughout the year with a weekly email setting out the activities for the week ahead, Parents' Breakfasts, informal contacts, termly Bulletins and the annual Newsletter. Trained Sixth-form pupils act as Peer Supporters assisting the School's pastoral team in creating an environment where every child can feel valued and safe.

Access Policy

The School greatly values the denominational, cultural, and social diversity of its community. It is important to the School that access to the education it offers is not restricted to those who can afford to pay fees.

There is an established bursary policy and this, together with various Community Initiatives, contributes to a widening of access to the education offered and the facilities available.

Means-tested bursaries are available in the Junior School (for entry into Years 5 and 6) and the Senior School (for girls from age 11 to 18). Junior School bursaries were first offered from September 2015.

Bursary policy

The School's bursary awards are available to pupils who meet the entry requirements and are made solely on the basis of parental means or, to relieve hardship where a pupil's education would otherwise be at risk, for example in the case of redundancy. In assessing parental means a number of factors are taken into consideration including: family income; investments; savings; opportunity to generate additional income; and, family circumstances, for example: dependent relatives.

The School receives funding for bursaries from the WGS Trust (Charity number 505207) and from several other charitable trusts

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The bursary awards range from 10% to 100% remission of fees. A small fund supplements bursary awards to support academic school trips, individual instrumental lessons, LAMDA lessons, uniform and equipment. Information about fee assistance through bursaries is provided to all parents of girls applying to the senior school and Years 5 & 6 in the Junior School. The existence of means-tested bursaries is publicised through advertisements in the press and promotional materials. Details of the bursary policy and how to apply are also on the School website.

The success of the bursary scheme is illustrated in the review of activities and achievements section of this report.

Other Policies on Assistance

Timely financial planning is often the key for many parents who are hoping to send their daughters to the School and flexible payment arrangements are available to fund educational costs through regular contributions.

Family discounts policy

To underline the value placed on continuity for families, a discount of £100 per term, for the second and any subsequent siblings is offered.

Scholarship policy

The School has never offered scholarships of any type.

Impact of the Coronavirus (Covid-19) Pandemic on the School

During the period of national lock-down in force from Friday 20th March 2020 until the end of the Summer Term, the School building was open for vulnerable children and the children of Key Workers. During the course of the Summer Term, additional year groups spent some time in the School building in accordance with Government guidelines. This opportunity was made available to all pupils in the Junior School (Years 3 to 6) and Year 10/12 pupils.

The vast majority of staff and pupils began an on-line learning programme, delivered primarily through Microsoft Teams, which was efficiently put in place to ensure that the highest quality of education could be provided to pupils. The School's digital strategy had incorporated a mobile device programme, set up over three years ago, which ensured that all Senior School pupils were equipped with a suitable device to access the programme and, similarly, all staff had an appropriate mobile device.

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The educational experiences of pupils were enhanced and extended through remote Assemblies, live sessions with Form Teachers, and a 'Virtual Withington Girls' School' OneNote was set up to make access to an extensive range of resources easy for pupils and staff. Weekly pod-casts featuring material produced by pupils and staff, were shared with Junior and Senior pupils respectively, edited by the School's in-house technical team.

Staff and pupils approached the lock-down with determination; they were innovative, constructive and productive even though pupils very much missed being around their friends. Additional opportunities were made available for the Year 11 and Year 13 pupils who did not have the opportunity to sit external examinations. These pupils were offered 'bridging courses' to stimulate their learning and extend their knowledge in preparation for Sixth Form or University study respectively.

In line with government policy, a significant amount of work took place in determining Centre Assessed Grades for the Year 11 and Year 13 pupils involving Heads of Department, Heads of Year and the Senior Leadership Team. This process was approached with great care and with integrity.

The quality of the remote teaching programme was very much applauded by parents and pupils. Staff (teaching and non-teaching) adapted to a new way of working and were flexible in supporting the remote learning or key-worker programme as was required.

Governors of the School take their responsibilities for health and safety very seriously and ensured that there was a dynamic Risk Assessment in place to make sure that there were safe systems and protocols to allow the School to operate, initially only for a restricted number of pupils in the 'Key Worker School', and then to expand as other year groups were allowed to return.

A Covid-19 Risk Assessment Team, chaired by the Bursar, consisting of the Site Services Manager, the School Nurse, the Cleaning Supervisor, the General Manager (Catering), the HR Manager, the Office Manager, together with members of the Senior Leadership Team (the Headmistress, the Deputy Head, the Assistant Head, and the Head of the Junior School) met weekly from the beginning of lockdown. The key objective of the group was to assess the way in which the School was operating based on the Risk Assessment in place and determine ways in which further improvements could be made, based on weekly feedback from an on-line questionnaire completed by staff on site. Throughout this period, the School was able to take advantage of support from external agencies including ISBA, GSA, HMC and Manchester City Council.

The Safeguarding Governor, who also has responsibility for Health & Safety, has visited the School twice since lock-down in order to observe the control measures physically in place and to report back to the Board of Governors.

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During July and August 2020 the Senior Leadership Team (SLT) along with the Director of Admissions & Marketing, met to consider the arrangements for the Return to School for September 2020 and the Risk Assessment and protocols were updated accordingly. These documents were approved by Governors prior to the start of the 2020/21 Academic Year.

Since September 2020 the School has been open to all pupils who are organised into year group 'bubbles'. Lessons take place in pupils' Form Rooms for non-practical subjects which reduces the amount of movement in the corridors. The extra-curricular programme has been re-written to ensure that activities are offered in year group bubbles only (unless the activity can be delivered remotely, in which case pupils from more than one year group can participate).

An extensive range of sporting and musical activities has been set up to ensure that pupils continue to experience these enriching activities. The Director of Music devised Safe Systems of Work for Musical Ensembles and peripatetic lessons which were shared with schools nationally, through ISBA, as examples of good practice. The catering arrangements have been changed substantially and the School hired a marquee to provide an additional dining location for three year group bubbles.

A team of staff (teaching and non-teaching) have been deployed to ensure that there are different entrances and exits for pupils to minimise over-crowding at these key times and the arrangements for the use of school buses have been re-written incorporating a new Code of Conduct which requires senior school pupils to wear face coverings.

Additional pastoral support has been provided for pupils from the start of the lock-down period and this has continued into the Autumn Term of 2020/21. The HR Manager continues to provide support to staff, in conjunction with relevant members of the SLT.

From a financial perspective, the School obtained support from the Job Retention Scheme. Additional costs were incurred in ensuring that the School had the necessary sanitisation and cleaning equipment in place to minimise the risk of infection. From September 2020, the School has incurred the cost of hiring a marquee as well as additional catering equipment required to serve meals to pupils in three locations. The Bursar and her team allocated hardship funding to a number of families whose financial circumstances were significantly adversely affected by the pandemic; this primarily related to families in the retail and hospitality sectors.

Governors took the unprecedented decision not to increase fees for the Autumn Term of 2020/21.

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COMMUNITY INITIATIVES

The School enjoys strong links with the local community, and staff and pupils participate in local, national, and international initiatives. Comprehensive details of all the School's partnership work can be seen on the Schools Together website: www.schoolstogether.org

A summary of the activities undertaken for the year is shown below:

Partnerships with local Schools

Saturday Morning Classes

Over 500 local pupils have benefited from the SHINE programme in the 13 years it has run at the School. Classes are delivered on Saturday mornings for Gifted and Talented Year 5 & 6 girls and boys from local state primary schools, many of which are located in socially or economically deprived areas. The aim is to increase pupils' love of learning, boost self-esteem in the classroom, and provide opportunities for academic growth and development. The programme was launched in 2007 with the help of funding from SHINE, a national organisation which funds projects to extend educational opportunities to children who would not ordinarily be able to access them. The School has always hosted and run the programme but, since 31st August 2016 when SHINE funding ended, following the longest time that they have supported such a project, the School took over the funding in full and Governors have given their commitment to the continuation of the scheme.

The programme provides, free of charge, specialist teaching in a range of subjects to the pupils, including Science, Design & Food Technology, Art, Spanish, Drama and Music. This year 91 children from 18 Manchester schools enjoyed attending SHiNE and feedback received from pupils, parents/guardians, and teachers remarked upon their growth in confidence and knowledge, as well as their level of enjoyment.

North West Gifted & Talented

As a member of North West Gifted & Talented, a charity which runs a number of courses for Gifted & Talented children throughout the region, the School ran a Saturday workshop for Year 5 and 6 girls and boys from the local community. The workshop was on the topic of code breaking and strategy.

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Delivering Latin to State School Pupils

Withington has worked with the University of Manchester and the Manchester Classical Association to establish a Classics programme in a local primary school with whom Withington works closely in partnership. Withington pupils and staff work together to devise the programme of study and provide all the teaching resources. Three Year 5 classes take part in an initial six-week programme, before pupils are given the option to continue on another six-week course.

Nine Sixth Form classics students volunteered this year and helped with planning the scheme of work. Studying Latin, one of the least common subjects to be taught in state schools, has a positive impact on pupils' understanding of English grammar. For example, the students at Mauldeth Road Primary School learnt how sentences are constructed in Latin and thus improved their understanding of how sentences are formed in English. The Headteacher of Mauldeth Road reported that Spelling and Grammar in Key Stage 2 assessments notably improved after the Latin course.

This partnership benefitted 43 children this year and gave our Sixth Form students valuable tutoring and leadership skills.

Faraday Challenge

On 6th November 2019, Withington pupils were joined by teams from Trinity Church of England High School, Whalley Range High School, Sale Grammar School, and Cheadle Hulme High School to take part in the Institute of Engineering and Technology's (IET) Faraday Challenge.

The teams worked together to solve a real-life engineering project, thinking about cost and design, and then presented their ideas to the judges. Competition was fierce throughout the day and the standard of work was exceptionally high.

Manchester Sings – everyone has a voice, every voice a song

This exciting new schools' partnership which was introduced this year and looks set to become an annual event, even if virtual next year, brings together pupils from primary schools across Greater Manchester and the Withington Girls' School senior 'pop up' choir to perform a programme of emotive songs that tells a human story of dreams, life's setbacks, and, ultimately, hope. The event took place in Manchester Cathedral in front of an audience of dignitaries, school staff, parents, Governors, and Cathedral visitors.

Director of Music, Mrs Gilly Sargent supported the staff and pupils of the participating primary schools, several of which have no specialist music provision and the children have had limited performance opportunities. After their first rehearsal, one child commented, 'I didn't even know I could sing!'

We also used the opportunity to raise money for the Booth Centre, a day centre for homeless people in Manchester.

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Community based initiatives

Senior Citizens' Christmas Concert & Tea Party

On 11th December, Withington opened its doors, once again, for the annual Senior Citizens' Christmas Concert. We had a record number of guests this year and they enjoyed Christmas classics by Senior musicians and choristers, a repeat of the winning 'Teachers Got Talent' performance of Robbie Williams' 'Angels', and Golden Oldies led by the Staff Choir. Held in the Dining Room, a fantastic spread was laid on for our guests to enjoy, all prepared by WGS pupils and staff. The Director of Music paid tribute to the House Committees for organising the event and also a preceding House Competition festive 'Bake Off' earlier in the day, which, in turn, provided our visitors with spectacular seasonal bakes.

Thanks to the generous donations of gifts we had received from Withington families, every guest was presented with a Christmas gift to take home. The event was a fabulous success and, as ever, enjoyed by all involved.

Sustaining NHS Critical Care Staff

One of our Year 13 pupils has very much enjoyed being part of a project collecting hot dinners from Manchester restaurants and delivering them to hospitals (Wythenshawe and Stepping Hill) for the NHS staff on HDU and ICU wards. She said that it was a real pleasure to witness the happy response of the recipients.

Community Service by former Head Girl

Withington's Head Girl from last year has recently entered the annual Miss Manchester/Miss Cheshire competition and has been selected as a finalist for Miss Cheshire, which provides a great platform for getting involved in charity work. Separately, she has also been involved in providing friendship and support via an online friendship group in the Burnage area.

As a Miss Cheshire finalist, our Alumna is collecting for two charities at the moment, one based in the UK and the other in Kenya and India. For the first charity, Elle for Elle, which supports women and children suffering from domestic violence, she has been travelling around Manchester asking for donations of unused toiletries and feminine products, which are particularly important for women confined to their homes. The second charity is called One Woman at a Time, which actively aims to combat the practice of FGM in countries such as Kenya and India.

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Homepal_ Instagram Learning Platform

On the day the lock-down and cancellation of public exams was announced, some of last year's Year 13 pupils, together with friends from MHSG and MGS, wondered what they might be able to work together on during this time. Their first thought was to come up with a way of helping to continue the teaching and learning of KS3 pupils in the wider community, which led to the creation of a learning platform on Instagram. Working entirely on their own initiative, the group of students launched HomePal and delivered lessons in Maths, Science, Chinese, Spanish, English, Geography, German, History, and Mindfulness each and every week during lock-down. They also marked the pupils' work, as well as providing feedback and encouragement.

DofE Volunteering Hours

The volunteering hours given to our local community by our DofE participants have been certificated by DofE North and add up to an amazing 2,509 hours in 2019-20. This equates to an impressive total of £10,914.15 in social impact value.

DofE North said in their commendation:

"Firstly, we would like to thank you for your continued support for our Charity throughout these unprecedented times. In the midst of uncertainty, our DofE Leaders and Participants continue to set a precedent, a shining beacon for our communities to look to for inspiration.

We wanted to bring your attention to the fantastic work being carried out across the North of England Region. Across all levels of the Award a total of 661,349 hours has been spent volunteering which equates to a staggering total of £2,876,868 in social impact value.

We would like to take this opportunity to firstly congratulate you and your participants, whilst also thanking you for your continued hard work, motivation and dedication to our Charity's core values.

We hope that this provides inspiration for your next cohort of participants and look forward to working with you over the coming year."

Withington Foodbank

We are extremely proud of one of our Year 13 pupils who, during lock-down, orchestrated three collections for our local Withington Foodbank. During October and December 2019 and February 2020, the pupil collected over 800 food and toiletry items from donations from our School community. This translated into 860 meals for families. The Junior School also collected food for the Withington Foodbank for their Harvest Festival last Autumn and provided enough donations for 773 meals.

Summer Activities for the local community

The School was unable to run any Summer Activities during 2020 due to COVID-related restrictions.

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Other

Withington staff have attended various Cluster Meetings, albeit in virtual format, on a range of academic and pastoral subjects within GSA, HMC, and other professional networks.

The School is a long-standing member of ISTip (the Independent Schools' Teacher Induction Panel) and hosts a day's training each term for this group. In the region of 30 Newly Qualified Teachers (NQTs) attend the workshops which are delivered by teachers from the School.

The School also supports the programme for PGCE students in conjunction with the University of Manchester. The School had three PGCE students on placement – one in the English department for the Spring term; one in the History department for the Autumn term; and one in the Mathematics department for the Autumn term who also returned for the Summer term.

The English Department has continued to work with The Manchester Grammar School and Manchester High School for Girls, to provide a half termly Reading Group for Sixth Form pupils to extend the range and challenge of reading which A level students undertake.

Partnership with the Manchester Children's Hospital

A magnificent eight foot mosaic, created by pupils from the School, is on permanent display in the Harrington Building belonging to Manchester Children's Hospital.

In addition to the mosaic, twenty-five landscapes, created last year by pupils in Year 9, are on permanent exhibition in the Harrington Building. The theme for the landscapes is the Natural World.

Use of facilities

There has been significant disruption to the School's ability to open up its facilities to the local community since March 2020 due to the pandemic and resulting lockdown.

Free use

The School makes its facilities available to the following groups free-of-charge as part of its role in supporting the community although some of these had to be cancelled this year.

- The Manchester Association of Cambridge University Women
- The Association of Language Learners
- SAT College Board for US university entrance examinations

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In December 2019, the School hosted the Christmas concert and 'afternoon party' for local elderly people. This event is a special event for the whole Withington community (staff, pupils and parents). Pupils are actively involved in the organisation of the transport, the provision of the food and the entertainment.

The School is a centre for the Associated Board of the Royal Schools of Music (ABRSM) examinations. The last sitting of these examinations was prior to lockdown when we were also able to welcome candidates from other schools.

Other use

The Sports Hall is used for netball by a number of local student groups from the University of Manchester and other professional groups of women from the local area. We also hire our outdoor facilities to a local children's lacrosse team of which some of our pupils are members.

We were delighted to host an England Lacrosse training weekend again on 17th-18th November 2018. The squad, which includes former Withington Old Girls, trained on Saturday and Sunday and ran an Open Training Session on the Sunday.

We usually hire our Arts Centre theatre facilities to a local faith School for their annual awards event and accommodate a local youth theatre company for rehearsals and performances, however these events had to be cancelled this year.

We also planned to continue our partnership with a local faith organisation, who run activity holidays for children from independent schools in the North of England and Midlands, by hosting their annual reunion party, however, this also had to be cancelled.

We regularly hold training events for the Independent School Teacher Induction Panel (ISTip).

We also continued to provide School facilities, up until the start of lock-down, to enable a Spanish teacher from The Manchester Grammar School to deliver language classes to a local Latin American Network, who are supporting their children to be bi-lingual.

Citizenship Day

Citizenship Day is one of the highlights of the calendar at the school and it usually provides an opportunity for the whole School to come together to contribute to the wider community and focus on what it means to be a good citizen. This year, as a result of the pandemic and resulting lockdown, a different approach needed to be adopted to mark

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this special day, which took place on 2nd July 2020. Mrs Johnston, Head of the PSHCE programme, led a Virtual Assembly at the start of the day for all Senior School pupils.

Mrs Johnston began by explaining that Citizenship means being a member of and supporting one's community and country. Following on from Assemblies on British Values, Mrs Johnston explained that a British citizen has certain key values to live by: Democracy, Rule of Law, Respect & Tolerance, and Individual Liberty. We are also obliged to be informed, law abiding and uphold basic democratic principles such as tolerance and civic responsibility. Voting, conserving natural resources and taking care of oneself and others are all part of citizenship.

The lockdown, which commenced on 23rd March 2020, was an exceptional attempt to limit the spread of coronavirus. Mrs Johnston emphasized to the pupils that they, their families, friends, and neighbours have undertaken an unprecedented act of citizenship by staying at home to protect their families and the NHS amid the threat of coronavirus.

A very public act of Citizenship took place on Friday 8th May 2020 (VE Day) when the school community paid tribute to the service and sacrifice of the entire Second World War generation. The very special VE Assembly enabled pupils to see how the School carried on despite the war and how it and its pupils adapted to the changing circumstances.

Annual Visit

The Religious Studies Department, with the generous support of a benefactor, organises for all Year 10 girls to visit the Beth Shalom Holocaust Centre each year. The trip could not take place in the summer as a result of the pandemic.

Voluntary Service and Work Experience

The Sixth Form voluntary service scheme provides opportunities for senior girls to assist at local nurseries, primary schools, homes for the elderly, schools for severely disabled children, local hospitals, charity shops, and hospices. In 2019/20, Sixth Form girls organised a number of placements themselves which included working at charity shops, Brownie groups, sports clubs, hospice, and hospitals until the start of the pandemic.

There are strong links with Barnardo's, Wood Street Mission, Booth Street and other local charities. The school also fundraises for a number of charities in Africa, including a School and also a hospital for children with AIDS in Kenya.

Fundraising for, and visits to The Gambia have been in place since 2003; the School has funded the building of two nursery schools with extra classrooms, a bore hole for fresh water at the school, a rice making machine for the local village women and a computer centre in the last twelve years. The Gambia 2020 team raised £7,130 to develop further

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the Gambian nursery school. Pupils achieved their aim of a collective 9,234 minutes of exercise (which is the return distance from Manchester to Banjul). The annual trip to The Gambia for December 2020 was cancelled as a result of the pandemic but it is very much hoped that the trip will take place in December 2021.

The School has supported numerous projects in Uganda over the last seven years. A group of Sixth Form pupils and staff visit the country once a year to teach the children and help with the projects. The last visit took place in October 2019 when the nine Upper Sixth Formers were able to visit all the charities that the School has supported. Of specific note is the Small Steps Foundation (which runs the Glory Be Nursery) which provides early years education for some of the poorest children in the local area. Our pupils delivered lessons and painted a mural at the nursery. The pupils also raised money and collected clothing for Jinga Connections (a charity for street boys). Funds raised by our pupils provided malaria medication for 300 babies at a children's hospital in Jinja (called Whispers). Finally, the pupils visited a home for boys who used to live on the street (called Giasco). They took clothes and shoe donations collected at School and the funds donated have paid the salary of a social worker (for six months) to support the boys. The charity which runs this home was set up by two former Withington pupils.

Worldwide Links

As mentioned above, the School has links and engages in community projects in both The Gambia and Uganda each year. The community projects aim to assist and coordinate small scale charitable projects in order to improve the quality of life for low income communities in rural areas with support in education, health and farming.

All Sixth pupils are given the opportunity to go on an extended expedition run by the Student Travel Consultancy, an ethical school adventures company. The last STC trip was a two-week expedition to Kenya in the Summer of 2019 when eleven Sixth Form pupils took part.

Charity Fundraising

All pupils engage in charity fundraising throughout the year for local, national, and international charitable organisations.

In the first two terms of the academic year, pupils were involved in raising funds for 'Young Minds' (mental health awareness), WWF Australia, and Birth Aid (supporting women in the developing world). Pupils ran many varied charitable events including cake sales and running Zumba classes. There was also a joint venture with The Manchester Grammar School, called 'Funiversity Challenge' which raised funds for 'Prevent Breast Cancer' at the MRI Manchester Hospital.

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During lock-down, pupils relished the opportunity to continue their commitment to their chosen charitable activities. As mentioned above, the Gambia team raised £7,020 and the South Africa Sports Tour group (trip scheduled for summer 2021 but now postponed until summer 2022) raised £2,270. Pupils in both of these teams completed ambitious exercise challenges to achieve these goals. A charity concert, featuring girls from a wide range of year groups, also took place during lock-down to raise funds for 'Soundup Arts'; a charity to help people living with Dementia.

In total, for the academic year 2019/20, pupils raised £31,173 (2018/19: £29,851).

Volunteers

All former pupils and staff are automatically members of 'Withington Onwards' (formerly known as 'The Senior Club') which is a voluntary organisation. The Withington Onwards Committee, assisted by the Development Office, organises regular year-group reunions, produces the annual newsletter for alumnae, and runs the relevant section of the website.

Parent Teachers' Association (PTA)

Current parents play a vital role on the Parent Teachers Association Committee which raises funds for School equipment and organises social events for all parents.

Dr Rashmi Dev-Jairath became the Chair of the PTA with effect from the start of the 2020/21 academic year, succeeding Mrs Jo Kinney who had held the post for the last six years.

In the Autumn Term, there was a well-attended Dinner Dance at the Midland Hotel for Parents and Staff and a successful Junior Fun night took place in October 2019.

It was a great shame that the annual Spring Fair and the Junior School Family Fun Night could not take place in the Spring Term as a result of the lock-down. The PTA is very grateful for the hard work of committee members particularly those involved in the sale of second-hand uniform which continued during the lock-down period. Demand for second-hand uniform increased significantly during the summer and arrangements were put in place to ensure that sales could be made safely. The 300 club continues to be popular with parents and registration with The Giving Machine enables parents to supplement PTA income whenever they shop online.

Parents also offer invaluable support in the extracurricular programme including assistance with work placements, mock interviews for university candidates, and careers advice. Junior and Senior School parents have provided talks to pupils about their careers.

Governors and staff very much appreciate the continuing and valuable work undertaken by the above groups.

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REVIEW OF ACHIEVEMENTS AND PERFORMANCE FOR THE YEAR

Pupil numbers and fees

This year the School averaged 729 (2019: 714) pupils. There were 158 girls in the Junior School and 571 girls in the Senior School. The School is over-subscribed for entry at age 11.

The fee increase for the academic year 2019/20 was set by the Governors at 3.1% for the Senior and Junior School. The fees for the year, before the deduction of means-tested bursaries, were:

Junior School - £3,160 per term

Senior School - £4,211 per term

Academic

As a result of the pandemic, pupils in Year 11 and Year 13 were not able to sit GCSE and A level examinations respectively. The School was required to submit Centre Assessed Grades to the examination boards together with a rank order, by grade, for the pupils. The Government had, initially, intended that the information provided by the School would then be subject to an algorithm in determining the pupils' final grades. After considerable national publicity, the Government announced that pupils would be awarded their Centre Assessed Grades and use of the algorithm was abandoned.

Pupils at the School were extremely disappointed at not having the opportunity to sit the external examinations for which they had been working for many years.

Most pupils and parents were happy with the Centre Assessed Grades. A small number of pupils have taken the opportunity to re-sit the examinations in either the Autumn of 2020 or the Summer of 2021.

There are no national league tables of results for 2020 and the School has not published the results of its pupils based on the Centre Assessed Grades.

Year 11 pupils

To mark the day on which the Year 11 pupils obtained the outcome of their GCSEs, the Headmistress congratulated the girls on their hard work and commitment over the last two years, which had ensured that they could begin their chosen A level courses with confidence. During the lockdown period, the girls had demonstrated their commitment to study by taking advantage of the opportunity to pursue bridging courses to help gain a good start on their A level studies as well as using their time to raise funds for deserving causes. We were delighted to see many of the Year 11s camping on the School field as part of the Duke of Edinburgh 'expedition with a difference' to complete

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their Silver practice expedition in line with temporary arrangements implemented by the Duke of Edinburgh Awarding Body.

Year 13 pupils

On 13th August 2020, the Headmistress paid tribute to the 81-strong cohort of Upper Sixth pupils who obtained their results online. Two years earlier, this year group had been anxiously awaiting their GCSE results when a new numerical grading system had been introduced. These pupils amassed exceptional GCSE results with 46.3% of papers achieving Grade 9 and 73% at Grade 8 or 9.

The Headmistress said that she was delighted that these pupils would be going on to study at some of this country's finest universities, pursuing a wide range of subjects, from Engineering, Fine Art, Law, Computer Science and Dentistry to English Literature, Geography, Sport Rehabilitation and Medicine. Five pupils have confirmed their conditional offers to study at their chosen Oxbridge colleges.

Diversity and Inclusion

Alongside our fellow GSA and HMC schools, we are proud to be further developing our diversity and inclusion strategy which will allow us to reflect in depth on the inclusive culture of our school and to ensure that everyone benefits from the strength and success that a positive, active approach to inclusion brings.

With the support of our alumnae and current pupils who asked us to engage with these vital issues in the summer of 2020, Withington has committed to an embedded, strategic approach which will enable us to continue to reflect on the inclusive culture of our school. This will be an ongoing focus in 2021 which will involve the school working with an external specialist in the field.

Facilities and equipment

The outdoor gym, purchased through 'The Great Outdoor Gym Company', was opened to pupils after the October 2019 half-term. This incorporates a wet-pour surface, a climbing frame, ground-mounted trampolines, electricity-producing fitness equipment including a cross-trainer, and exercise bicycle. The outdoor gym is used primarily by Senior School pupils, under supervision. A rota system has been set up to enable all Senior girls to have a dedicated break and lunchtime slot from September 2020.

Maintenance works continued during the year which included the replacement of light fittings to LED models and internal decorating. The lift to the Arts Centre was replaced with an updated model, following advice and guidance from a specialist electrical consultant.

During the summer of 2020 improvement works took place in the Junior School and the Kitchen. A staff recreational area was created upstairs in the Junior School which has allowed the downstairs office space to be reconfigured to enable the Head of the Juniors,

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with her Deputy, to share one office and for their PA to have a smaller adjacent workspace.

The cleaners' store cupboard was converted into an office for the General Manager (Catering) which enabled additional space to be created for a cold food preparation area and storage.

The School obtained planning permission for a two-storey extension to the Dining Room during the year. This project was put on hold following lock-down and no date has been set for the work to start.

Information Technology

The Management Information System (SchoolBase) was regularly updated during the year. The SchoolBase app is increasingly useful to parents and grants them quick access to their daughter's attendance records and school reports on a mobile device. The use of the Parent portal was extended in September 2019 and we have collected a range of parental consents through it, as well as it being the primary method for parents to update and confirm the accuracy of their personal data. Pupils have also been encouraged to log on to the Schoolbase App to check their timetable and the School Calendar.

Portable devices that were rolled out to all teaching staff for use in classrooms and offices proved invaluable during the lockdown and gave the staff the ability to teach remotely. The Microsoft 365 suite has now been universally adopted by staff and pupils, with the move to OneDrive and OneNote proving invaluable during remote lessons. Microsoft Teams has been rapidly deployed and has become the main platform for real-time communication during lockdown. The School owns the laptops allocated to staff which allows for more effective data security, forcing encryption and other security settings to be switched on.

The School's two primary virtual host servers were upgraded to the latest VMware software over summer of 2020 and they continue to be responsible for running the entire network (containing in the region of 25 virtual servers). Each primary host is capable of running the entire network which provides an additional safeguard to the School in the event of a disaster. Under normal operation, the primary virtual hosts share the workload of the whole network. The two primary domain controllers were also upgraded during the summer to the latest version of Windows Server. This was required as Microsoft have removed support for the 2008 operating system.

A breach detection service has continued to operate (second year running) with an external specialist IT consultancy company (ACR IT Services Limited). This has incorporated an ethical phishing test which is used as a training exercise to test staff awareness of the appearance of a phishing email. A report is then received from the company identifying the staff who require additional training. This helps to

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raise awareness to staff of the risks of inadvertently opening or clicking on a suspicious email especially given the increased risk of ransomware attacks. It involved the setting up of two new virtual servers which monitor the network constantly. The outputs from these servers are then scrutinized by a technician who provides reports regularly on the security of the School's network.

Remote app server usage has increased during lockdown. The increased processing power and memory available from the new virtual host servers has enabled this development. This setup allows pupils to run copies of specialist subject software directly from the school servers regardless of which mobile device they are using, both inside and outside school.

The School's internet connection contract was renewed for a further 4 years in August 2020 along with the inclusion of a new off-site backup service. The new off-site backup will soon replace the School's existing provision and thereby allow further cost savings to be made.

A cashless catering system was installed during the Summer of 2019 and implemented from the start of the 2019/2020 academic year. This coincided with the start of the new Contract Catering with Holroyd Howe Limited. The School purchased a number of tills from AMI Limited which are linked to pupils' smart cards which have been allocated to all pupils (Junior and Senior). Parents are able to top up their accounts with ParentPay and view items purchased by their daughter at Breakfast and Break. (It was disbanded during lock-down)

Cyber security continues to be one of the top 10 risks included within the Risk Register. The School has a managed Fortinet firewall, which was renewed along with the internet contract, and has engaged the services of external specialist contractors who conduct ethical hacking, breach detection and advanced spam/phishing filtering services as detailed above.

Since May 2018, staff have been required to use two-factor authentication to access school services. We are aware that this control has prevented a number of phishing attacks being successful in the year to 31 August 2019. Due to the increased hacking attempts on pupil accounts we have also enforced two-factor authentication on all accounts, including students & governors.

The School and the Trust have taken all the necessary steps to comply with the General Data Protection Regulations (GDPR) which came into effect from May 2018 and has continued to improve the controls regarding access to personal and sensitive information.

We learned, in July 2020, that one of our third-party software suppliers had a significant ransomware attack. The School informed the ICO, Action Fraud, and our insurers, and a Serious Incident Report was submitted to the Charity Commission. Data subjects were also informed. No further action has been taken by any of these parties. The third-party

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company has provided the School with a report on how their controls have been improved as a result of this incident.

Environmental Initiatives: cutting the 'carbon footprint'

The School community continues to promote sustainability and the programme for the replacement of light fittings to LED energy-efficient models has continued in 2020.

The School uses a waste removal company which recycles rubbish.

The IT Department ensures that print cartridges and computers are recycled in accordance with WEEE (Waste Electrical and Electronic Equipment Directive) regulations. The school continues to use a compactor and baler in order to reduce the volume of waste packaging taken away, and baled cardboard is now being collected by Fresh Start Recycling Company.

The removal of desktop computers continued, where appropriate, with USB docking stations removed from classrooms and offices during the summer; they were replaced with USB C docking stations and monitors which use almost no power when not in use. As mentioned earlier, teaching staff were issued with laptops to replace their desktops; these use approximately half the power when in use and do not run all day, as was the case with the desktops. Automatic routines shut down the remaining computers at the end of the school day reducing unnecessary wastage. The long-term goal has almost been achieved to transition most staff to laptops where appropriate to reduce further the fleet of desktop computers. There are very few staff who have no remote working opportunity.

The School's Contract Catering Company, Holroyd Howe Limited, has a dedicated Sustainability & Environment Manager who provides support and guidance to the School. The company is passionate about sustainable eating and has produced an initiative called Future Proof Food. It provides a balanced rounded approach, looks at increasing sustainable protein consumption, reducing waste and eating more local and seasonal produce. There is a current focus on plastics and the focus is on the '3' R's 'reduce, reuse and recycle'. Where plastic is the only option, the aim is to use products that are made with a high percentage of recycled plastic.

Eco Society is a fully inclusive group, comprising girls from Year 7 to Upper Sixth, who meet regularly and organise events under the encouraging guidance of the Head of DT and one of the Biology teachers. Junior Outdoor Club is overseen by the Head of Classics.

Eco Week in April 2020 was one of the first annual events to be adapted for lockdown and girls were encouraged to think about changing habits, broadening their knowledge, and supporting those who need it most. There were two eco-themed virtual assemblies including one led by alumna Dr Cal Major, ocean advocate, veterinary surgeon, and

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adventure-seeker. Dr Major's words were truly inspiring just as everyone was adjusting to the new reality of lockdown.

The most recent Withington Onwards magazine was an 'Eco Edition', celebrating the efforts of Withington alumnae in various occupations and campaigns related to caring for our environment. The magazine was printed on Carbon Balanced Paper and every effort was made to reduce its carbon footprint.

A great year for Eco Society culminated with the renewal of the Eco-Schools Green Flag Award in January 2020. The School has now been recognised continuously as a Green Flag School since 2010 and the Award recognises the efforts of the School's 'Eco' groups in creating and communicating a school 'eco-code' in which all pupils and staff cooperate and undertake to play their part. The assessor said in her letter confirming the Award:

"I would like to congratulate you for all the time and effort that has been invested in environmental education at your school. Your award is well deserved and reflects the hard work you have put into the programme so far."

The School installed a dual electric charging point in the Victoria Road car park over a year ago and there is an increasing number of staff who own an electric vehicle.

Details of bursary awards – policy into practice

In addition to financial support received from other Educational Trusts, the School receives financial support from the WGS Trust (Charity Number 505207) for means-tested bursaries (details of the WGS Trust are provided in Note 12 on page 45 of these accounts).

The value of bursaries from the WGS Trust for 2020 was £710,069 (2019: £672,203). The value of bursaries from other awarding bodies for 2020 was £114,660 (2019: £114,660). The total value of bursaries for 2020 was therefore £846,729 (2019: £786,863) representing 10.8% of fee income in 2020 (2019: 9.5%).

There were 108 girls in receipt of bursaries for the year to 31st August 2020; 8 from the Junior School and 100 in the Senior School. This equates to over 17% of girls in Senior School and almost 9% of girls in Years 5/6 of the Junior School receiving support. Seventeen girls in the Senior School benefited from full remission of fees and thirty three girls in the Senior School obtained a bursary worth 80% or more of fees. In the Senior School, therefore, 17% of the bursaries were worth 100% of the fees and 33% of the bursaries were worth 80% or more of the fees.

Bursaries were awarded in Years 5 and 6 for the first time in 2015/16. The Junior School bursaries were made possible by the legacy from Miss Connell, a former teacher of the School. The introduction of these bursaries provided additional places for girls in Years

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5 and 6 from September 2015 and coincided with the opening of the new Junior School building.

Fundraising Performance

Governors approved a new Development & Alumnae Strategy (2019 to 2024) at their meeting in September 2019. The key focus of this Strategy, which dovetails with the School's Development Plan, is to continue to raise funds for school priorities. A significant focus will be to increase funding for means-tested bursaries as one of the aims of the School is to maintain and increase the level of Governors' means-tested bursary support to secure the diversity of the school community, with the eventual aim of needs-blind admission. The majority of donations for bursaries are processed through the accounts of the WGS Trust.

Donations received by the WGS Trust for the bursary fund amount to £125,662 (2019: £75,225).

The Development Office launched a bursary/hardship appeal in July 2020, supported by an alumna (and her husband) who pledged to match the first £12,633 donated. The response from this direct mail appeal, the first carried out by the school, has been exceptional. As at 9th October 2020 the amount raised in total (including pledges) is £114,339. The alumna increased her pledge to ensure that we raised over £100,000.

This direct mail appeal was part of the newly approved strategy to diversify our methods of making a fundraising ask. Pleasingly, half of all donors who gave to the appeal were either new donors or long lapsed donors who had not given for 10+ years.

The annual Emily Simon Society Lunch was held on 11th March 2020. This provided an opportunity for members of the Society to visit the School, meet some current bursary recipients, and to learn about the School's partnership, WithGambia, that has been running for many years.

The Annual Fund was renamed and relaunched as the 'Ad Lucem Fund' and applications were invited from staff members to bid for funding to support projects which enhance and enrich the girls' learning, but that normally fall outside the reach of the annual school budget. This year, we particularly encouraged projects that provide opportunities to compensate for experiences lost during the COVID-19 outbreak.

The running costs for the Development Office have been borne equally by the WGS Trust and the School. In the year ended 31st August 2020, the direct costs for each were £77,764 (2019: £75,455).

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The School's approach to fundraising

The School employs an in-house Development Team to carry out fundraising on its behalf. The Director of Development reports directly to the Headmistress. A professional fundraising consultancy is engaged to assist with a biennial telephone campaign.

The WGS Trust (Charity 505207) registered as a member of the Fundraising Regulator in October 2017. Registration is optional for charities which spend less than £100,000 on fundraising each year and, as a result, there was no requirement for the WGS Trust to register. The Trust's voluntary registration is evidence of its desire to follow best practice. The Trust also follows the Institute of Fundraising's code of practice.

The Development Team can confirm that there have been no instances in which the School or the Trust has failed to comply with the requirements of the Fundraising Regulator. In addition, the Development Director has not failed to comply with the Institute of Fundraising's Code of Practice.

Careful monitoring of the activities of the Development Office is carried out by Governors of the School and Trustees of the WGS Trust. The Development Director submits a report on fundraising activities for each Governors' meeting and each Trustees' meeting and attends the meetings to answer any questions raised.

There have been no complaints about fundraising activities in the year to 31 August 2020 (2019: NIL).

FINANCIAL REVIEW AND RESULTS FOR THE YEAR

As an educational charity pupils' parents have the assurance that all income of the School is applied for educational purposes.

The results for the year show net incoming resources of £283,246 (2019: £543,294). Expenditure on fixed assets for the year was £169,122 which comprises £105,363 for buildings and grounds, plus £63,759 for fixtures, fittings and equipment.

RESERVES

In formulating their reserves policy, the Governors are committed to ensuring that the School has a sufficient level of reserves to enable it to meet its objectives, which have been described earlier in this report. The level of reserves is regularly scrutinized with these objectives in mind. The Governors' aim is that the School should have sufficient free reserves to support the value of one term's payroll costs for teachers, which equates to around £1.3m.

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The School has retained reserves of £13,720,037 at 31st August 2020, which are considered to be appropriate for the objects of the School to be maintained. The actual free reserves as at 31st August 2020 are £414,612 (2019: negative £326,829), calculated as the value of Net Assets less Fixed Assets. There has been an improvement in free reserves following the Governors' decision to postpone embarking on a major building programme. Governors and the Senior Leadership Team consider that the School is a Going Concern and is able to meet its obligations as they fall due.

Within the free reserves, Governors have allocated £250,000 as a Designated Reserve to ear-mark specific funds for the on-going additional costs and support measures, required as a result of the COVID-19 pandemic. Governors consider that the School is a going-concern.

The School's policy is to build up free reserves to the desirable level by annual operating surpluses.

FUTURE PLANS

The Board approved the School Development Plan in June 2019.

The strategic priorities for the next three years are as follows:

- To ensure continued recruitment, retention and professional development of suitable, high-quality staff;
- To improve further the exceptional quality of pupils' experience and outcomes through teaching and learning strategies;
- To maintain and develop the already excellent standards within Learning Support;
- To ensure that the School's central ethos of respect and responsibility informs the work and life of the School; to explore, share and celebrate social, moral, spiritual and cultural (SMSC) values throughout all areas of the School;
- To continue to deliver outstanding pastoral care and to ensure that all pupils are able to build habits to support health and wellbeing for life through access to excellent health, wellbeing and fitness education and opportunities;
- To ensure that the School has first-class premises and accommodation appropriate for the curriculum delivery, for co-curricular activities and for other support services, to provide pupils and staff with an environment consistent with one of the country's leading independent girls' schools;

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- To ensure that the School's partnership work continues to develop strategically and to maintain and develop excellent links with parents, alumnae, schools, universities, professional associations and businesses;
- To develop the positive profile of the School locally, nationally and internationally, so that the School's ethos, qualities and characteristics are understood and celebrated;
- To harness the opportunities afforded by technology for pupils and staff to work and communicate in the most efficient and effective ways;
- To ensure that academically able prospective pupils and their parents, from a diverse range of backgrounds, are aware of the opportunity of a Withington education and understand its value.

Approved by the Governing Body of Withington Girls' School on 23/11/20 and signed on its behalf by:



Mr Malcolm Pike
Chair of Governors

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STATEMENT OF GOVERNORS' RESPONSIBILITIES

The Governors (who are also directors of Withington Girls' School for the purposes of company law) are responsible for preparing the Governors' Annual report, which includes the strategic report and the financial statements in accordance with applicable law and regulations.

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

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

- select suitable accounting policies and then apply them consistently;
- make judgements and accounting 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;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in business.

The governors are responsible for keeping adequate accounting records that are sufficient to show and explain the charity's transactions and 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.

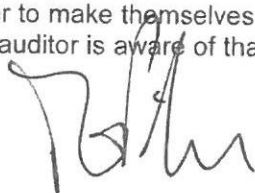
Financial statements are published on the charity's website in accordance with legislation in the United Kingdom governing the preparation and dissemination of financial statements, which may vary from legislation in other jurisdictions. The maintenance and integrity of the charity's website is the responsibility of the governors. The governors' responsibility also extends to the ongoing integrity of the financial statements contained therein.

Statement as to disclosure of information to auditors

In so far as the governors are aware at the time of approving our governors' annual report:

- there is no relevant information, being information needed by the auditor in connection with preparing their report, of which the group's auditor is unaware, and
- the governors, having made enquiries of fellow directors and the group's auditor that they ought to have individually taken, have each taken all steps that he/she is obliged to take as a director in order to make themselves aware of any relevant audit information and to establish that the auditor is aware of that information. On behalf of the Board of Governor

Chair of Governors
Date: 23/11/20



INDEPENDENT AUDITOR'S REPORT TO THE GOVERNORS OF WITHINGTON GIRLS' SCHOOL

Opinion

We have audited the financial statements of Withington Girls' School for the year ended 31 August 2020 which comprise the statement of financial activities, the balance sheet, the cash flow statement and notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 August 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 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

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 charitable company'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

INDEPENDENT AUDITOR'S REPORT TO THE GOVERNORS OF WITHINGTON GIRLS' SCHOOL

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 have been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

In 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 directors' report included within 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
- 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 and take advantage of the small companies exemption in preparing the trustees' report.

Responsibilities of trustees

As explained more fully in the trustees' responsibilities statement set out on page 32, 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

INDEPENDENT AUDITOR'S REPORT TO THE GOVERNORS OF WITHINGTON GIRLS' SCHOOL

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

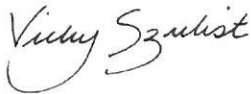
Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee 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.

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

Use of our report

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



Vicky Szulist

Senior Statutory Auditor

For and on behalf of

Crowe U.K. LLP

The Lexicon
Mount Street
Manchester
M2 5NT

17th December

2020

WITHINGTON GIRLS' SCHOOL
STATEMENT OF FINANCIAL ACTIVITIES

YEAR ENDED 31 AUGUST 2020

| | | 2020 | 2019 |
|--|-------|-----------------------|-----------------------|
| | | Unrestricted Funds | Unrestricted Funds |
| | | £ | £ |
| INCOME: | Notes | | |
| Donations | 2 | 192 | 11,036 |
| <i>Income from charitable activities:</i> | | | |
| Tuition fees receivable | | 8,696,302 | 8,306,443 |
| School meals | | 361,038 | 515,916 |
| <i>Income from other trading activities:</i> | | | |
| Other income | 3 | 201,623 | 104,756 |
| Investment income | | 3,128 | 4,624 |
| Total income | | <u>9,262,283</u> | <u>8,942,775</u> |
| Expenditure | | | |
| <i>Costs of raising funds</i> | 4 | 77,764 | 75,455 |
| <i>Expenditure on charitable activities</i> | 5 | 8,503,421 | 7,941,768 |
| <i>Contributions to WGS Trust</i> | | 397,852 | 382,258 |
| Total expenditure | | <u>8,979,037</u> | <u>8,399,481</u> |
| Net income and net movement of funds for the year | | 283,246 | 543,294 |
| Other recognised gains/(losses) | | | |
| Actuarial loss on CARE Pension Scheme | 15 | (4,264) | (17,000) |
| Net movement in funds | | <u>278,982</u> | <u>526,294</u> |
| RECONCILIATION OF FUNDS | | | |
| TOTAL FUNDS BROUGHT FORWARD | 11 | 13,432,201 | 12,905,907 |
| TOTAL FUNDS CARRIED FORWARD | 11 | <u>13,711,183</u> | <u>13,432,201</u> |

The notes on pages 39 to 51 form part of these accounts.

All amounts relate to continuing activities.

WITHINGTON GIRLS' SCHOOL

BALANCE SHEET

31 August 2020

| | | 2020 | | 2019 | |
|--|-------|--------------------|-------------------|--------------------|-------------------|
| | Notes | £ | £ | £ | £ |
| FIXED ASSETS | | | | | |
| Tangible assets | 7 | | 13,296,571 | | 13,759,030 |
| CURRENT ASSETS | | | | | |
| Debtors | 8 | 570,553 | | 434,165 | |
| Cash at bank | | <u>1,468,537</u> | | <u>1,182,208</u> | |
| | | 2,039,090 | | 1,616,373 | |
| CREDITORS | | | | | |
| Amounts falling due within one year | 9 | <u>(1,212,461)</u> | | <u>(1,495,094)</u> | |
| NET CURRENT ASSETS | | | 826,629 | | 121,279 |
| CREDITORS | | | | | |
| Amounts falling due after more than one year | | | | | |
| Pension Liability | 10 | | (412,017) | | (448,108) |
| NET ASSETS | | | <u>13,711,183</u> | | <u>13,432,201</u> |
| ACCUMULATED UNRESTRICTED FUNDS | | | | | |
| | 11 | | 13,711,183 | | 13,432,201 |
| | | | <u>13,711,183</u> | | <u>13,432,201</u> |

The financial statements were approved and authorised for issue by the board of Governors on 23/11/20 and signed on its behalf by:

Mr Malcolm Pike Governor

Mr Christopher Poston Governor




WITHINGTON GIRLS' SCHOOL

STATEMENT OF CASH FLOWS

FOR YEAR ENDED 31 AUGUST 2020

| | 2020 | 2019 |
|---|-------------------------|-------------------------|
| | £ | £ |
| Reconciliation of net movement in funds to net cash flow from operating activities | | |
| Net movement in funds | 278,982 | 526,294 |
| Add back depreciation charge | 631,581 | 611,016 |
| Deduct interest income shown in investing activities | (3,128) | (4,624) |
| (Increase) in debtors | (136,388) | (335,598) |
| (Decrease)/increase in creditors | (282,633) | 303,490 |
| (Decrease) in Pension Liability | (36,091) | (17,892) |
| Net cash flow from operating activities | <u>452,323</u> | <u>1,082,686</u> |
| Cash flows from investing activities | | |
| Interest income | 3,128 | 4,624 |
| Purchase of tangible fixed assets | (169,122) | (723,241) |
| Cash used in investing activities | <u>(165,994)</u> | <u>(718,617)</u> |
| Reconciliation of Net Cash/Debt | | |
| Increase in cash and cash equivalents in the year | 286,329 | 364,069 |
| Cash and cash equivalents at the beginning of the year | 1,182,208 | 818,139 |
| Total cash and cash equivalents at the end of the year | <u>1,468,537</u> | <u>1,182,208</u> |

WITHINGTON GIRLS' SCHOOL
NOTES TO THE FINANCIAL STATEMENTS

YEAR ENDED 31 AUGUST 2020

1 ACCOUNTING POLICIES

(a) **Basis of preparation of financial statements**

The financial statements have been prepared in accordance with the Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2015) - (Charities SORP (FRS 102)), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

Withington Girls' School meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy note.

(b) **Incoming resources**

All incoming resources are accounted for on an accruals basis and are after deducting allowances and other remissions granted by the School.

(c) **Resources expended**

All expenditure is accounted for on an accruals basis and is allotted directly to the category to which it relates and includes irrecoverable VAT.

Governance costs comprise those costs incurred complying with constitutional and statutory requirements.

(d) **Fund accounting**

All funds held by the Charity are unrestricted and can be used in accordance with the charitable objects at the discretion of the trustees.

(e) **Tangible fixed assets and depreciation**

Tangible fixed assets are stated at cost or valuation less depreciation. Depreciation is provided at rates calculated to write off the cost or valuation of fixed assets over their expected lives on a straight line basis at the following annual rates:

| | |
|---|-----------|
| Buildings and external facilities | 2% to 10% |
| Fixtures, fittings and equipment, and computers | 5% to 25% |

Capital grants are accounted for when the Charity is unconditionally entitled to receive the monies.

(f) **Expenditure on charitable activities**

This includes all items required to provide schooling for pupils.

(g) **Support costs**

This represents expenditure required to manage and administer the charity.

(h) **Pensions**

The School makes pension contributions in respect of eligible teaching staff to the Teachers' Pensions Scheme.

The School also makes contributions to the personal pension plans of other employees. The School joined the Career Revalued Earnings Scheme (CARE) offered by TPT Retirement Solutions which has been made available to all non-teaching staff appointed since 1 September 2004 and existing non-teaching staff up until 31st March 2016 (when the Scheme closed). From 1st April 2016 the School has offered a Defined Contribution Scheme through TPT Retirement Solutions (the Growth Plan Series 4).

The pension charge represents the amount payable in respect of the pension schemes mentioned above.

WITHINGTON GIRLS' SCHOOL

NOTES TO THE FINANCIAL STATEMENTS

YEAR ENDED 31 AUGUST 2020

1 ACCOUNTING POLICIES CONTINUED

(i) **Financial Instruments**

Basic financial instruments are initially recognised at transaction value and subsequently measured at amortised cost with the exception of investments which are held at fair value. Financial assets held at amortised cost comprise cash at bank and in hand, together with trade and other debtors. A specific provision is made for debts for which recoverability is in doubt. Cash at bank and in hand is defined as all cash held in instant access bank accounts and used as working capital. Financial liabilities held at amortised cost comprise all creditors except social security and other taxes and provisions. Assets and liabilities held in foreign currency are translated to GBP at the balance sheet date at an appropriate year end exchange rate.

(j) **Critical accounting judgements and key sources of estimation uncertainty**

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

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

In the view of the Governors, no assumptions concerning the future or estimation uncertainty affecting assets or liabilities at the balance sheet date are likely to result in a material adjustment to their carrying amounts in the next financial year other than the Provision for the pension deficit levy. The School has an obligation to pay deficit funding contributions towards the support staff defined benefit pension plan. This provision is dependent on a number of factors including discount rate, life expectancy and asset valuations. The assumptions reflect historical experience and current trends.

WITHINGTON GIRLS' SCHOOL
NOTES TO THE FINANCIAL STATEMENTS

YEAR ENDED 31 AUGUST 2020

(k) **Going Concern**

The Governors and Senior Leadership Team have reviewed the Financial Forecast and Budget and consider that the School is a Going Concern. The Statement of Cash Flow shows the cash inflow from Operating Activities which enables investment in the fabric of the School. The School is also grateful for the support of the WGS Trust (Charity 505207) which provides financial assistance to the School for means-tested bursaries and capital projects. Governors have critically appraised the School's financial position, as a result of the COVID-19 Pandemic, and have taken appropriate measures to limit the fee increase for parents in the 2021/22 year and to reduce expenditure wherever possible. Large scale capital investment is currently on hold.

2 DONATIONS

| | 2020 | 2019 |
|-----------------|-------------|---------------|
| | £ | £ |
| Other donations | 192 | 11,036 |
| | <u>192</u> | <u>11,036</u> |

3 OTHER INCOME

| | 2020 | 2019 |
|----------------------------------|----------------|----------------|
| | £ | £ |
| Entrance examination fees | 20,890 | 22,159 |
| Miscellaneous income | 49,993 | 82,597 |
| Erasmus (British Council) Income | 43,751 | 0 |
| Job Retention Scheme Income | 86,989 | 0 |
| | <u>201,623</u> | <u>104,756</u> |

4 COSTS OF RAISING FUNDS

| | 2020 | 2019 |
|-------------------------------|---------------|---------------|
| | £ | £ |
| Salaries | 53,331 | 44,025 |
| Pension costs | 5,672 | 4,519 |
| Social security costs | 5,585 | 4,169 |
| Total salary costs | <u>64,588</u> | <u>52,713</u> |
| Other fundraising expenditure | 11,313 | 17,855 |
| Administration expenditure | 1,863 | 4,887 |
| Total costs | <u>77,764</u> | <u>75,455</u> |

The costs shown above represent 50% of the direct running costs for the Development Office. The other 50% of the costs have been borne by a separate charity, the WGS Trust (charity number 505207). Any income raised by the Development Office is included in the accounts of the WGS Trust.

WITHINGTON GIRLS' SCHOOL
NOTES TO THE FINANCIAL STATEMENTS
YEAR ENDED 31 AUGUST 2020

5 EXPENDITURE ON CHARITABLE ACTIVITIES

| TEACHING COSTS | 2020 | 2019 |
|---|-------------------------|-------------------------|
| | £ | £ |
| Teachers' salaries | 3,191,708 | 3,103,033 |
| Superannuation charges | 739,710 | 493,417 |
| Social Security costs | 332,339 | 286,765 |
| | <u>4,263,757</u> | <u>3,883,215</u> |
| SUPPORT COSTS | | |
| Wages, salaries and support | 1,407,150 | 1,402,890 |
| Pension costs | 150,784 | 137,691 |
| Social security costs | 106,408 | 104,625 |
| Apprenticeship Levy | 7,208 | 7,125 |
| Supplies, equipment and tools | 677,983 | 636,704 |
| Miscellaneous expenses | 336,738 | 353,165 |
| Printing, stationery, advertising and telephone | 133,411 | 221,933 |
| Operating lease payments | 9,161 | 0 |
| Professional fees (including HR, H&S and Catering Consultancy) | 75,591 | 78,417 |
| Interest and charges for CARE Pension Scheme | 15,052 | 14,729 |
| Insurance | 65,701 | 55,234 |
| Erasmus (British Council) Expenditure | 43,751 | 0 |
| | <u>3,028,938</u> | <u>3,012,513</u> |
| PREMISES | | |
| Repairs, maintenance and replacement of buildings | 109,901 | 96,074 |
| Professional fees for building project on hold | 127,961 | 0 |
| Repairs, maintenance and replacement of fixtures and fittings | 4,373 | 27,124 |
| Minor building works | 45,991 | 59,324 |
| Depreciation | 631,581 | 611,016 |
| Maintenance of grounds | 12,509 | 32,079 |
| Fuel, light, water and refuse collection | 137,895 | 138,327 |
| COVID-19 additional costs to include sanitisers and hire of marquee | 45,516 | 0 |
| Rates | 47,036 | 51,644 |
| CCTV | 6,968 | 7,513 |
| | <u>1,169,731</u> | <u>1,023,101</u> |
| GOVERNANCE COSTS | | |
| Audit fee | 12,810 | 13,500 |
| Other fees paid to the auditors | 1,380 | 960 |
| Legal and associated costs | 26,805 | 8,479 |
| | <u>40,995</u> | <u>22,939</u> |
| | <u><u>8,503,421</u></u> | <u><u>7,941,768</u></u> |
| Total | | |

The Trustees do not consider it to be practicable to allocate costs in connection with the furtherance of public benefit.

WITHINGTON GIRLS' SCHOOL
NOTES TO THE FINANCIAL STATEMENTS
YEAR ENDED 31 AUGUST 2020

6 STAFF COSTS

| | 2020 | | 2019 | |
|--|------------------|---|------------------|---|
| | £ | £ | £ | £ |
| Payroll costs | | | | |
| Wages and salaries comprised: | | | | |
| Teaching staff (full and part-time) | 3,199,535 | | 3,112,448 | |
| Library and department support staff | 411,937 | | 340,605 | |
| Housekeeper, kitchen and dining room staff | 204,466 | | 292,267 | |
| Cleaners | 132,413 | | 132,154 | |
| Premises staff | 120,475 | | 139,098 | |
| Administration | <u>537,239</u> | | <u>496,476</u> | |
| | 1,406,530 | | 1,400,600 | |
| Development | 53,332 | | 44,025 | |
| | <u>4,659,397</u> | | <u>4,557,073</u> | |
| Pension costs | 896,166 | | 635,628 | |
| Social security costs | 444,332 | | 395,559 | |
| | <u>5,999,895</u> | | <u>5,588,260</u> | |

The average number of full and part time employees during the year was 152 (2019: 162) including temporary appointments to cover members of staff on maternity leave.

The average number of full and part time employees during the year, expressed as full-time equivalents, was 115 (2019: 118).

The average number of full and part time teachers during the year was 89 (2019: 92).

No termination payments were made during the year (2019: two payments made of £23,430 in total).

The number of employees with emoluments exceeding £60,000 was as follows:

| | 2020 | 2019 |
|----------------------|------|------|
| | No | No |
| £60,000 to £70,000 | 4 | 4 |
| £80,001 to £90,000 | 1 | 1 |
| £100,001 to £110,000 | 0 | 1 |
| £110,001 to £120,000 | 1 | 0 |

Contributions were made to the Teachers' Pensions Scheme which is a defined benefit scheme for the above higher paid employees. The cost of the contributions in respect of the above higher paid employees was £111,212 (2019: £74,890).

The remuneration of the Senior Leadership Team, including social security and pension costs, was £638,356 (2019: £584,984).

None of the Trustees received any remuneration during the year (2019: £NIL)

The Trustees received travel expenses of £1,260 (2019: £164).

Further details about the Teachers' Pension Scheme, the CARE Pension Scheme and the Growth Plan 4 Pension Scheme are provided in Notes 13, 14, 15 and 16 in these accounts.

WITHINGTON GIRLS' SCHOOL
NOTES TO THE FINANCIAL STATEMENTS
YEAR ENDED 31 AUGUST 2020

7 TANGIBLE FIXED ASSETS

| Cost or valuation | Freehold buildings and grounds £ | Fixtures fittings and equipment £ | Total £ |
|---------------------------|---|--|--------------------|
| At 1 September 2019 | 16,566,280 | 4,424,311 | 20,990,591 |
| Additions for the year | 105,363 | 63,759 | 169,122 |
| At 31 August 2020 | 16,671,643 | 4,488,070 | 21,159,713 |
| Depreciation | | | |
| At 1 September 2019 | 4,033,789 | 3,197,772 | 7,231,561 |
| Charge for year | 370,438 | 261,143 | 631,581 |
| At 31 August 2020 | 4,404,227 | 3,458,915 | 7,863,142 |
| Net book value | | | |
| At 31 August 2020 | 12,267,416 | 1,029,155 | 13,296,571 |
| At 31 August 2019 | 12,532,491 | 1,226,539 | 13,759,030 |

The charity has taken advantage of the transitional provisions available under FRS102 "Tangible Fixed Assets" not to update the revaluation of its fixed assets.

The Governors are confident that the current value of the buildings is not less than the value stated above.

On 1st September 2015 a transfer of assets took place as part of the incorporation process as described on Page 3 of this Annual Report. The Transfer Deed provided for all the Charity's unrestricted assets and liabilities to be transferred to the new charitable company (company number 09083954 and registered charity number 1158226). The School's land and buildings, considered by the Charity Commission to be permanent endowment, remain within the Charitable Trust. The charitable company is the sole corporate trustee of the Charity.

The land is registered at HM Land Registry under the title number MAN246365.

WITHINGTON GIRLS' SCHOOL
NOTES TO THE FINANCIAL STATEMENTS

YEAR ENDED 31 AUGUST 2020

8 DEBTORS

| | 2020 £ | 2019 £ |
|---------------------------|----------------|----------------|
| Fees owing from parents | 31,394 | 23,560 |
| Sundry debtors | 36,278 | 7,082 |
| Amount due from WGS Trust | 402,309 | 314,856 |
| Prepayments | 100,572 | 88,667 |
| | 570,553 | 434,165 |

9 CREDITORS

| | 2020 £ | 2019 £ |
|--------------------------------------|------------------|------------------|
| Amounts falling due within one year: | | |
| Tuition fees | 378,266 | 350,358 |
| Tax and social security | 106,788 | 101,781 |
| Capital accruals | 87,594 | 437,143 |
| Other accruals | 639,813 | 605,812 |
| | 1,212,461 | 1,495,094 |

10 PENSION LIABILITY

| | 2020 £ | 2019 £ |
|-------------------|----------------|----------------|
| Pension Liability | 412,017 | 448,108 |

The Pension Liability shown above represents the Present Value of the Provision for the the TPT Retirement Solutions - CARE Pension Scheme - as detailed in Note 15.

11 ACCUMULATED FUNDS

General Funds

| | 2020 £ | 2019 £ |
|----------------------------------|-------------------|-------------------|
| As 1 September 2019 | 13,432,201 | 12,905,907 |
| Surplus for the year | 278,982 | 526,294 |
| Less transfer to Designated Fund | (250,000) | 0 |
| At 31 August 2020 | 13,461,183 | 13,432,201 |

Designated Fund

| | | |
|----------------------------|----------------|----------|
| As 1 September 2019 | 0 | 0 |
| Transfer from General Fund | 250,000 | 0 |
| At 31 August 2020 | 250,000 | 0 |

Total funds

| | | |
|----------------------|-------------------|-------------------|
| As 1 September 2019 | 13,432,201 | 12,905,907 |
| Surplus for the year | 278,982 | 526,294 |
| At 31 August 2020 | 13,711,183 | 13,432,201 |

The Designated Fund has been set up by Governors as at 31st August 2020 in order to ear-mark specific funds for the on-going additional costs and support measures required as a result of the COVID-19 pandemic.

The reserves shown above include those which have financed Fixed Assets (as shown in Note 7). Free reserves are £414,612 as at 31 August 2020 (2019: negative (£326,829)). The improvement in free reserves is as a result of the surplus in the 2019/20 year and the limited capital expenditure during the year.

WITHINGTON GIRLS' SCHOOL
NOTES TO THE FINANCIAL STATEMENTS
YEAR ENDED 31 AUGUST 2020

12 RELATED PARTIES

The Governors of Withington Girls' School appoint the Trustees of WGS Trust, a registered charity. Transactions with the WGS Trust have been identified and disclosed within the accounts and annual report as appropriate.

The operation of the WGS Trust is independent of the School. The objects of the Trust are the advancement of the educational work of Withington Girls' School, charitable purposes of, or associated with, the School and the advancement of education. A specific aim of the Trust is to maintain and enhance the level of means-tested bursary support to safeguard the diversity of the school community.

Two of the Charity's Governors: Mr M Adlestone and Mrs J Kinney (as listed on page 1), are parents of current pupils at the School. Fees charged to these Governors during the year to 31st August 2020 were in line with the School's standard terms & conditions. There were no fees outstanding for these parents at 31 August 2020.

Included within Tuition Fees Receivable of £8,306,443 shown on Page 34, is income from the WGS Trust, in respect of bursaries, of £710,069 (2019:£672,203).

There were no other related party transactions

WITHINGTON GIRLS' SCHOOL

NOTES TO THE FINANCIAL STATEMENTS

YEAR ENDED 31 AUGUST 2020

13 PENSION COSTS

The School's employees belong to two principal pension schemes: the Teachers' Pension Scheme (TPS) or a Scheme provided by TPT Retirement Solutions. Up until 31st March 2016, the Scheme offered through TPT Retirement Solutions was the CARE Pension Scheme (a Defined Benefit Scheme). This was closed to further contributions from that point and staff were able to join the Growth Plan Series 4 (a Defined Contribution Scheme) run by TPT Retirement Solutions from 1st April 2016). The Teachers Pension Scheme is a Defined Benefit Scheme.

The total pension cost for the year ended 31 August 2020 was £896,166 (2019: 635,628).

14 TEACHERS' PENSION SCHEME

Introduction

The School participates in the Teachers' Pension Scheme ("the TPS") for its teaching staff. The pension charge for the year includes contributions payable to the TPS of £760,380 (2019: £507,518) and at the year-end £NIL (2019 :£NIL) was accrued in respect of contributions to this scheme.

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

The employer contribution rate is set by the Secretary of State following scheme valuations undertaken by the Government Actuary's Department. The most recent actuarial valuation of the TPS was prepared as at 31 March 2016 and the Valuation Report, which was published in March 2019, confirmed that the employer contribution rate for the TPS would increase from 16.4% to 23.6% from 1 September 2019. Employers are also required to pay a scheme administration levy of 0.08% giving a total employer contribution rate of 23.68%.

The 31 March 2016 Valuation Report was prepared in accordance with the benefits set out in the scheme regulations and under the approach specified in the Directions, as they applied at 5 March 2019. However, the assumptions were considered and set by the Department for Education prior to the ruling in the 'McCloud/Sargeant case'. This case has required the courts to consider cases regarding the implementation of the 2015 reforms to Public Service Pensions including the Teachers' Pensions.

On 27 June 2019 the Supreme Court denied the government permission to appeal the Court of Appeal's judgment that transitional provisions introduced to the reformed pension schemes in 2015 gave rise to unlawful age discrimination. The government is respecting the Court's decision and has said it will engage fully with the Employment Tribunal as well as employer and member representatives to agree how the discriminations will be remedied. A consultation was launched by the government on 16 July 2020, and closed to responses on 11 October 2020.

The TPS is subject to a cost cap mechanism which was put in place to protect taxpayers against unforeseen changes in scheme costs. The Chief Secretary to the Treasury, having in 2018 announced that there would be a review of this cost cap mechanism, in January 2019 announced a pause to the cost cap mechanism following the Court of Appeal's ruling in the McCloud/Sargeant case and until there is certainty about the value of pensions to employees from April 2015 onwards. The pause was lifted in July 2020 and the government is preparing to complete the cost control element of the 2016 valuations, which is expected to be completed in 2021.

In view of the above rulings and decisions the assumptions used in the 31 March 2016 Actuarial Valuation may become inappropriate. In this scenario, a valuation prepared in accordance with revised benefits and suitably revised assumptions would yield different results than those contained in the Actuarial Valuation.

Until the consultation and the cost cap mechanism review are completed it is not possible to conclude on any financial impact or future changes to the contribution rates of the TPS. Accordingly no provision for any additional past benefit pension costs is included in these financial statements.

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15 TPT Retirement Solutions - Career Average Revalued Earnings ("CARE") Pension Scheme

The School participates in this scheme, a multi-employer scheme which provides benefits to some 41 non-associated employers. The scheme is a defined benefit scheme in the UK.

It is not possible for the School to obtain sufficient information to enable it to account for the scheme as a defined benefit scheme. Therefore it accounts for the scheme as a defined contribution scheme.

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

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

A full actuarial valuation for the scheme was carried out at 30 September 2013. This actuarial valuation showed assets of £35.56m, liabilities of £51.94m and a deficit of £16.38m.

A full actuarial valuation for the scheme was carried out at 30 September 2016. This actuarial valuation showed assets of £60.45m, liabilities of £85.3m and a deficit of £24.86m. To eliminate this funding shortfall, the Trustee asked the participating employers to pay additional contributions to the scheme as follows:

Deficit contributions for all employers

| | | |
|---------------------------------------|----------------------|---|
| From 1 April 2018 to 30 November 2028 | £1,400,000 per annum | (payable monthly and increasing by 3.0% each year on 1st April) |
|---------------------------------------|----------------------|---|

The actuarial valuation as at 30 September 2019 is still in process and TPT are in contact with employers on the way forward.

The recovery plan contributions are allocated to each participating employer in line with their estimated share of the scheme liabilities.

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

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PRESENT VALUE OF PROVISION

| | 31 August 2020 (£000s) | 31 August 2019 (£000s) | 31 August 2018 (£000s) |
|----------------------------|------------------------------|------------------------------|------------------------------|
| Present Value of Provision | 412 | 448 | 466 |

RECONCILIATION OF OPENING AND CLOSING PROVISIONS

| | Year Ending 31 August 2020 (£000s) | Year Ending 31 August 2019 (£000s) |
|---|---|---|
| Provision at start of period | 448 | 466 |
| Unwinding of the discount factor (interest expense) | 4 | 9 |
| Deficit contribution paid | (44) | (44) |
| Remeasurements - impact of any change in assumptions | 4 | 17 |
| Remeasurements - amendments to the contribution schedule | 0 | 0 |
| | <hr/> | <hr/> |
| Provision at end of period | 412 | 448 |

INCOME AND EXPENDITURE IMPACT

| | Year Ending 31 August 2020 (£000s) | Year Ending 31 August 2019 (£000s) |
|---|---|---|
| Interest expense | 4 | 9 |
| Remeasurements – impact of any change in assumptions | 4 | 17 |
| Remeasurements – amendments to the contribution schedule | 0 | 0 |
| Contributions paid in respect of future service | 0 | 0 |
| Contributions recognised in income and expenditure account | 0 | 0 |

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ASSUMPTIONS

| | 31 August 2020 | 31 August 2019 | 31 August 2018 |
|------------------|-------------------|-------------------|-------------------|
| | % per annum | % per annum | % per annum |
| Rate of discount | 0.8 | 1.05 | 1.9 |

The discount rates shown above are the equivalent single discount rates which, when used to discount the future recovery plan contributions due, would give the same results as using a full AA corporate bond yield curve to discount the same recovery plan contributions.

16 TPT Retirement Solutions - GROWTH PLAN SERIES 4

This pension scheme has been offered to Support Staff from 1st April 2016 following the closure of the CARE Scheme.

Growth Plan Series 4 is a Defined Contribution ("DC") pension arrangement where the contribution rates are determined by the employer. A number of options are made available to members to invest the contributions paid into the Plan by members and employers. If a member does not make a decision where to invest their contributions, a "default" fund is made available. The default fund for Growth Plan Series 4 is a Target Date Fund that is provided by an external investment manager, AB (formerly known as Alliance Bernstein).

The Employer contribution rate is 10.6% and the Employee is able to make any contribution from 1% upwards subject to the limits in place with HMRC.

There are 59 members of the Growth Plan Series 4 as at 31 August 2020 (2019: 55 employees).

17 Capital Commitments

There were capital commitments as at 31 August 2020 of £NIL (2019: £91,435).

18 Financial Instruments

| | 2020 £ | 2019 £ |
|--|------------------|----------------|
| Financial assets measured at amortised cost (a) | 2,039,090 | 1,616,373 |
| Financial liabilities measured at amortised cost (b) | (727,407) | (1,042,955) |
| Net financial assets measured at amortised cost | <u>1,311,683</u> | <u>573,418</u> |

(a) Financial assets include cash, trade and fee deposits and other debtors

(b) Financial liabilities include deposits, trade creditors and other creditors

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19 Operating Leases

The future minimum lease payments under non-cancellable operating leases are as follows:

| | 2020 | 2019 |
|------------------------------|-------------|-------------|
| | £ | £ |
| Plant & Equipment | | |
| Less than 1 year | 9,161 | 9,161 |
| Between 2 and 5 years | 27,483 | 36,644 |
| Over 5 years | 0 | 0 |