

Charity Registration No. 1163491
Company Registration No. 09561129 (England and Wales)

**LEWES OLD GRAMMAR SCHOOL TRUST
(LIMITED BY GUARANTEE)**

**TRUSTEES' REPORT AND ACCOUNTS
FOR THE YEAR ENDED 31 AUGUST 2023**

LEWES OLD GRAMMAR SCHOOL TRUST

(LIMITED BY GUARANTEE)

LEGAL AND ADMINISTRATIVE INFORMATION

Trustees

SE Bonell, Chair
J Brooks
L A Harvey
A Clarke
J M Light
H Moore
W Telford

Headmaster

R I Blewitt

Bursar and Company Secretary

G Bond

Charity Number

1163491

Company Number

09561129

Registered Office & Principal Address

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East Sussex
BN7 1XS

Auditors

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Solicitors

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LEWES OLD GRAMMAR SCHOOL TRUST
(LIMITED BY GUARANTEE)
CONTENTS

	Page
Chairman's Statement	1
Trustees' Report (incorporating the Strategic Report)	2
Statement of Trustees' Responsibilities	16
Independent Auditor's Report	17
Statement of Financial Activities	21
Balance Sheet	22
Cash Flow Statement	23
Notes to the Accounts	24

LEWES OLD GRAMMAR SCHOOL TRUST

(LIMITED BY GUARANTEE)

CHAIRMAN'S STATEMENT

This is my first chance of introducing the annual report and accounts for Lewes Old Grammar School, having taken over as Chair of Trustees during the summer. I am immensely proud of taking on the role and do not underestimate the amount of work ahead. However, this should be abundantly offset by the many and varied pleasurable events I anticipate attending. I would like to take this opportunity of thanking Bill Telford for his steady chairmanship of the Trustees over the last 5 years, during a period of much turmoil including national economic challenges and the very disruptive pandemic.

A key part of our role as trustees has been to continue to make the school financially sound, within the physical restrictions of being a town-based school, especially with potentially significant economic headwinds looming. However, during the last year we have continued to invest in the School's infrastructure with refurbishment work carried out in De Montfort, Mead, Morley, St Clair and Tyne, including a new recreation area of decking and benches.

On the academic side, the whole School continues to provide an exceptional education to pupils from reception to year 13. The Junior School Head, Carrie Whyte, and her team provide the pupils with an excellent foundation which greatly assists their transition into the senior school. Meanwhile, the Headmaster, Robert Blewitt, and his team's efforts have produced another credible set of examination results at both GCSE and A level.

Finally, I would like to finish this report with a little bit of history. The School was founded in 1512, during the reign of Henry VIII, when the boys would have numbered in single figures eventually building up to low hundreds, which would wax and wane depending on the School's fortunes. Half a millennium on, and the School is thriving with co-educational pupil numbers of approximately 700. This very healthy pupil roll ensures that LOGS is extremely well placed to weather any potential economic storm on the horizon!



Sue Bonell,
Chair of Trustees

LEWES OLD GRAMMAR SCHOOL TRUST

(LIMITED BY GUARANTEE)

TRUSTEES' REPORT (INCORPORATING THE STRATEGIC REPORT)

Objectives and activities

a. Our Vision

Lewes Old Grammar School aims to provide a first class education where individual pupil's strengths, potential and interests are identified and developed in a nurturing environment. This is underpinned by the school being a place of trust and respect where all staff take an active interest in the spiritual, moral, social and cultural development of every student.

Our Motto is "Floreat Lewys" (Lewes Flourishes) which captures the essence of the values that underpin our endeavours to give everyone the opportunity to develop integrity, energy, honesty, confidence and enthusiasm in pursuit of our mission.

In setting objectives and planning for activities, the Trustees have given due consideration to general guidance published by the Charity Commission relating to public benefit, including the guidance 'Public benefit: running a charity (PB2)'.

b. Our Mission

The school's mission is:

- to encourage pupils to work hard and enjoy the process of learning in order to make the most of their talents in a variety of areas: academic, cultural, artistic, spiritual and sporting;
- to give pupils the opportunity to be involved in making decisions about their work, leisure and foster independence of thought and action;
- to select pupils who are able to benefit from the range of opportunities provided and contribute to the life of the School;
- to encourage an appreciation of different communities and cultures and promote international understanding;
- to teach pupils to respect other people, their property and their beliefs so that they are honest and trusting of others;
- to ensure that they are taught the importance of the fundamental British values of tolerance, democracy, the rule of law, and individual liberty;
- to give individuals a clear sense of right and wrong, make pupils aware of social responsibilities and praise and reward good effort, work and behaviour;
- to ensure that pupils obtain the best possible qualifications and enable them to move with confidence into Higher Education and ultimately into successful careers;

LEWES OLD GRAMMAR SCHOOL TRUST

(LIMITED BY GUARANTEE)

TRUSTEES' REPORT (INCORPORATING THE STRATEGIC REPORT)

- to be a caring community which produces well-adjusted individuals fit to cope with the demands of the modern world;
- to encourage and support the development of all staff;
- to welcome parents' contributions to all areas of School life and assure good lines of communication

c. Lewes Old Grammar School aims:

- To develop inquisitive thinkers with a lifelong love of learning who cherish independent thought;
- To enable students' talents to develop through doing and making;
- To foster individuality and encourage initiative and creativity alongside an awareness of the needs of others;
- To enable students, former students, parents and staff to take pride in the community's distinctiveness;
- To foster interest beyond the school — engaging with the local community and developing a national and international awareness;

d. Strategies

The principal objective of Lewes Old Grammar School is to remain a strong, integrated community, moulded by each individual pupil's aspirations and needs, providing them with the opportunity to maximise their academic achievement and to leave school equipped to face the challenges of adulthood with confidence. The immediate priorities in the post COVID world is to address the deficits that many students experienced because of the disruption to their education. The pandemic years have had a significant effect on young people's preparedness for classroom normality and pandemic learning conditions have definitely affected pupils' knowledge-retention skills. There is increased anxiety about School and this has had a significant effect on both attendance and the ability to cope with setbacks.

e. Activities

Foreign travel is seen by us as an essential way of fostering interests beyond school and to develop a national and international awareness of other cultures. The School was able to organise trips to France, Italy, Germany, Spain and for the first time to America. The reward trip to Holland enabled nearly 50 Year 9 students who had most lived up to the School's values to have their commitments recognised and broadening the experience of nearly 40 students Year 10 students in the Arctic snow of Finland.

LEWES OLD GRAMMAR SCHOOL TRUST

(LIMITED BY GUARANTEE)

TRUSTEES' REPORT (INCORPORATING THE STRATEGIC REPORT)

The Whole School Walk took place in memory of a former pupil of LOGS who died tragically in a boating accident and raised nearly £9000 for various charities. Sports days, Music concerts and School plays alongside prize giving ceremonies helped to bond the community together. There will be a push next year to reinvigorate the PTA to further strengthen these bonds.

f. Achievements and Performance

Senior School

Public examination results were in line with expectations reflecting considerable hard work by both staff and students. Those leaving the Sixth Form achieved 71% of their A Level grades at either A* - B. The grades for this cohort at BTEC were even more impressive with 83% of the grades at either Distinction or Distinction* level. These excellent results enabled the majority of students to progress on to the first choice university with Russell Group universities firmly represented.

The results at GCSE were pleasing with 35% of the grades being at 7 or above with a pass rate being 92%. This confirms that the teaching stretched the more able students and the high pass rate was particularly pleasing confirming that the school meets the needs of those across the ability range. These results need to be contextualised with the return to the pre COVID method of assessment and marking. Once again the grades are worthy of celebration with both staff and students being praised for their hard work and conscientious approach.

Academic priorities Senior School

At the start of the 2022 academic year, we identified the following key priorities:

1. Creating a purposeful classroom
2. Ensuring our most able pupils were sufficiently challenged
3. Ensuring assessment was fit for purpose and feedback enabled pupils to make effective progress
4. Data tracking for planning

Target 1 began as an effort to ensure that purposeful behaviour was supported by effective starter activities. We had some CPD on this in the Autumn term. However, the scope of this target enlarged and evolved in the course of the academic year, when some surprisingly disrespectful behaviour among some of our pupils became evident. Reflecting on this behaviour in the context of the legacy of Covid, formulated in late Spring Term and trialled in the Summer Term: the RESPECT initiative. This fed directly into the current academic year's first target: Reinforce a respectful and purposeful classroom environment.

Target 2 was supported by the carousel CPD in Autumn term and subject leaders were asked to reflect with their teams on how to ensure challenge both within schemes of work and lessons, and in terms of additional extra-curricular challenges. The Science Deep Dive in the Summer Term suggested that there was still an uneven approach within faculties regarding challenge, including lesson pace.

LEWES OLD GRAMMAR SCHOOL TRUST

(LIMITED BY GUARANTEE)

TRUSTEES' REPORT (INCORPORATING THE STRATEGIC REPORT)

Reflecting on this, we recognised the need to place challenge at every level – in terms of resources, lesson pace, and questioning – on the academic priorities list for this year. It is the whole school target for this year's teacher performance management cycle.

Target 3 has received significant attention over the last two academic years and we are confident that academic subjects have clear and intelligible and student friendly grade descriptors and mark schemes. Faculties also have feedback processes and forms that work best for their subjects and enable pupil reflection on performance and attainment, and on next steps. Reflection on the summer examination process at KS3 has led to reforms in how we prepare pupils for eventual public examination – please see earlier report on the 'exam experience' being implemented this year.

Target 4 eventuated by the end of 2022/3 in the adoption of Grade Books and initial CPD for HOF to understand how this would work. We have now entered data for this academic year for all year groups in Grade Books. We also have historical data for pupils in centrally held spreadsheets and this is being tracked and discussed in HOF meetings and in AMA's fortnightly individual meetings with HOYs. AMA also reports on data to SLT. Last year's targeted GCSE interventions proved a successful response to pupil data in terms of identifying and planning for the needs of particular pupils. We see this as an important ongoing target for this academic year as we further embed Grade Books and look towards other apps within iSAMS that might enhance our tracking work.

Pastoral priorities LRO

The priorities for the pastoral team for the 2022/23 academic year were:

1. To keep our core values at the fore of our work. We strive to encourage all members of the community to Be Thoughtful, Work Hard, Get Involved and Make a Difference. The reward system has been tweaked slightly to encourage staff to award more reward points in these four areas.
2. To continue to promote equality and understanding of diversity under the banner of respect.
3. To encourage pupil driven change, particularly in areas where they see that inequality exists in the school.
4. To increase registrations amongst pupils, staff and parents to the Wellbeing Hub. This provides access to excellent resources, webinars and advice on a range of topics relevant to young people and those who support them.
5. To arrange a number of parent information / discussion evenings.
6. To empower form tutors to carry out their crucial role more effectively.
7. To ensure that the new members of the pastoral team (HOY9, AHOY8 and AHOY11) are supported in their new roles.

LEWES OLD GRAMMAR SCHOOL TRUST

(LIMITED BY GUARANTEE)

TRUSTEES' REPORT (INCORPORATING THE STRATEGIC REPORT)

Students' commitment to our core values formed the focus of the last Prize Giving ceremony with the School having the opportunity to truly celebrate those students who most closely exhibited the values through their behaviours. Year group assemblies and displays on screens covered a range of themes with core values and respect featuring heavily. As the year progressed concerns were raised regarding certain low-level behaviours which led to the Respect Initiative being launched by the school management team. This was introduced in assemblies and form times to encourage the whole community to consider how we can be respectful to one another in our interactions and our behaviour. Posters are on display around school. Respect has been linked to core values and reward points. Support has been given to teachers with a clear sanction structure and senior members of staff regularly carrying out Respect Walks around the school.

As the year progressed the maligning influence of Andrew Tait had to be challenged along with other misogynistic views and behaviours. This was a nationwide concern which LOGS also felt the need to address through workshops and assemblies. The feedback from the students confirmed that the initiative had been successfully addressed.

The school council provided a voice for pupils, along with the school's new participation in the Diana Award Anti-bullying Scheme which provided training for anti-bullying ambassadors in each year group.

Working closely with parents is key to supporting out pupils; to this end we have continued our subscription to the Wellbeing Hub and invited parents to a presentation and discussion with an external speaker on having difficult conversations with teenagers.

Following an internal review of responsibilities we decided that the School should employ a full time DSL without other competing roles. Prior to this the role of DSL had been undertaken by either the Head or a senior member of staff with significant pastoral responsibilities. This appointment would enable the DSL to focus exclusively and lead on all matters relating to safeguarding without other responsibilities. The school advertised this position and was able to select from a very strong field the ideal candidate for this post.

Junior School

The Junior School continued to build on last year's aim of improving transitions between year groups. The process has been streamlined and embedded with the introduction of focussed peer observations, offering staff the opportunity to see their new cohorts in a focussed learning environment. Teachers were able to note and utilise key routines, teaching techniques and even phrases with their new classes making transition in September less daunting and abrupt. SEND handovers were enhanced by full records of interventions and personalised provision and data was used to determine the success of those interventions. Transition to the Senior School was focused on individual visits, Year 6 versus Year 7 sports fixtures, and taster sessions in foundation subjects such as HE and Music.

LEWES OLD GRAMMAR SCHOOL TRUST

(LIMITED BY GUARANTEE)

TRUSTEES' REPORT (INCORPORATING THE STRATEGIC REPORT)

Seeking to return to the pre COVID levels of sport and enrichment was difficult. Curriculum based visits were easily instigated but arranging sports fixtures against other schools proved problematic, and reviving a full programme that affords opportunities for all ability levels remains a priority. LAMDA and individual music lessons were well supported with the grade exams passed by all who took them.

Subject leaders reintroduced enrichment weeks, Science and English both organising visiting speakers and innovative workshops. These events provided opportunity for more able students to learn in greater depth. An aim for the next academic year will be to develop this further.

We began to expand outdoor learning beyond a Forest School programme, incorporating curriculum areas such as Science and Maths. For the academic year 2023-24 learning outdoors will be a part of the academic staff target of creativity, looking at ways of delivering more of the curriculum outside.

This also builds on CPD training in supporting our pupils with neuro-divergence which emphasised how outcomes can be improved in environments that support diverse ways of presenting and recording learning. Wellbeing initiatives such as Chill and Chat, Time to Talk and the 'worry box' have become firmly embedded. The introduction of a variety of lunchtime clubs has been a new initiative to add structure to long lunch breaks. The programme of SMSC assemblies included British Values, PSHE themes, cultural events and the School's core values.

g. Plans for the future

- 1) To maintain current numbers. We strongly believe that Lewes Old Grammar School has always benefitted from being a small school where each pupil is known. In recent years, the School has grown in size but has not and must never lose that "family feel" which is a key element in its success. Each section of the School has a maximum size. Junior School 135, Years 7 – 11 500, Sixth Form 80. The School will not expand beyond this size, ensuring that this vision is not compromised.
- 2) Our academic priorities are to ensure that our pupils have an equal opportunity to thrive and achieve their potential, and that they cultivate genuine respect for their learning and for others' ideas. Our classrooms contain a diverse mix of ability and need, and we recognise the importance of ensuring that each child is offered the right amount and level of challenge to make their learning engaging and their progress optimal. We are working on refining levels of challenge within lessons and schemes of work, and how these are reflected in books in terms of their self-selection of tasks where this is appropriate and their opportunities to reflect on their work. Involving pupils (through peer- and self-assessment as well as reflection on teacher feedback) in understanding how assessment works and what targets mean in practice is key to pupil progress. We use a burgeoning range of assessment methods to ascertain pupils' understanding in lessons and to measure their progress; we use shared data to inform progress tracking and planning. We continue to develop our SEND provision to ensure that quality first teaching (in combination with learning support for some SEND students) meets the particular needs of individuals. We continue to review our school curriculum to ensure that what pupils learn about reflects the diversity of the UK and the wider world, and addresses the pressing issues of our time: sustainability, uncertainty and resilience.

LEWES OLD GRAMMAR SCHOOL TRUST
(LIMITED BY GUARANTEE)
TRUSTEES' REPORT (INCORPORATING THE STRATEGIC REPORT)

- 3) Our pastoral priorities will continue to promote the importance of equality through every aspect of school life. We will ensure that the core values of the school are known and understood by the pupils, prominently displayed around the school and embodied in our marketing material. We will ensure that rewards systems across the school are closely aligned with these core values.

In the senior school we will reinforce the benefits of positive behaviour with the Respect initiative and help improve student emotional wellbeing and mental health by re-establishing quiet areas in the school where pupils can find peace and calm during the school day. We will provide opportunities for pupils to be trained and become involved in peer support programmes to help improve mental health and wellbeing. Our PSHE programme will continue to explore the key elements of inclusivity and equality. Pupils will be encouraged to genuinely make a positive difference to the lives of others by being thoughtful and never ignoring discrimination or unkind behaviour. They will have opportunities to get involved in anti-bullying and anti-racism initiatives.

- 4) Our staffing priorities are to ensure that all staff feel valued and so remain engaged and well-motivated. We will continually review the results of our Wellbeing surveys to guide us on how we can address any health or wellbeing concerns. We will continue with our focus on improving the teaching and learning culture and classroom pedagogy. We will continue to promote teachers' wellbeing through a combination of high quality CPD, helping them to become lifelong learners, alongside a commitment to support their professionalism. Our RESPECT initiative at the Senior School will continue to rebalance rights and responsibilities among the school community, improving the wellbeing of staff by creating a calm, purposeful and respectful working environment. The trustees are looking at the school pay policy and will decide on how this could be improved going forward.
- 5) Our estate and infrastructure priorities need to be carefully considered and "conservative" to ensure that we are always mindful of the financial pressures faced by our parents and the possible additional costs being faced by the sector. We need to keep our overheads down during a period of financial uncertainty and investments made must ensure that the benefits gained by the students are maximised. This will help us to establish training needs and spending priorities. We are considering different development opportunities for both Westgate Street and other existing facilities to ensure that Art and Design offerings can be improved.

We will review the use of the STEM room and the ground floor at the Junior School so that the pupils experience can be enhanced. The Air Raid shelter will be developed to help make history come alive and it will be made available to local primary schools to strengthen community links.

- 6) We understand how the integration of Artificial Intelligence (AI) into the classroom has the potential to revolutionize the way students learn and teachers teach. Already, AI algorithms can

LEWES OLD GRAMMAR SCHOOL TRUST
(LIMITED BY GUARANTEE)
TRUSTEES' REPORT (INCORPORATING THE STRATEGIC REPORT)

provide students with personalized feedback and recommendations, allowing for a more engaging and effective learning experience. This technology needs to be assessed and introduced once we are convinced that it can improve learning.

We need to deepen our students' understanding of this rapidly-evolving technology, helping to "future proof" them. We need to prepare them for the challenges and opportunities of the digital age by developing the essential 21st-century skills, of problem-solving, critical thinking, and collaboration. LOGS will face similar challenges to other schools as we incorporate AI into the classroom. The principle practical obstacles being the need to develop the technical expertise of teachers alongside the financial cost of AI tools and application. There are also ethical concerns associated with AI as it becomes more sophisticated.

The immediate priorities are to explain the importance of "academic honesty" understanding the ethical implications of using AI. This will help make them responsible and informed digital citizens, equipped to navigate the challenges and opportunities of the digital age. In addition LOGS needs to identify a reliable and trustworthy AI partner, likely to be a technology company or perhaps a local university. The right partner can provide the support, training, and guidance to help train teachers. Our plan is not to implement AI across the entire curriculum immediately, teachers should start small and work their way up allowing them to gain experience with the technology, build confidence, and refine their teaching practices over the next 2 years. We will conduct a hardware and software audit in summer 2024 to inform our digital strategy going forward. This will help us to establish training needs and spending priorities for the next 2 years.

- 7) We are looking to secure lasting relationship with those local partners whose facilities we use for sport and the performing arts. We want to strengthen our links with the Southdown Club and play an active role in the development of the club going forward. We want to develop our relationship with Piddinghoe Sailing Club to enhance the water sports offering across the school and to ensure that the numerous options for staging performances in Lewes are considered and links with the Town Council are strengthened.
- 8) We will prioritise reducing our carbon footprint for both commercial as well as environmentally ethical reasons by considering renewable energy options including solar panels where possible. We will be promoting the greater recycling of waste particularly in catering and consider a move to meat free days. We will continue to review our supply chains and move to 'buy local' where feasible. In the Junior School we ask pupils to bring plastic free break time snacks, and are now working towards plastic free lunch boxes. The role of 'eco-monitor' will be introduced into each class to monitor this. Protecting the environment will be a recurrent theme across the curriculum and in assemblies, with initiatives proposed by individuals and school council being supported and rewarded. Development of the school gardens will be specifically focused on encouraging birds and insects, and we will look for areas within the school that could be re-wilded to aid biodiversity.

LEWES OLD GRAMMAR SCHOOL TRUST
(LIMITED BY GUARANTEE)
TRUSTEES' REPORT (INCORPORATING THE STRATEGIC REPORT)

Wherever possible school events will avoid using single use plastics. We will encourage cycling to school by providing upgraded cycle storage for both staff and students and we will look for areas within the school that could be perfect for rewilding to aid biodiversity. The School's environmental committee will advise and guide on how LOGS can continue to develop in a more sustainable way. We will look to engage with local community groups in other initiatives to promote greater sustainability.

- 9) We will ensure that students fully understand the links between every subject delivered in the curriculum and careers. We understand that the jobs that many students may have in the future probably do not currently exist. We believe that an effective programme of career evenings will increase their awareness of career opportunities through links with parents and former pupils. We will ensure that at least 4 evening presentations happen in any one academic year. We will ensure that the ISCO Morrisby test results are discussed with students and help inform an effective work experience programme in Years 10 and 12. We will ensure that the careers programme offered is utilising the Gatsby benchmarks.
- 10) We will consider different ways to ensure that all key stakeholders' voices are heard in determining the future direction of their school. Staff will always be consulted regarding changes being considered as their insights are invaluable. We will look at different ways to hear the pupils' voice and our relaunch of the PTA will help ensure that parents can constructively contribute to the decisions that are taken.
- 11) We will investigate ways of developing our alumni links. We will consider appointing a development officer who will introduce an alumni platform in order to communicate with former pupils, parents and staff and to promote fundraising for specific projects.

h. Overall

In all ways, the School has moved forward. Admissions continue to grow confirming that the School represents a strong preference for many parents and the progress made this year should ensure that this is sustained.

Public Benefit

a. General

The Trustees confirm that in furtherance of the Charity's aims they have had due regard to the Charity Commission's published guidance on public benefit as required by the Charities Act 2011.

LEWES OLD GRAMMAR SCHOOL TRUST

(LIMITED BY GUARANTEE)

TRUSTEES' REPORT (INCORPORATING THE STRATEGIC REPORT)

b. Scholarships, awards and bursaries

The School offers scholarships, awards and bursaries on the basis of financial need and pupil's educational ability or talent.

Bursaries are awarded for financial reasons, such as new students joining the School to assist families who would otherwise not be able to access the education we offer. Requests are made by the completion of an application process which is administered by a third party prior to a final decision by the Bursar. This may require the Bursar to visit the home of the applicant. Most awards are for financial reasons where parents could not afford to send their child to the School without help or if a parent suffers immediate financial hardship. These children are an asset to the School and are encouraged by our ethos of helping provide education to as wide a spectrum of children as possible. The bursary awards range from 5% to 90% remission of fees.

Scholarships are awarded to pupils with academic, sporting and musical excellence.

The charity provided £2.07m of bursaries, awards and scholarships during this financial year the same as in the previous year. The criteria for granting these awards included academic, sporting and musical excellence and supporting current parents who experienced financial hardship.

c. Use of school facilities and hosting public events in the community

The school also makes space available for clubs and societies to use outside normal school hours within Lewes and the surrounding area. The acquisition of our new facilities aids the school in charitable offerings to the local community. The school also organises events to which the public are invited, such as school productions and guest speakers.

d. Savings to national and local government

The Trustees also consider it is important to recognise the indirect benefit to the public which arises from the School educating 721 pupils, the cost of which would otherwise have fallen on the state. The 721 pupils the School educated during the year saved the public purse an estimated £3.8m, based on an average state education grant of £5,300 per pupil.

As a charity the parents of our pupils have the assurance that all the income of the School must be used for educational purposes. We enjoy tax exemption on our educational activities and investment income, provided these are used for educational purposes. We also receive an 80% reduction in our business rates on the property we occupy for charitable purposes. The financial benefits we receive from these tax exemptions, estimated at £0.15m, are all applied for educational purposes and indirectly help maintain our bursary scheme.

As an educational charity and being exempt for VAT purposes we are unable to reclaim any input VAT tax. As an employer we also pay national insurance contributions. These two items are estimated to cost the School £0.77m.

LEWES OLD GRAMMAR SCHOOL TRUST

(LIMITED BY GUARANTEE)

TRUSTEES' REPORT (INCORPORATING THE STRATEGIC REPORT)

Financial review

a. Key Financial Performance Indicators

Fee income was up by 7% which reflects both the increase in pupil numbers (2022/23 - 721 vs 2021/22 - 697) and the fee increases, announced in April 2022, of 4.9%. The level of discretionary awards remained similar to the prior year, although when expressed as a percentage of gross fees continues to fall.

Total income rose by 12.6% due to the above fee income, a return to normal levels of school trips, following Covid and higher interest income and donations.

Our total costs rose by 17.4% when compared to 2021/22 with teaching and welfare costs rising by 21.0% as we continue to recognise the importance of maintaining appropriate staff / pupil ratios and investing in our staff, particularly those with direct contact with the pupils on a day-to-day basis.

Following the investment in premises in 2021/22 the year saw a switch to spending on maintenance of our building with an increase for £159k to £247k.

The surplus for the year was £330k (2020/21 - £642k). The Trustees are conscious of the need to have funds available to cope with the current economic uncertainties and to enable continued investment in property and people to ensure we continue to provide an excellent level of education for our pupils.

The balance sheet continues to reflect a healthy cash position of £2,607k vs £2,660k in 2021/22) and net current assets of £638k vs £782k in 2021/22. The Trustees are confident that these levels continue to be sufficient to meet the working capital needs of the Trust.

e. Funds held as custodian

There are no funds held outside of Lewes Old Grammar School Trust or by the Charity on behalf of third parties.

f. Related party relationships

The details of the Charity's transactions with related parties are set out in note 25 to the financial statements.

g. Trustees indemnities

The Trustees, Directors and Officers have third party indemnity provision up to £2,000,000 during any period of insurance from AXA Insurance Policy Number BM MLP 7059723.

LEWES OLD GRAMMAR SCHOOL TRUST

(LIMITED BY GUARANTEE)

TRUSTEES' REPORT (INCORPORATING THE STRATEGIC REPORT)

Structure, governance and management

a. Constitution

Lewes Old Grammar School Trust (the Charity) is registered as a Company Limited by Guarantee, with the liability of its members limited to £1 each by guarantee and was set up by a Memorandum and Articles of Association deed on 25 April 2015. The Charity has a registered charity number 1163491.

The principal object of the Charity is to provide the advancement of education of children at Lewes Old Grammar School. The school operates two schools, the Senior School in the High Street, Lewes and the Junior School in Morley House, King Henry's Road.

b. Governance and management

The company is run in accordance with the Articles of Association by a Board of Trustees (the Board) of at least 5 members and not more than 15. The names of the current Trustees are given on page 1.

New trustees are appointed by the Board, on the basis of their eligibility, personal competence, specialist skills and local knowledge. The composition of the Board is kept under constant review by the Board.

The Board is actively looking for new trustees with experience in education, finance and marketing.

Trustees retire at the first annual general meeting after their appointment, and, if reappointed, by rotation every three years. In general, trustees can only stand for re-election, for a maximum of three further terms.

The Board generally meets once a month to formally review the company's affairs and to receive reports from the head and management. There are currently no sub committees due to a shortage of Trustees. As the number increases we will reintroduce the committee structure as below;

- The Nominations and Remuneration Committee
- The Finance and Property Committee
- The Education Committee
- The Health and Safety Committee

These Board meetings comprise trustees and, as appropriate, teachers and other members of staff. The heads of the Senior and Junior Schools attend the Board and finance and education committee meetings.

In addition to the committees, Amanda Clarke acts as the Safeguarding Trustee and she is supported by other trustees as appropriate.

LEWES OLD GRAMMAR SCHOOL TRUST

(LIMITED BY GUARANTEE)

TRUSTEES' REPORT (INCORPORATING THE STRATEGIC REPORT)

Structure, governance and management (continued)

The composition and terms of reference of these committees are kept under regular review and the chairs are elected annually at the annual general meeting.

The day to day running of the School is delegated to the Headmaster, assisted by the Senior Leadership team (SLT), with strategic decisions being taken at Board level, taking into account advice from the SLT.

The Charity encourages all employees to be fully involved in the affairs of the school and both teaching and support staff meet regularly to ensure efficient and constructive communication at all levels.

Robust policies exist to fulfil the Charity's commitment to develop diversity of staffing across all disciplines through equal opportunity policies, training and practical action.

c. Policies adopted for the induction and training of Trustees

New Trustees are inducted into the way the School works by discussion with the Chair of Trustees, The Head and the Bursar who is also the Clerk to the Board. They receive an information pack about the School and its objectives as well as the Guidelines for Governors, issued by the Association of Governing Bodies of Independent Schools (AGBIS) and approved by the Independent Schools Council (ISC), and the Trustees; Handbook of practices and procedures specific to Lewes Old Grammar School.

All trustees undertake regular safeguarding training and are also encouraged to attend training courses for new Governors and all Governors are encouraged to go on relevant courses to keep up to date.

d. Pay policy for key management personnel

Remuneration is set by the Board, with the policy objective of providing appropriate incentives to encourage enhanced performance, recruitment and retention, and of rewarding fairly and responsibly contributions to the Company's success.

The remuneration of key management personnel is set by the Remuneration Committee based on benchmarking, performance and target attainment. Key management personnel are considered to be the Heads of the Senior and Junior Schools and the Bursar.

The Charity aims to recruit, subject to experience, at the relevant point within its pay scale.

e. Financial risk management

The Trustees have assessed the major risks to which the company is exposed, in particular those related to the operations and finances of the company, and are satisfied that systems and procedures are in place to mitigate exposure to the major risks.

LEWES OLD GRAMMAR SCHOOL TRUST
(LIMITED BY GUARANTEE)
TRUSTEES' REPORT (INCORPORATING THE STRATEGIC REPORT)

Structure, governance and management (continued)

f. Risk Management Objectives and Policies

The Trustees are responsible for the identification and management of risk, and for seeking to mitigate the major risks to which the Charity is exposed.

A detailed review of the strategic and operations risks to which the charity is exposed is undertaken annually at the beginning of the academic year by the full Board. Actions agreed to mitigate risks are delegated to the Senior Leadership Team in each of the areas of their responsibility.

The Trustees have assessed the major risks to which the company and the group are exposed, in particular those related to the operations and finances of the company and the group, and are satisfied that systems and procedures are in place to mitigate exposure to the major risks.

g. Principal risks and uncertainties

The principal risks to which the School is exposed and which are outside the control of the Trustees are the potential impact on the ability of parents and prospective parents to continue to fund their children's education caused by political and economic factors and changes in the regulatory environment introduced by regulators. Being a charity, the School currently enjoys a number of benefits the removal of which would potentially cause financial difficulties.

The Trustees seek to mitigate the former risk by marketing and increasing contacts with feeder schools and by seeking to ensure that fee levels remain affordable.

The School is a member of ISC, ISBA and AGBIS through which the Trustees are kept aware of regulatory developments and are able to make provisions as necessary.

Approved by the Board on 26 Nov 24 and signed on its behalf by:



.....

SE Bonell (Chair)

LEWES OLD GRAMMAR SCHOOL TRUST
(LIMITED BY GUARANTEE)
STATEMENT OF TRUSTEES' RESPONSIBILITIES

The Trustees, who are also the Directors of Lewes Old Grammar School Trust Limited for the purpose of company law, are responsible for preparing the Trustees' Report (incorporating the Strategic Report) and the accounts in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

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

In preparing these accounts, the Trustees are required to:

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

The Trustees are responsible for keeping adequate accounting records that disclose with reasonable accuracy at any time the financial position of the charity and enable them to ensure that the accounts 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.

LEWES OLD GRAMMAR SCHOOL TRUST
(LIMITED BY GUARANTEE)
INDEPENDENT AUDITOR'S REPORT
TO THE MEMBERS OF THE LEWES OLD GRAMMAR SCHOOL TRUST LIMITED

We have audited the financial statements of Lewes Old Grammar School Trust (the 'charitable company') for the year ended 31 August 2023 which comprise the Statement of Financial Activities, the Balance Sheet, the Cashflow Statement and notes to the financial statements. 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 (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 incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

Basis of 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 the provisions available for small entities, and we have fulfilled our 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 trustee's 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 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 authorized for issue.

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

LEWES OLD GRAMMAR SCHOOL TRUST

(LIMITED BY GUARANTEE)

INDEPENDENT AUDITOR'S REPORT

TO THE MEMBERS OF THE LEWES OLD GRAMMAR SCHOOL TRUST LIMITED

Other information

The other information comprises the information included in the annual report, including the trustee's report, other than the financial statements and our auditor's report thereon. The trustees are responsible for the other information. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Opinions on other matters prescribed by the Companies Act 2006

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

- the information given in the trustees' report (incorporating the strategic report and the directors report) for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the strategic report and the directors' report have been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

In the light of our knowledge and understanding of the charitable company and its environment obtained in the course of the audit, we have not identified material misstatements in the strategic report and the directors' report.

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

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

LEWES OLD GRAMMAR SCHOOL TRUST

(LIMITED BY GUARANTEE)

INDEPENDENT AUDITOR'S REPORT

TO THE MEMBERS OF THE LEWES OLD GRAMMAR SCHOOL TRUST LIMITED

Responsibilities of trustees

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

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

Auditor's responsibilities for the audit of the financial statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists.

Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

Irregularities, including fraud, are instances of non-compliance with laws and regulations. The extent to which our procedures are capable of detecting irregularities, including fraud, is detailed below.

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

The objectives of our audit, in respect to fraud, are: to identify and assess the risks of material misstatement of the financial statements due to fraud; to obtain sufficient appropriate audit evidence regarding the assessed risks of material misstatement due to fraud, through designing and implementing appropriate responses; and to respond appropriately to fraud or suspected fraud identified during the audit. However, the primary responsibility for the prevention and detection of fraud rests with both those charged with governance of the entity and its management.

Our approach was as follows:

- We identified areas of laws and regulations that could reasonably be expected to have a material effect on the financial statements from our general sector experience, and through discussion with the trustees and other management (as required by auditing standards), and discussed with the trustees and other management the policies and procedures regarding compliance with laws and regulations (see below);
- We identified the following areas as those most likely to have such an effect: health and safety; General Data Protection Regulation (GDPR); fraud; bribery and corruption, school inspections, DBS checks, employment law and Keeping Children Safe in Education under Section 175 of the Education Act 2002. 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. The

LEWES OLD GRAMMAR SCHOOL TRUST

(LIMITED BY GUARANTEE)

INDEPENDENT AUDITOR'S REPORT

TO THE MEMBERS OF THE LEWES OLD GRAMMAR SCHOOL TRUST LIMITED

identified actual or suspected non-compliance was not sufficiently significant to our audit to result in our response being identified as a key audit matter.

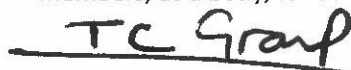
- We considered the legal and regulatory frameworks directly applicable to the financial statements reporting framework (FRS 102, the Companies Act 2006 and the Charities Act 2011) and the relevant tax compliance regulations in the UK.
- We considered the nature of the charitable company's operations, the control environment and financial performance.
- We communicated identified laws and regulations throughout our team and remained alert to any indications of non-compliance throughout the audit.
- We considered the procedures and controls that the charitable company has established to address risks identified, or that otherwise prevent, deter and detect fraud; and how senior management monitors those programmes and controls.

Based on this understanding we designed our audit procedures to identify non-compliance with such laws and regulations. Where the risk was considered to be higher, we performed audit procedures to address each identified fraud risk. These procedures included: testing manual journals; reviewing the financial statement disclosures and testing to supporting documentation; performing analytical procedures; and enquiring of management, and were designed to provide reasonable assurance that the financial statements were free from fraud or error.

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. The risk is also greater regarding irregularities occurring due to fraud rather than error, as fraud involves intentional concealment, forgery, collusion, omission or misrepresentation. 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 auditors' report and for the 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, or for the opinions we have formed.



Mark Cummins FCCA (Senior Statutory Auditor)

for and on behalf of TC Group

Statutory Auditors

Office: Steyning, West Sussex

Dated: 17th May 2024

LEWES OLD GRAMMAR SCHOOL TRUST

(LIMITED BY GUARANTEE)

STATEMENT OF FINANCIAL ACTIVITIES (INCLUDING INCOME & EXPENDITURE ACCOUNT) FOR THE YEAR ENDED 31 AUGUST 2023

	Notes	Unrestricted Funds £	Designated Funds £	Restricted Funds £	Total 2023 £	Total 2022 £
Incoming from:						
Donations and legacies	5	10,304	-	16,710	27,014	14,974
Charitable activities	6	9,785,210	-	-	9,785,210	8,733,066
Investments	7	49,956	-	-	49,956	12,125
Total income		9,845,470	-	16,710	9,862,180	8,760,165
Expenditure on:	8					
Charitable activities		9,513,862	-	18,338	9,532,200	8,117,938
Total expenditure		9,513,862	-	18,338	9,532,200	8,117,938
Net income / (expenditure)		331,608	-	(1,628)	329,980	642,227
Transfer between funds	18	-	-	-	-	-
Net movement in funds		331,608	-	(1,628)	329,980	642,227
Fund balances brought forward		6,053,462	7,970	27,800	6,089,232	5,447,005
Fund balances carried forward	18	6,385,070	7,970	26,172	6,419,212	6,089,232


All income and gains for the period are recognised above. All of the company's activities are classified as continuing.

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

LEWES OLD GRAMMAR SCHOOL TRUST
(LIMITED BY GUARANTEE)
BALANCE SHEET
AS AT 31 AUGUST 2023

		2023		2022	
	Notes	£	£	£	£
Fixed assets					
Intangible assets	11		12,575		12,575
Tangible assets	12		12,715,884		12,620,076
			<u>12,728,459</u>		<u>12,632,651</u>
Current assets					
Stocks		2,938		3,291	
Debtors	13	2,557,083		2,196,533	
Cash at bank and in hand		<u>2,606,547</u>		<u>2,659,898</u>	
		5,166,568		4,859,722	
Creditors: amounts falling due within one year	14	<u>(4,528,431)</u>		<u>(4,078,126)</u>	
Net current assets			<u>638,137</u>		<u>781,596</u>
Total assets less current liabilities			<u>13,366,596</u>		<u>13,414,247</u>
Creditors: amounts falling due after more than one year	15		<u>(6,947,384)</u>		<u>(7,325,015)</u>
Net assets			<u>6,419,212</u>		<u>6,089,232</u>
Represented by:					
Restricted funds	18		26,172		27,800
Unrestricted funds	18				
General funds		6,385,070		6,053,462	
Designated funds		<u>7,970</u>		<u>7,970</u>	
			<u>6,393,040</u>		<u>6,061,432</u>
			<u>6,419,212</u>		<u>6,089,232</u>

The accounts were approved by the Board on 26 Mar 24



SE Bonell (Chairman)

Company Registration No. 09561129

LEWES OLD GRAMMAR SCHOOL TRUST

(LIMITED BY GUARANTEE)

CASH FLOW STATEMENT FOR THE YEAR ENDED 31 AUGUST 2023

	Notes	2023 £	2022 £
Cash flows from operating activities	20	919,739	1,471,051
Cash flows from investing activities			
Purchase of tangible fixed assets	12	(552,763)	(2,004,954)
Sale proceeds from fixed assets		1,301	800
Interest received	7	49,956	12,125
Net cash from investing activities		(501,506)	(1,992,029)
Cash flows from financing activities			
Loan movement		(224,924)	573,857
Interest payable		(246,600)	(193,396)
		(471,584)	380,461
Increase / (decrease) in cash and cash equivalents		(53,351)	(140,517)
Cash and cash equivalents at start of year		2,659,898	2,800,415
Cash and cash equivalents at end of year		2,606,547	2,659,898

All cash is cash at bank and in hand.

LEWES OLD GRAMMAR SCHOOL TRUST

(LIMITED BY GUARANTEE)

NOTES TO THE ACCOUNTS

FOR THE YEAR ENDED 31 AUGUST 2023

1. Statutory information

Lewes Old Grammar School Trust is a charitable company, limited by guarantee, registered in England and Wales. The charitable company's registered number and registered office address can be found on the legal and administrative information page. In the event of the charitable company being wound up, the liability in respect of the guarantee is limited to £1 per member of the company.

2. Accounting policies

2.1 Basis of preparation

The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK (FRS102) (effective 1 January 2019) – Charities SORP (FRS102), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS102) and the Companies Act 2006.

Lewes Old Grammar School Trust meets the definition of a public benefit entity under FRS102. Assets and Liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy note(s). There are no material uncertainties about Lewes Old Grammar School Trust's ability to continue as a going concern.

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

2.2 Income

School fee income is accounted for on a receivable basis and consists of charges billed for the school year ended 31 August 2023, less bursaries and allowances. Fees received for education to be provided in future years are carried forward as deferred income.

Pupil deposits and fees in advance scheme contracts are those fees received in advance of education to be provided in future years under a specific contract. The fees are held within the unrestricted reserves of the school until taken to income to match liabilities in the term when used or refunded.

Donations are accounted for as received by the school.

Grant income and investment income is accounted for in the period in which the school is entitled to receipt.

2.3 Expenditure

Expenditure is accounted for on an accruals basis. Overhead and other costs not directly attributable to a particular functional activity are included within support costs. The irrecoverable element of VAT is included with the item of expenses to which it relates.

LEWES OLD GRAMMAR SCHOOL TRUST

(LIMITED BY GUARANTEE)

NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 AUGUST 2023

2. Accounting policies (continued)

2.3 Expenditure (continued)

Governance costs comprise the costs of running the charity, including strategic Trustees, and all the costs of complying with constitutional and statutory requirements, such as the costs of Board and Committee meetings and of preparing statutory accounts and satisfying public accountability.

2.4 Intangible fixed assets

Intangible assets are capitalised and recognised when future economic benefits are probable and the cost or value of the asset can be measured reliably.

Intangible assets are initially recognised at cost. After recognition, under the cost model, intangible assets are measured at cost less any accumulated amortisation and any accumulated impairment losses.

Amortisation is provided on intangible assets at rates calculated to write off the cost of each asset on a straight-line basis over its expected useful life.

Amortisation is provided on the following basis:

School crest	-	Not amortised
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2.5 Tangible fixed assets and depreciation

All assets costing more than £500 are looked at on an individual basis and capitalised if appropriate. Tangible fixed assets other than freehold land are stated at cost less depreciation. Depreciation is provided at rates calculated to write off the cost less estimated residual value of each asset over its expected useful life, as follows:

Freehold land and assets under construction are not depreciated

Freehold buildings	2% straight line
Fixtures, fittings & equipment	16.66%/5%/33% straight line
Motor vehicles	25% reducing balance

2.6 Leasing commitments

Rentals paid under operating leases are charged to income as incurred.

2.7 Stock

Stock is valued at the lower of cost and net realisable value.

LEWES OLD GRAMMAR SCHOOL TRUST

(LIMITED BY GUARANTEE)

NOTES TO THE ACCOUNTS

FOR THE YEAR ENDED 31 AUGUST 2023

2. Accounting policies (continued)

2.8 Pensions

The charitable company operates a defined contribution pension scheme and the pension charge represents the amounts payable by the company to the fund in respect of the year.

2.9 Accumulated funds

Unrestricted funds - these are funds which can be used in accordance with the charitable objects at the discretion of the trustees.

Designated funds - these are funds set aside by the trustees out of unrestricted general funds for specific future purposes or projects.

Restricted funds - these are funds which are to be used in accordance with specific restrictions imposed by donors or which have been raised by the school for particular purposes. The costs of raising and administering such funds are charged against the specific fund. The aim and use of each restricted fund is set out in the notes to the financial statements.

Further explanations of the nature and purpose of each fund are included in the notes to the accounts.

2.10 Cash at bank and in hand

Cash at bank and in hand includes cash and short term highly liquid investments. The Trustees seek to use short and medium term deposits where possible to maximise the return on monies held at the bank and to manage cash flow.

2.11 Debtors

Trade and other debtors are recognised at the settlement amount due after any trade discount offered.

Prepayments are valued at the amount prepaid net of any trade discounts due.

2.12 Creditors and provisions

Creditors and provisions are recognised where the charity has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably.

LEWES OLD GRAMMAR SCHOOL TRUST

(LIMITED BY GUARANTEE)

NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 AUGUST 2023

2. Accounting policies (continued)

2.13 Critical accounting estimates and judgements

In the application of the school's accounting policies, the trustees are required to make judgements, estimates and assumptions about carrying amount of assets and liabilities that are not readily apparent from other sources. The estimates and associated assumptions are based in 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 which the estimate is revised.

The trustees do not consider that there are any critical estimates or areas of judgement that need to be brought to the attention of the readers of the financial statements.

3. Turnover

The turnover of the school is wholly attributable to the objects of the school as stated in the Trustees' Report and is earned entirely within the UK.

4. Net income/(expenditure)

This is stated after charging:

	2023	2022
	£	£
Depreciation	454,265	426,723
Stock charged as an expense	353	533
Operating lease payments	126,643	122,297
Auditors' remuneration – audit services	17,280	13,080

5. Income from donations and legacies

	2023	2022
	£	£
Other donations	27,014	14,816
Government grants	-	158
	27,014	14,974

LEWES OLD GRAMMAR SCHOOL TRUST

(LIMITED BY GUARANTEE)

NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 AUGUST 2023

6. Income from charitable activities

	2023 £	2022 £
Gross school fees	10,923,517	10,363,157
Bursaries, scholarships and discounts	(2,401,461)	(2,392,670)
Net school fees	8,522,056	7,970,487
School trips and activities income	607,620	131,729
Catering and transport income	655,534	630,850
Income from charitable activities	9,785,210	8,733,066

7. Investment income

	2023 £	2022 £
Interest received	49,956	12,125

8. Total expenditure

	Staff costs £	Depreciation £	Other Costs £	Total 2023 £	Total 2022 £
Charitable activities					
Teaching costs	4,415,675	-	987,585	5,403,260	4,607,747
Welfare costs	414,589	18,945	736,319	1,169,853	944,575
Premises costs	272,485	375,437	932,560	1,580,482	1,342,607
Support costs	759,525	59,883	501,049	1,320,457	1,168,823
Total charitable activities	5,862,274	454,265	3,157,513	9,474,052	8,063,752
Expenditure on governance	32,565	-	25,583	58,148	54,186
Total expenditure	5,894,839	454,265	3,183,096	9,532,200	8,117,938

Support costs include governance costs, of which payments to the auditors of £17,280 (2022: £13,080) for audit fees. No fees were paid to the auditors for non-audit services in 2023 or 2022.

9. Trustees

None of the trustees (or any persons connected with them) received any remuneration during the year. There were no reimbursed expenses this year.

LEWES OLD GRAMMAR SCHOOL TRUST

(LIMITED BY GUARANTEE)

NOTES TO THE ACCOUNTS

FOR THE YEAR ENDED 31 AUGUST 2023

10. Employees

Number of employees

The average number of employees during the year was as follows:

	2023	2022
	Number	Number
Teachers	116	108
Finance	4	4
Maintenance	11	12
Administration (including transport)	28	10
Catering	9	9
IT	3	4
	171	147

The average FTE number of employees during the year was as follows:

	2023	2022
	Number	Number
Teachers	94	90
Finance	4	4
Maintenance	9	9
Administration (including transport)	20	8
Catering	6	5
IT	3	2
	136	118

Employment costs

	2023	2022
	£	£
Wages and salaries	5,058,800	4,390,578
Social security costs	488,348	428,023
Other pension costs	347,691	288,294
	5,894,839	5,106,895

The above employment costs include settlement amounts to former employees, the terms of which are confidential.

LEWES OLD GRAMMAR SCHOOL TRUST

(LIMITED BY GUARANTEE)

NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 AUGUST 2023

10. Employees (continued)

The number of employees whose annual remuneration was £60,000 or more were:

	2023	2022
	Number	Number
£60,000 - £69,999	3	1
£70,000 - £79,999	1	-
£80,000 - £89,999	-	1
£90,000 - £99,999	-	1
£150,000 - £159,999	1	1
£160,000 - £169,999	1	-

Contributions totalling £45,204 (2022: £29,249) were made to pension schemes on behalf of employees whose emoluments exceeded £60,000.

The total employee benefits (including ER's NI and pension) of key management personnel of the school during the year were £691,613 (2022: £611,508). Key management during the year comprised the Senior Leadership Team.

11. Intangible fixed assets

Cost	School Crest
	£
At 1 September 2022	12,575
At 31 August 2023	12,575
Net book value	
At 31 August 2023	12,575
At 31 August 2022	12,575

LEWES OLD GRAMMAR SCHOOL TRUST

(LIMITED BY GUARANTEE)

NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 AUGUST 2023

12. Tangible fixed assets

Cost	Freehold property	Motor Vehicles	Fixtures, fittings & equipment	Total
	£	£	£	£
At 1 September 2022	13,499,816	122,418	2,289,087	15,911,321
Additions	46,748	-	506,015	552,763
Disposals	-	-	(14,763)	(14,763)
Transfer	(220,351)	-	220,351	-
At 31 August 2023	13,326,213	122,418	3,000,690	16,449,321
Depreciation				
At 1 September 2022	1,851,389	94,446	1,345,410	3,291,245
Charge for the year	179,615	6,993	267,657	454,265
Eliminated on disposal	-	-	(12,073)	(12,073)
Transfer	-	-	-	-
At 31 August 2023	2,031,004	101,439	1,600,994	3,733,437
Net book value				
At 31 August 2023	11,295,209	20,979	1,399,696	12,715,884
At 31 August 2022	11,648,427	27,972	943,677	12,620,076

Included in Land and buildings is freehold land at valuation of £4,000,500 (2022: £4,000,500), which is not depreciated. The land, with an original cost of £3,833,334 (2022: £3,833,334) was revalued as at September 2015.

13. Debtors

	2023	2022
	£	£
Trade debtors	2,310,109	2,027,278
Prepayments and accrued income	205,931	144,365
Other debtors	41,043	24,890
	2,557,083	2,196,533

LEWES OLD GRAMMAR SCHOOL TRUST

(LIMITED BY GUARANTEE)

NOTES TO THE ACCOUNTS

FOR THE YEAR ENDED 31 AUGUST 2023

14. Creditors: amounts falling due within one year

	2023	2022
	£	£
Bank loans	264,228	271,459
Fees in advance	460,133	484,736
Trade creditors	212,757	142,174
Taxes and social security costs	128,791	102,306
Other creditors	114,105	84,595
Accruals and deferred income	3,348,417	2,992,856
	<u>4,528,431</u>	<u>4,078,126</u>

Deferred income represents fees due for the Autumn term 2023.

Fee deposits may be returned upon giving one term's notice of the parents' intention to remove the child from the school.

The aggregate amount of creditors falling due within one year for which security has been given is £264,228 (2022: £271,459). See note 15 for details of the secured assets.

15. Creditors: amounts falling due after more than one year

	2023	2022
	£	£
Bank loans	5,644,360	5,862,113
Fees in advance	951,424	1,127,005
Pupil deposits	351,600	335,897
	<u>6,947,384</u>	<u>7,325,015</u>

Included within the above are amounts falling due as follows:

	2023	2022
	£	£
Between one and two years		
Bank loans	<u>264,228</u>	<u>271,459</u>
Between two and five years		
Bank loans	<u>1,037,147</u>	<u>1,200,258</u>
Over five years		
Bank loans	<u>4,607,213</u>	<u>4,661,855</u>

The aggregate amount of creditors falling due after more than one year for which security has been given amounted to £5,644,360 (2022: £5,862,113). These amounts have been secured by first fixed legal charges in favour of Lloyds Bank plc over the freehold properties of the Trust.

LEWES OLD GRAMMAR SCHOOL TRUST

(LIMITED BY GUARANTEE)

NOTES TO THE ACCOUNTS

FOR THE YEAR ENDED 31 AUGUST 2023

15. Pension commitments

The School operates a defined contribution pension scheme. The assets of the scheme are held separately from those of the School in an independently administered fund. The pension cost charge represents contributions payable by the School to the fund and amounted to £347,691 (2022: £288,294). Contributions totalling £74,343 (2022: £50,679) were payable to the fund at the balance sheet date and are included in creditors.

16. Share capital and control

The company is limited by guarantee and has no share capital. In the event of a winding up, each of the trustees undertakes to contribute to the assets of the trust such amounts as may be required, not exceeding £1.

No one party has overall control of the charity.

17. Summary of fund movement

	Movement in Funds				
	Balance at 1 September 2022	Incoming Resources	Resources Expended	Transfers	Balance at 31 August 2023
	£	£	£	£	£
Unrestricted funds					
Designated funds:					
Morocco fund	7,970	-	-	-	7,970
	7,970	-	-	-	7,970
General reserves	6,053,462	9,845,470	(9,513,862)	-	6,385,070
	6,061,432	9,845,470	(9,513,862)	-	6,393,040
Restricted funds:					
Music & Drama fund	5,219	888	(266)	-	5,841
Sport fund	4,704	195	(135)	-	4,765
Design & Technology fund	5,575	350	(200)	-	5,725
PTA fund	-	14,025	(14,025)	-	-
Fairview fund	9,246	-	-	-	9,246
Dowley fund	556	-	(556)	-	-
Cameron Moore fund	1,500	1,252	(2,158)	-	594
UK Germany Connection	1,000	-	(1,000)	-	-
	27,800	16,710	(18,338)	-	26,172
Total funds	6,089,232	9,862,180	(9,532,200)	-	6,419,212

LEWES OLD GRAMMAR SCHOOL TRUST

(LIMITED BY GUARANTEE)

NOTES TO THE ACCOUNTS

FOR THE YEAR ENDED 31 AUGUST 2023

17. Summary of fund movement (continued)

The school raises charitable funds and donates them to Education for All, a registered Moroccan NGO, which supports girls from rural communities of the High Atlas Mountains giving them the opportunity to continue their education beyond primary school. The large earthquake in Morocco caused severe damage to some of Education for All's buildings. Some pupils raised money, which the School agreed to match with a donation of £2,338 and will form part of the 2023/24 accounts.

The Music and Drama fund relates to donations received which, along with any gift aid claimed, will be used to advance the Drama and Music activities and curriculum in the school.

The Sport fund relates to donations received which, along with any gift aid claimed, will be used to advance the Sport activities and curriculum in the school.

The Design & Technology fund relates to donations received which, along with any gift aid claimed, will be used to advance the Design & Technology activities and curriculum in the school.

The PTA fund relates to funds received to reimburse the Trust for specific agreed expenditure. Transfers to restricted funds in the year relates to capital expenditure.

The Fairview fund can be used for any educational or fabric related purpose within the school following agreement by the donor.

The Dowley fund related to a donation received to be used towards supporting the tuition fees for a pupil.

The Cameron-Moore fund relates to the gift aid claimed for payments made towards a pupil's tuition from an unrelated third party. The fund is to be used for extracurricular activities, school trips and the purchase of educational support equipment and materials.

The UK German Connection fund Green United is an organisation set up by University of Sussex, who provided a grant of £250 for use to connect all the schools in Brighton and Lewes with experts to support environment action.

LEWES OLD GRAMMAR SCHOOL TRUST

(LIMITED BY GUARANTEE)

NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 AUGUST 2023

18. Analysis of net assets between funds

	Unrestricted funds	Restricted funds	Total
	£	£	£
Fund balances at 31 August 2023 are represented by:			
Tangible fixed assets	12,715,884	-	12,715,884
Intangible fixed assets	12,575	-	12,575
Current assets	5,140,396	26,172	5,166,568
Creditors: amounts falling due within one year	(4,528,431)	-	(4,528,431)
Creditors: amounts falling due in more than one year	(6,947,384)	-	(6,947,384)
	<u>6,393,040</u>	<u>26,172</u>	<u>6,419,212</u>
	Unrestricted funds	Restricted funds	Total
	£	£	£
Comparative Fund balances at 31 August 2022 are represented by:			
Tangible fixed assets	12,620,076	-	12,620,076
Intangible fixed assets	12,575	-	12,575
Current assets	4,831,922	27,800	4,859,722
Creditors: amounts falling due within one year	(4,078,126)	-	(4,078,126)
Creditors: amounts falling due in more than one year	(7,325,015)	-	(7,325,015)
	<u>6,061,432</u>	<u>27,800</u>	<u>6,089,232</u>

20. Net cash inflow/(outflow) from operating activities

	2023	2022
	£	£
Reconciliation to changes in resources		
Net income	329,980	642,227
Interest received	(49,956)	(12,125)
Interest paid	246,600	193,396
Depreciation of tangible fixed assets	454,265	426,723
loss on disposal of fixed assets	1,389	28,744
(Increase)/decrease in stocks	353	(533)
(Increase)/decrease in debtors	(360,550)	(41,312)
Increase/(decrease) in creditors	<u>297,658</u>	<u>233,931</u>
	<u>919,739</u>	<u>1,471,051</u>

LEWES OLD GRAMMAR SCHOOL TRUST

(LIMITED BY GUARANTEE)

NOTES TO THE ACCOUNTS

FOR THE YEAR ENDED 31 AUGUST 2023

21. Analysis of changes in net debt

	At 1 September 2022	Cash flows	At 31 August 2023
	£	£	£
Cash at bank and in hand	2,659,898	(53,351)	2,606,547
Debt due within 1 year	(271,459)	7,231	(264,228)
Debt due after 1 year	(5,862,113)	217,753	(5,644,360)
	<u>(3,473,674)</u>	<u>171,633</u>	<u>(3,302,041)</u>

22. Commitments under operating leases

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

	Land & Buildings		Other	
	2023	2022	2023	2022
			£	£
Expiry date:				
Within one year	34,000	34,000	123,323	123,190
Between two and five years	<u>19,841</u>	<u>53,841</u>	<u>48,727</u>	<u>169,134</u>

23. Related party transactions

During the year the Trust paid J E and T E Laker, J E Laker being the father of T E Laker (Bursar and Clerk to the Trustees), a total of £3,236 (2022 - £4,013) for rental space to store school property. This is paid via managing agent, Courtney Commercial Ltd. At the balance sheet date £nil was outstanding as against a £117 credit outstanding in 2022. T E Laker is a majority owner of the rental space.

During the year the school engaged Whyte Photography, operated by P Whyte, the husband of C Whyte (Head of the Junior School), for photographic services totalling £6,613 (2022 - £5,642). At the balance sheet date £nil (2022 - £nil) was outstanding.

During the year the school engaged M D J Light Bros Ltd for services totalling £3,074 (2022 - £2,782), a company of which J M Light (a Trustee) is a shareholder. At the balance sheet date £852 (2022 - £142) was outstanding and is included in creditors.

S Blewitt, the wife of R I Blewitt (the Headmaster), is employed by the school and received a total remuneration over the period of £32,635 (2022: £27,302).

D Blewitt, the daughter of R I Blewitt (the Headmaster), is employed by the school and received a total remuneration over the period of £19,833 (2022: £nil).

LEWES OLD GRAMMAR SCHOOL TRUST

(LIMITED BY GUARANTEE)

NOTES TO THE ACCOUNTS

FOR THE YEAR ENDED 31 AUGUST 2023

24. Comparative Statement of Financial Activities – 31 August 2022

	Unrestricted Funds £	Designated Funds £	Restricted Funds £	Total 2022 £
Incoming from:				
Donations and legacies	301	-	14,673	14,974
Charitable activities	8,733,066	-	-	8,733,066
Investments	12,125	-	-	12,125
Total income	8,745,492	-	14,673	8,760,165
Expenditure on:				
Charitable activities	8,110,672	-	7,266	8,117,938
Total expenditure	8,110,672	-	7,266	8,117,938
Net income / (expenditure)	634,820	-	7,407	642,227
Transfer between funds	13,038	-	(13,038)	-
Net movement in funds	647,858	-	(5,631)	642,227
Fund balances brought forward	5,405,604	7,970	33,431	5,447,005
Fund balances carried forward 16	6,053,462	7,970	27,800	6,089,232