SWALCLIFFE PARK SCHOOL CIO

England & Wales · Charity number 1173113

Details

Other names	SWALCILIFFE PARK SCHOOL CIO
Status	Registered
Legal form	CIO
Registered	2017-05-19
Register	View on the Charity Commission register

Contact

Address	Swalcliffe Park School Swalcliffe Banbury OX15 5EP
Phone	01295780302

Activities

Objects: TO ADVANCE THE EDUCATION AND ADDRESS THE NEEDS OF CHILDREN AND YOUNG PEOPLE WITH AUTISTIC SPECTRUM DISORDERS (ASD), IN PARTICULAR BUT NOT EXCLUSIVELY BY THE PROVISION OF A NON-MAINTAINED SPECIAL SCHOOL AT SWALCLIFFE PARK, SWALCLIFFE, OXFORDSHIRE.

Activities: To provide a Non Maintained Special School for pupils with a diagnosis of ASC

Classification

- **How:** Provides Services
- **What:** General Charitable Purposes, Education/training
- **Who:** Children/young People, People With Disabilities

Geography

- Oxfordshire

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Finances

Period end	Income	Expenditure	Assets	Employees
2024-08-31	£7,093,834	£6,129,733	£11,876,788	94
2023-08-31	£7,318,145	£6,538,774	£11,573,161	91
2022-08-31	£6,797,516	£5,982,828	£10,446,726	88
2021-08-31	£6,440,295	£5,274,896	£5,767,172	87
2020-08-31	£4,859,438	£4,508,157	£4,929,973	83

Trustees

Name	Role	Appointed
PAULA PROTHEROUGH	Chair	2017-05-19
CAROLINE Adams		2017-05-17
CATHERINE STOERTZ		2017-05-19
GILLIAN MANTHORPE		2017-05-19
John Tasker		2019-04-01
KIRAN HINGORANI		2017-05-19
Kim Janet Harman		2023-05-05
Peter Everett		2019-04-01
Rachel Sands		2019-04-01
Robert Piner		2019-04-01
Wendy Mary Murphy		2023-05-05

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SWALCLIFFE PARK SCHOOL CIO

England & Wales - Charity number 1173113

Accounts

Swalcliffe Park School



Annual Report 2023-24

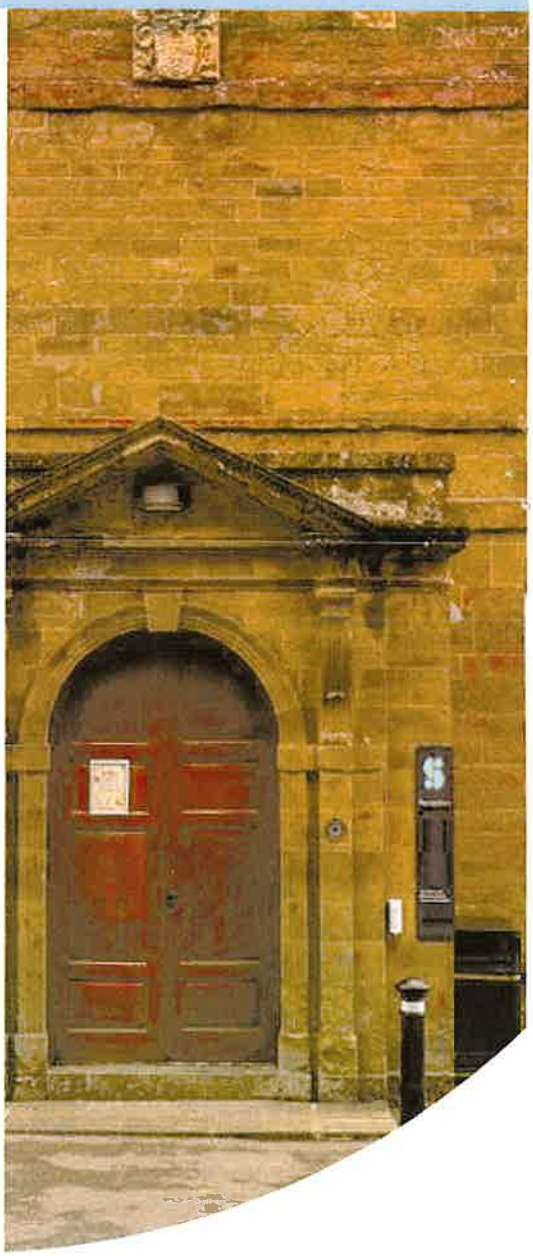
For year ended 31st August 2024

DfE No: 931/7007
CIO Registered Charity No: 1173113
Principal: Robert Piner
CEO: Kiran Hingorani MEd

Swalcliffe Park School
Swalcliffe Banbury
Oxfordshire OX15 5EP
T: 01295 780 302
admin@swalcliffepark.co.uk
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National Autistic Society | Autism Specialist Award Advanced 2024

Ofsted Outstanding Provider



Annual Report

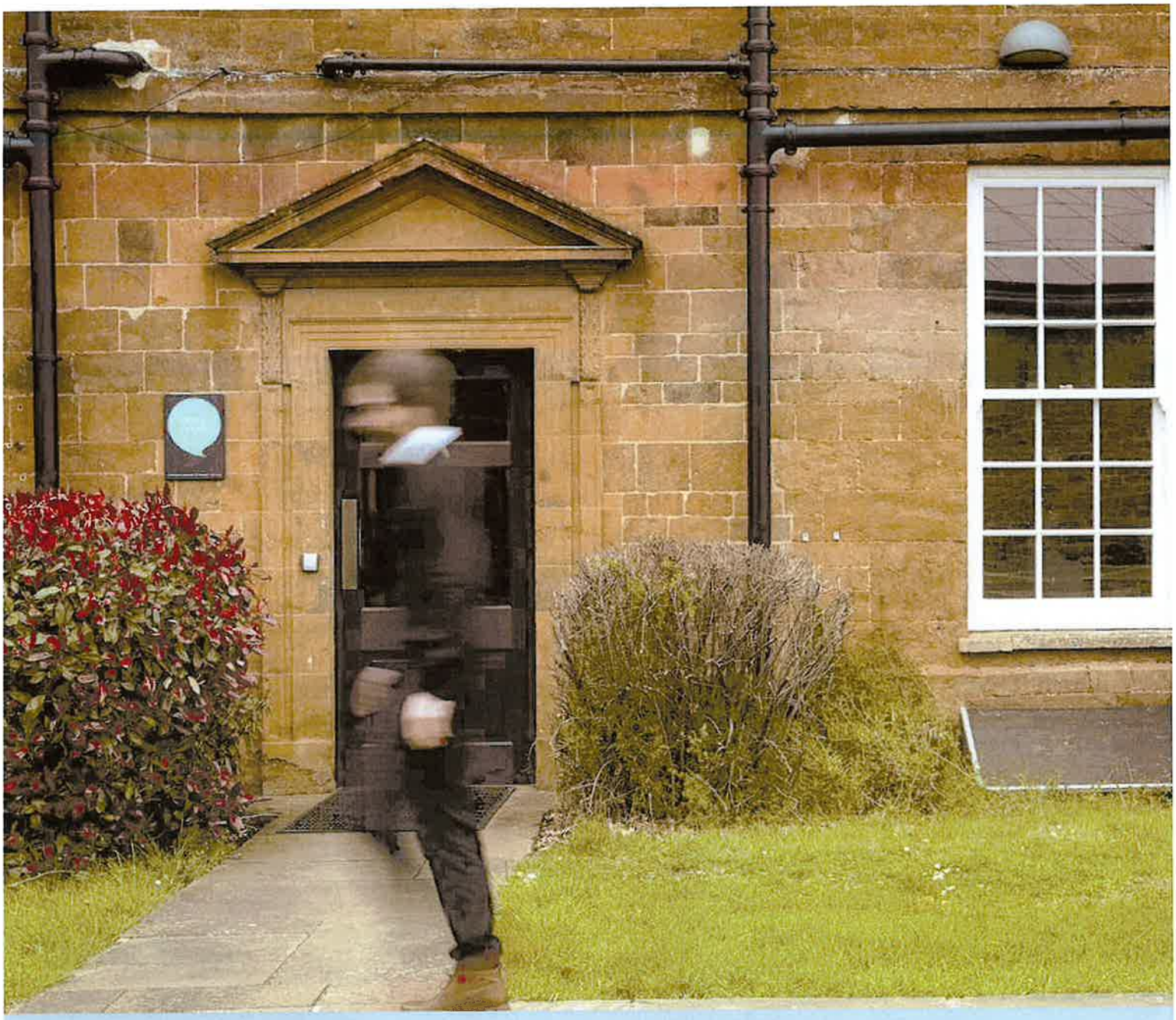
For year ended 31st August 2024

Section A: Report of the Trustees

1. Introduction
2. Charitable Objectives
3. Activities
4. Student Profile and Numbers
5. Working With Students
6. Working With Families
7. Working With Partners
8. Working With Resources
9. Strategic Report
    - Structure, Governance, Leadership and Management
10. Reference and Administration Detail
11. Strategic Goals 2024-27
12. Statement of Trustees Responsibilities

Section B: Auditor's Report and Financial Statements

1. Report of the Independent Auditors
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SECTION A

Report of the Trustees

1. Introduction

This is the sixth Annual Report of the Charitable Incorporated Organisation (CIO) and is due to be presented to the Resources meeting in the first half of the Spring Term 2025 in advance of the Annual General Meeting (AGM) on February 6th.

This report is an overarching document for organisational self-evaluation and as such needs to be read in conjunction with a range of additional reports including:

- School Improvement Plan 2023/24
- Exam results and destinations 2024
- Staff Training Plan 2023/24
- Safeguarding Audit 2023/24
- Ofsted residential inspection report February 2024
- Advanced Autism Accreditation: May 2024
- Reports from external quality assurance partners:
  - Education (Will Morgan)
  - Residential Care (Standard 20)
  - Therapy support (Nicola Kenny)
  - Independent visitor (Sarah Mullen)
- Health and Safety related reports including Fire Risk Assessment, Health and Safety, Water Risk Assessment and British Engineering Service report.
- Financial audit
- CEO Business reports: x 5 across the year
- Headlines newsletters: x 6 (2 per term)
- Quality of Life newsletters: x 6 (2 per term)
- Governor monitoring activities and reports
- Independence Plus curriculum outcomes
- Animations for aspects of policy and practice
- Quality of Life: small scale action research projects

The Trustees have adopted the provisions of the Statement of Recommended Practice (SORP) for Accounting and Reporting by Charities in preparing this Annual Report and Financial Statements.

The Financial Statements have been prepared in accordance with the accounting policies set out in the notes to the accounts and comply with the charity's governing document, the Charities Act 2011 and Accounting and Reporting SORP applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland, published in 2019.

The audited accounts are included in Section B of this report.





2. Charitable Objectives

Our objective is to transform the lives of young people and their families by providing specialist education, therapeutic support and residential care and in particular by providing a school at Swalcliffe Park.

To achieve this we have developed a 'Quality of Life' framework and approach to improving outcomes for our students and their families. This underpins our ethos, culture and behaviour. It drives everything we do and informs our curriculum, operational and strategic planning and self-evaluation.



3. Activities

Swalcliffe Park is a CIO which operates a non-maintained specialist school offering residential and day places for 71 students, aged 10-19, who are on the Autism Spectrum. All students have an Education, Health and Care Plan (EHCP) and their placements are sponsored by their home Local Authority (LA). During 2023/24 we have been working with 14 LAs.

Our overall aim is to improve the Quality of Life (QoL) of our students and their families, now and for the future. We do this by providing Outstanding Education, Therapy and Residential Care to our students and high levels of support to their families.

The CIO also operates the QoL Network for sharing best practice amongst schools, colleges who are interested in implementing a QoL approach in their organisations. Staff contribute to the wider pool of autism knowledge through national and international conference presentations and conducting small scale action research projects. Staff also contribute to a number of national special education bodies including NASS (National Association of Special Schools), SWALSS (South and West Leaders in Special Schools) the National SEND Forum and the National Association for Advancing Autism Education (NAAAE).

In overseeing and guiding the work of the CIO, Trustees have given careful consideration to the Charities Commission's public benefit guidance and have ensured that the organisation has continued to be focussed on:

- Ensuring the reputation of the organisation is based on best practice in safeguarding young people.
- Maintain the 'Outstanding' Ofsted judgements for the education, therapy and residential care we provide.
- Maintaining our 'Advanced Level' Autism accreditation.
- Building on our reputation for innovation through the development of our 'Quality of Life' framework, approach and the QoL network.
- Raising the profile of the school locally, nationally and internationally through outreach work, conference presentations, research and partnership working.
- Developing the academic, vocational and independence strands of our curriculum
- Developing our therapeutic provision in the school-day and after school
- Attracting high calibre staff to all disciplines and ensuring they receive ongoing training and support.
- Maintaining a high number of students on roll which guarantees the financial stability and sustainability of the school.
- Ensuring the site and facilities are safe, fit for purpose and promote student and staff wellbeing.

These aspects of operation can be tracked through the documents listed in the introduction above which are from a range of internal and external authors.

In 2021, the school produced a set of strategic goals which were to run from the time of writing for a 3-year period 2021-2024. These are set out below and the information in this report is organised under these headings. These goals were formally reviewed and updated by Governors during the Summer term 2024 and are included at the end of this document and will provide the headings for the next 3 Annual Reports for the year 2024/27.

> The Quality of Life (QoL) ethos is firmly embedded. Students attending the residential provision develop socially and emotionally to ensure they are ready for their next steps.
>
> **Ofsted, Residential Report Feb 2024**



Our Qualty of Life Framework

4. Student Profile and Numbers

The table below show how student numbers have increased over the past 6 years as the reputation of the school has grown. We are delighted with this growth as it helps us to achieve our charitable objective on a larger scale as well as helping to guarantee the financial future of the CIO.

Start of Term	Projected	Actual
Autumn 2018	41	43
Spring 2019	45	51
Summer 2019	48	54
Autumn 2019	45	48
Spring 2020	49	56
Summer 2020	53	58
Autumn 2020	60	65
Spring 2021	68/69	71
Summer 2021	68/69	71

Start of Term	Projected	Actual
Autumn 2021	64	71
Spring 2022	66	72
Summer 2022	69	71
Autumn 2022	67	73
Spring 2023	73	73
Summer 2023	76	76
Autumn 2023	68	68
Spring 2024	71	73
Summer 2024	73	76

The school has terms of approval from the DfE which is reflected in our admissions process and enables us to provide residential and day places for autistic boys aged 10-19. The school is open to referrals from all Local Authorities in England and Wales who meet these criteria, and at any age within the agreed range. The school offers assessments for admission throughout the academic year.

Within these terms of approval the school accommodates a wide range of individual needs of students including religion, medical, diet and culture and our 'Quality of Life' approach helps to foster a safe, inclusive, tolerant and respectful community.

As in previous years the Strategic Goals is organised under the 4 headings which are used in our School Improvement Plan, meeting agendas, school policies and job descriptions. These headings support our commitment to being a Highly Reliable Organisation (Reynolds): Working With Students (WWS), Working With Families (WWF), Working With Partners (WWP), Working With Resources (WWR)



5. Working with Students (WWS): Strategic Goals 2021-24

Goal 1

Increase and maintain student numbers to 78 over three years: fifty percent of places to be residential.

Goal 2

Improve QoL outcomes for current and ex-students.

Goal 3

Ensure the school day and waking day curricula are meaningful for all students and include an integral focus on safeguarding.

Goal 4

Continue to develop ways of hearing and responding to student voice.



Goal 1: Increase and maintain numbers to 78, fifty per cent of places should be residential

As we come to the end of this current set of strategic goals there is acknowledgment that the fifty per cent target for residential placements is unrealistic and will be revised down to match numbers of rooms available in the next set of strategic goals. This means there will be no requirement to build additional accommodation. .However, we have continued to place emphasis on increasing student numbers through direct contact with families , and LAs in a number of ways:

Website

Has had a focus on the benefits of residential places including opportunities for students through the revised 'Independence Plus' curriculum.

Prospective parents

We hosted 12 online prospective parents' afternoons throughout the year which generated interest not just for immediate placements but also in one or two years to come.

Parents are directed to a range of resources to support them through the referrals and admissions process, and they have a dedicated Lead on Referrals (Vice Principal) to maintain contact with throughout the process.

> Staff go to great efforts to obtain as much information as possible about prospective students to enable them to make well-informed and evidence-based decisions about whether the provision is right for them.

Ofsted, Residential Report Feb 2024

Supporting information

We have further developed our Youtube channel so that it is easier to find the films and animations on particular subjects such as Referrals an Admissions and Independence Plus.

The complete collection now includes the following titles:

- Coming to Swalcliffe for a visit
- Quality of Life: Student and Family Voice
- Next steps after leaving school
- Residential boarding
- Independence
- Intruders at school
- Introduction to Quality of Life (QoL) and the QoL Network
- Admissions
- Staying Healthy
- Fire Safety
- Safeguarding

OFSTED

In February 2024 we had our annual inspection for the school's residential provision, which resulted in another 'Outstanding' judgement. This was communicated to all our LAs and a number of new ones who currently don't use us for placements.

Communications strategy

Senior leaders, a sample of Governors and staff attended a marketing and communications workshop run by Tala a local agency. This helped to formulate ideas for profile raising with a focus on residential placements. This was then actioned by SLT in a number of ways with a view to developing a more coherent longer-term strategy to overlap with the next set of strategic Goals 2024-27.

Autism Show

We were invited to present at the Autism show in London and sent out free tickets to LA representatives to come and meet us on our newly designed stand. Whilst this did not generate the specific leads we were intending, our presence at the show was worthwhile in showcasing the value of residential placements.

Autism Eye

This year we wrote a further 4 articles for publication and combined these with our previous 4 in a small booklet to share with families and LAs. These were very well received at the Autism Show.

Representation and profile raising

We continue to be members of a number of national bodies, (see Working With Partners section), and are invited to present our work at a range of national and international conferences. We also lead the QoL network which is a best practice sharing forum for school interested in adopting a QoL approach.



Goal 2: Improve QoL outcomes for current and ex-students

Induction training

This year we updated the induction training package for new keyworkers, which included a booklet of tasks to complete during their probationary period. This has our Quality of Life framework and approach at its core and how different members of staff contribute to improving outcomes for students and families, for all roles within the organisation. This includes Level 1 QoL training and aspects of Level 2 training.

Whole school training

Each year the school has a training plan which includes a range of topics which contribute to our QoL approach. See staff training in Section 8 Working With Resources.

Appraisal

As our QoL approach underpins our whole school ethos and practice, all staff appraisal targets are linked to upskilling ourselves in the contributions we make. In 2023/24 the focus on appraisal for all staff was on using the new Independence Plus curriculum across the curriculum during the school day, during dedicated Project sessions and during residential time.

Action research

The school's culture of reflective practice is an important aspect of our internal quality assurance. Projects were conducted on Keyworking and improvements in QoL from transition and through student and family journeys through the school. These were shared with staff, Governors, families and externally.

Policies

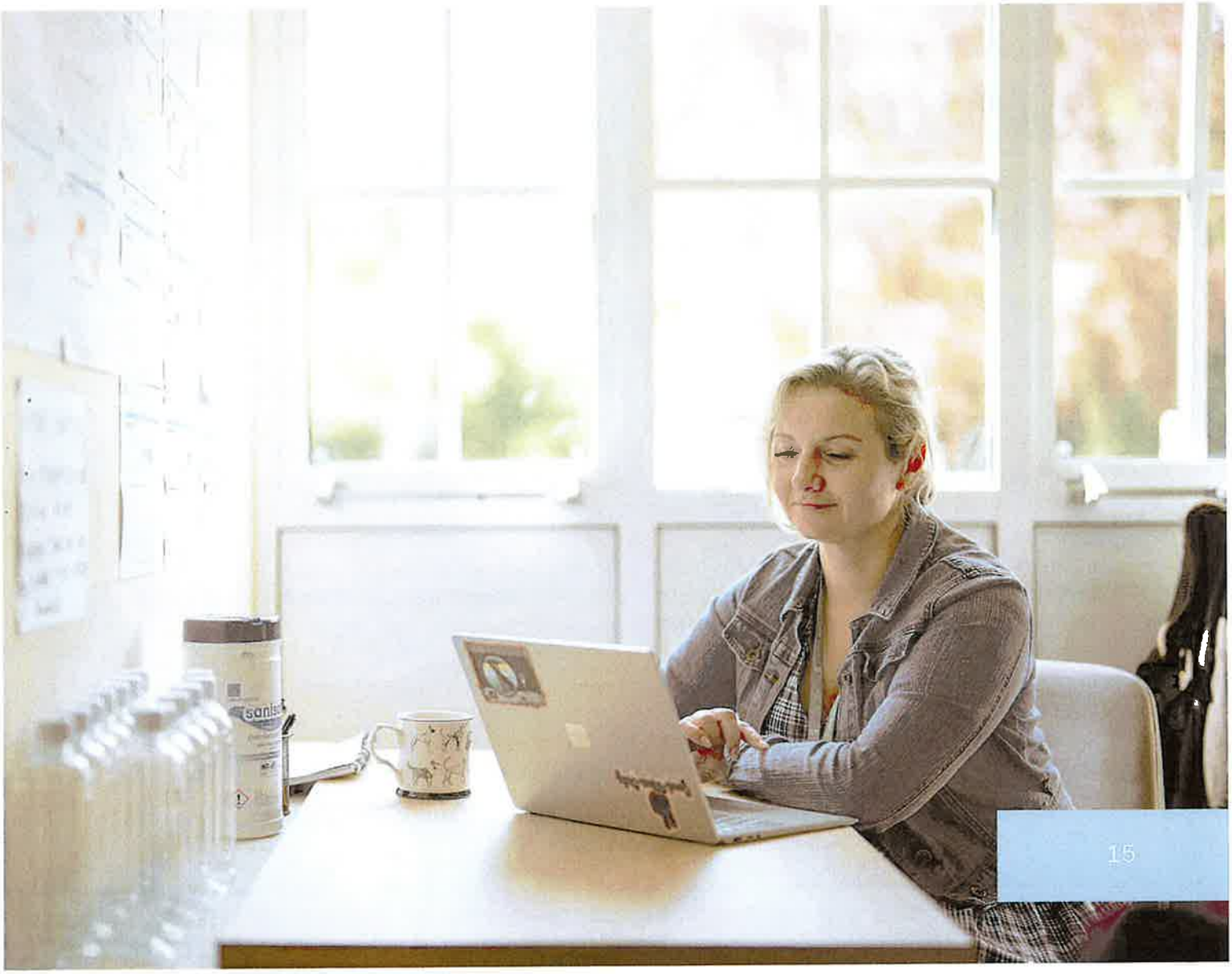
As policies and job descriptions reach their forecast review dates they are all being updated to ensure they make direct reference to how they support improving QoL outcomes for students and families.

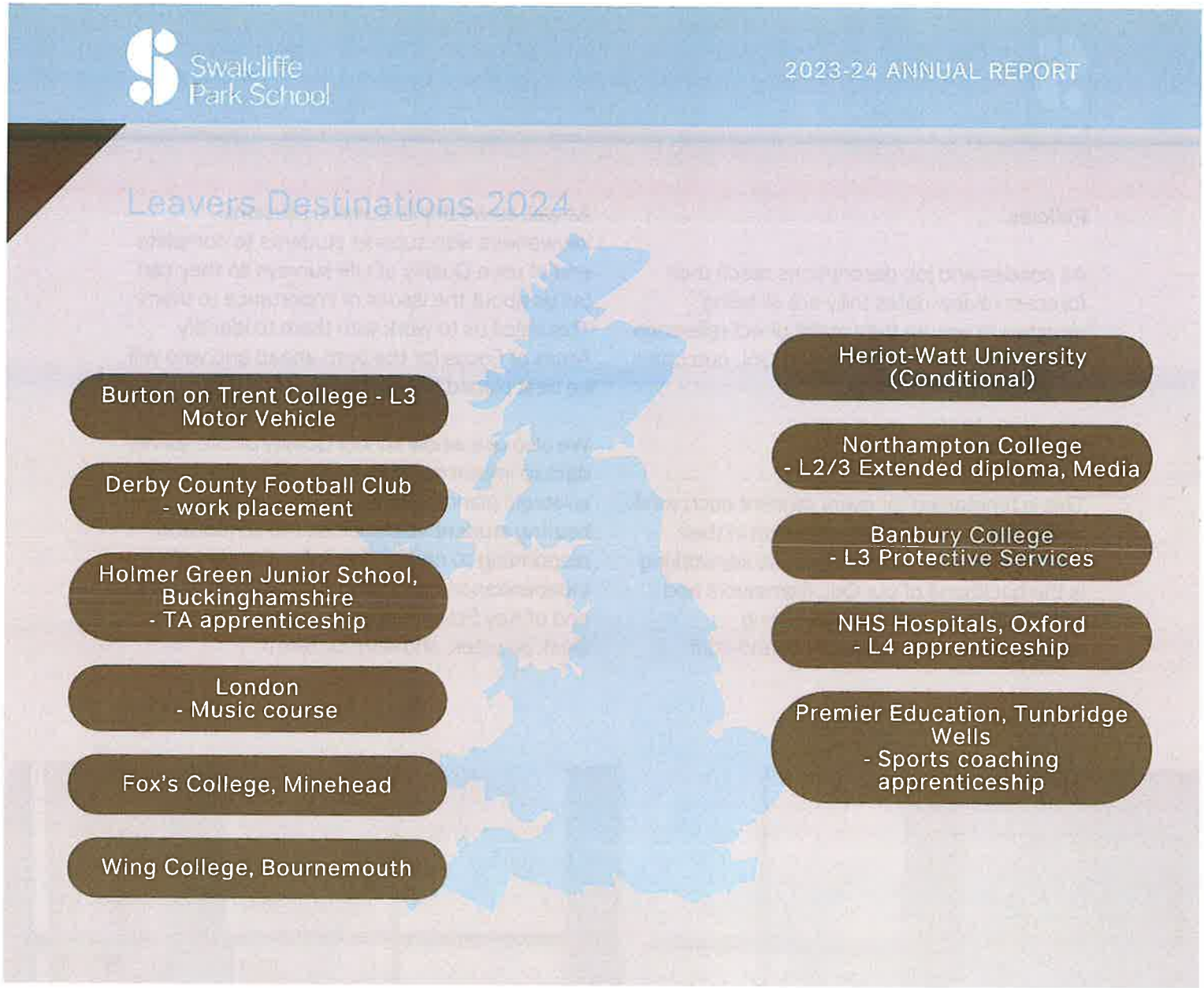
Keyworking

This is timetabled for every student each week and is the most important session in their weekly timetable. This is because keyworking is the backbone of our QoL framework and approach through building trusting relationships with our students and staff.

As well as weekly discussion sessions keyworkers also support students to complete end of term Quality of Life surveys so they can tell us about the issues of importance to them. This helps us to work with them to identify Areas of Focus for the term ahead and who will be best placed to help them.

We also use whole school Quality of Life survey data to inform our curriculum, operational and strategic planning to ensure that we are hearing student voice across the school and responding to needs. This links directly with our Independence Plus curriculum, which provides end of Key Stage outcomes to work towards week by week, and term by term.





Destinations for School Leavers

As in previous years school is proud to be able to say that we have ensured each of our leavers has a confirmed pathway for after leaving school. This list is always very varied and there is no set pattern for leavers' destinations as we work on an individual basis according to student interest, aptitude, ambition and qualifications. This means that destinations cannot be benchmarked against previous years, but in Government terms this means we have no NEETS (Not in Education, Employment or Training).

The destinations for leavers in July 2024 are listed above.

Headlines

Every half term the school produces a newsletter which highlights, opportunities experiences and Quality of Life. This is circulated to staff, families and Governors as well as sitting on the school website for prospective parents to see. We also use Headlines to publish information of which section we are working on from the Independence Plus curriculum each half term.



Goal 3: Ensure the school day and waking day curricula are meaningful for all students and include an integral focus on safeguarding

Safeguarding

Every year we complete and return our Annual Safeguarding Audit for Oxfordshire which fulfils our statutory obligation. We are pleased to say that there were no recommended actions to be taken as a result and this was reinforced in our residential OFSTED inspection in February which resulted in an 'Outstanding' judgement for our Safeguarding culture and practice as part of a wider overall 'Outstanding' judgement for the whole inspection.

Regular training and updates for all staff and Governors throughout the year ensure that we are always up to date with the latest information and best practice.

All members of the school's Safeguarding Team have the relevant training for their roll, which includes two Safeguarding Governors. They met on a regular basis throughout the year, feed into the CEO Business report and are item 1 of every Governors' meeting.

In February 2024 we had our annual Ofsted inspection for our residential provision, under the National Minimum Standards for Residential Special Schools framework. This resulted in another overall judgement of 'Outstanding' to add to our longstanding track record.

'Independence Plus'

At the end of the summer term in 2023 we carried out an evaluation of how well the new Independence Plus curriculum was working. The following points were raised:

- Increased staff motivation
- Increased student engagement and enjoyment
- More innovative project work
- Better evidence collection from across the curriculum
- Better linkage to identify areas of focus from Independence Plus curriculum
- More off-site activities and opportunities for learning

- Better information for individual student risk assessments
- Better quality and quantity of information for Annual Review reports and Sixth Form proposals

With the above in mind, we continued to work in the same way for 2023/24 using the same premise of student generated projects on a half termly basis in order to cover the outcomes section by section each half term.

Residential trips

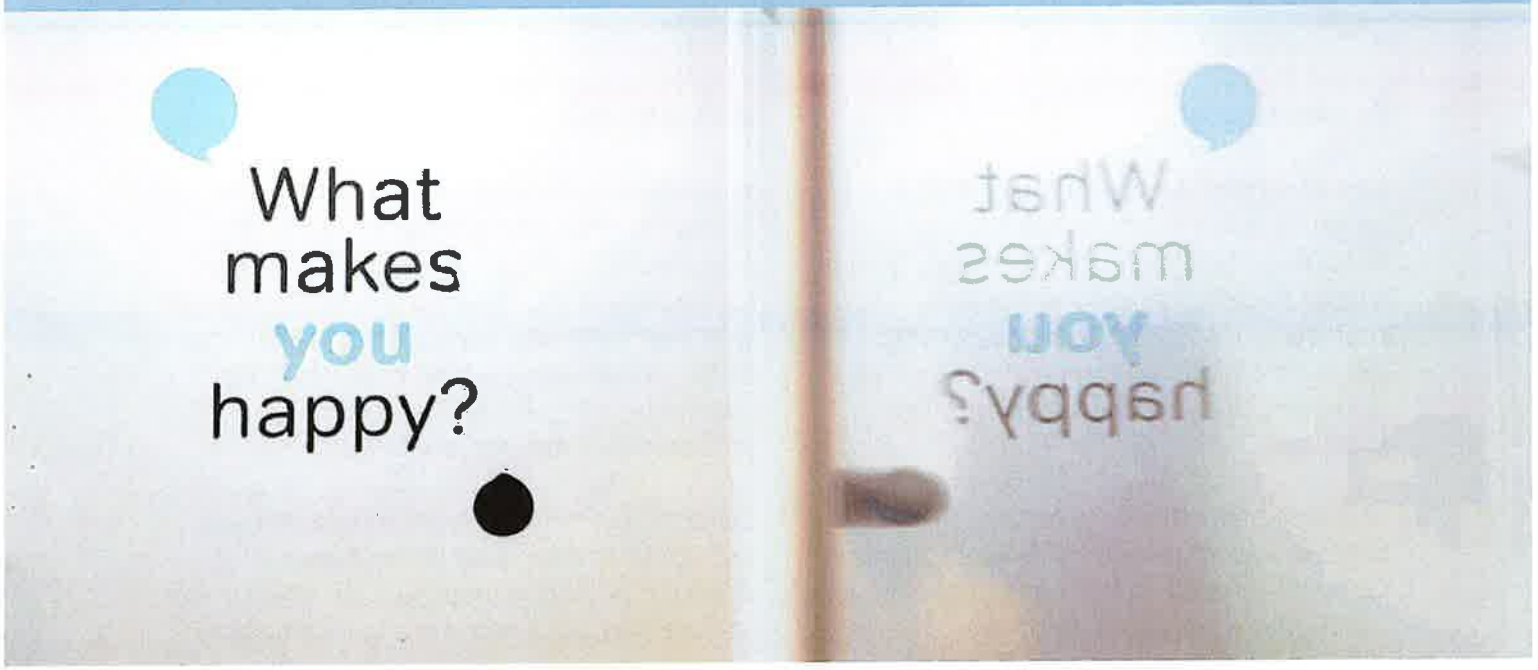
We always like to round off the academic year with the opportunity to join a residential trip.

As well as being great fun and a chance to go somewhere different and try some new activities, these trips provide genuine opportunities for all students to develop and generalise their communication, Self-Management and Independence skills and strategies.

This year we took a different approach and decided not to plan a trip abroad, and to focus on outward bound style experiences.

All students returned to school having had an enjoyable and memorable experience and participation helps to increase self-confidence and resilience by providing opportunities to generalise and develop new skills in a wider range of contexts.





Goal 4: Continue to develop ways of hearing and responding to student voice

The school's Quality of Life framework and approach is based on hearing student voice on the issues of importance to them. This therefore requires careful thought as to how practice to ensure we do this equally well for all students, irrespective of their communication preference and style. As a result, building strong and trusting relationships between keyworkers and students is an essential aspect of hearing student voice.

Keyworking

Provides a weekly 1:1 opportunity for students to raise any issues they wish to with their keyworker. There is no prescribed way for effective keyworking as it is based on individual student preferences. Keyworking is a goals-based practice, with a focus on keeping up to date with what is going on in each student's life and whether their Quality of Life priorities have changed from week to week.

Quality of Life surveys

In the penultimate week of each term all students are encouraged to complete a survey which was specifically written for autistic adolescents. The survey is in two parts, A) which asks questions about their QoL in general and B) which asks them about the impact of their autism on their QoL. Keyworkers use these survey responses to agree three areas of focus with the student and his family, for the following term. They also discuss the most appropriate strategies to address these issues. At the end of term when the student completed the next QoL survey, his new answers provide an evaluation of how he now feels about these particular areas as well as identifying new issues to be considered as areas of focus for the following term.

Student Council

Like all schools we have a Student Council which meets on a regular basis.
It includes of member from each class group so that all students can have their views represented. A Governor is always invited to join the meetings and reports back to the Full Governing Body at their Conference Day meetings.

The style of the meetings ensures that all student voices are reflects and not just those who represent their class group at the meeting. This is done through a combination of surveys, discussions and collation of feedback from whole class groups.

Following each meeting the points of discussion and outcomes are shared on noticeboards across the school site.

House meetings

Resident students in each of the 4 houses all have the opportunity to attend their weekly house meetings where they can raise issues such as staying safe, evening and weekend activities, food and any other issues they wish to raise. Minutes of meetings are kept and displayed on a noticeboard, so they are available for all to see and revisited at the beginning of subsequent meetings.

Governor Conference Day meetings

Students always have an item on the agenda for Governor Conference meetings, where they are invited to come and share their views, ideas and experiences a variety of aspects of school life. Over the past year they shared their thoughts on topics including exam preparations, careers week, use of the school grounds and reading.

Annual Review

All students are invited to contribute to their Annual Review reports in the All About Me section and issues which they feel impact on their quality of life. They are also encouraged to give their feedback, with support, on how they think they have progressed in terms of their Communication, Self-Management, Independence and Achievement.

Once all reports have been collated and sent out, students are invited to join part or all of their Annual Review meeting. This allows them to have their voice heard in a formal meeting forum with their LA representative present. Depending on the age of the student, they will be encouraged to share their views on if they are happy in school, how they feel they are making progress, where they might need any additional support and what they might like to do in the future when they leave school. For those making the transition into Sixth Form they will also be asked whether they would like to remain at school or move to an alternative provision.

Staff recruitment

As part of the school's safer recruitment policy and practice, students are always involved in the appointment of new staff. This can take a number of forms including a panel discussion, Q and A session or joining them for lunch. Students' views are then fed into the wider decision-making process and included in discussions relating to candidate suitability.

Independent Careers Advisor

As part of the school's Careers Education and Guidance curriculum all students from Year 9 upwards have the opportunity to meet with the Independent Careers advisor to discuss their future education/training and career aspirations. S/he helps them to investigate local options in their home area for work experience, college placements, apprenticeships and employment opportunities. This is embedded within the Independence Plus curriculum section on 'Transitions through and out of school'. The school achieved the Quality on Careers kitemark in 2021 and is due for re-assessment in September 2024.

Childline/Ofsted

All residential houses and school noticeboards contain information, including telephone numbers of who students can call if they don't feel safe or wish to report anything out of school through official channels. This is in compliance with the requirements of the National Minimum Standards for Residential Special Schools.

Independent visitor

The school has an 'Independent Visitor' who comes on site every two weeks and is available for resident students to talk to if they have any concerns. This can be helpful if they do not feel there is anyone in school with whom they wish to share specific information.





6. Working with Families (WWF): Strategic Goals 2021-24

Goal 1

Continue to develop ways of hearing and responding to family voice

Goal 2

Develop ways to support siblings

Goal 3

Introduction of mentoring for new families

Goal 4

Improvement in QoL outcomes for families

Goal 1: Continue to develop ways of hearing and responding to family voice

Our Quality of Life framework and approach, highlights the emphasis we put on hearing family voice. This is in recognition of Emily Gardener's research into what she calls 'Family Systems'. In short this implies that unless you work closely with the family you won't fully understand the young person, their impact within the family or how best to support the family.

Keyworking

All families are allocated the same keyworker as their son and have the opportunity for weekly contact in ways that are mutually agreeable. This allows families a guaranteed channel into school to share information on Family Quality of Life and any changes in circumstances. Keyworkers are able to liaise with relevant staff in school to ensure this information is shared with the relevant staff.

FQoL surveys

All families also have the opportunity to complete a survey in the penultimate week of term, which highlights the QoL issues of importance to them.

This information is combined with student QoL surveys and issues raised through weekly keyworking to assess how well issues raised previously have been addressed and agree on new student areas of focus for the term ahead. It also provides information for Senior Leaders to plan events and support for families in the term ahead so that we are responsive to emerging needs.

Family events

Progress Days: for all students in October and February provided an opportunity for families to talk to staff from all disciplines about progress and provision for education, therapy and residential care.

Pathways Day: March (Yr 9 and above) This event focussed on course and accreditation options for the following academic year. This included options available at Banbury college courses and The Warriner, our local mainstream Sixth Form.

Term	First half term	Second half term
Autumn	Annual Reviews, EHCP outcomes and transition planning	Literacy interventions and reading for pleasure
Spring	Collaborating with families to develop Independence	Residential Trips 2024
Summer	Work Experience	Family Voice and School Improvement Planning

Family Forum: We held a number of online events covering topics requested by families. These were presented by a combination of speakers from within school and external professionals working in particular fields.

Graduation Day: For leavers and their families was held to celebrate their Swalcliffe Park School (SPS) journeys, relive some special moments and hear about their destination safter leaving school. Families were encouraged to bring relatives to have a look around the school, meet with staff and join the celebrations.

Headlines

Families are encouraged to use the half termly newsletter to share articles of interest, ideas and events. The newsletter is also used to encourage families to join in research projects and reviewing school policies.

Social media

There is a Family Facebook group which is independent of school. However, the two Parent Governors are members of the group and have permission to report any ideas/issues to the Principal and Governing Body at the half termly Conference Day meetings.

Prospective parents

Due to significantly increased numbers of families interested in the school we made a policy decision to continue holding all prospective parents afternoons as online meetings. This proved to be very popular as these meetings were easier to fit into busy schedules and so had less impact on work and family commitments.

Parent Governors

As in previous years we have had two current parents fulfilling the role of Parent Governor and one ex-parent. They provide the Board with a family insight and act as representative parents rather than a representative of the parents. Parent Governors attend Conference Day meetings to hear about the work of the school and provide a family perspective. However, it is important to note that they are not there in the capacity of representing all families.

Parent Governors do not participate in Governor Resources meetings, in order to protect them from any conflicts of interest.



Goal 2: Develop ways to support siblings

During the course of the year the school held a number of events to which siblings were invited. These included:

- Autumn Family Day
- Christmas Show
- Open Day
- Graduation Day
- End of Year Family Day

These all included activities for siblings and wider family members to join in and included science and technology workshops, sale of enterprise items, as well as a range of outdoor games and activities.

> 'The school has changed not only our child's life, but our family's life beyond question.'

Parent, Ofsted, Residential Report Feb 2024



Goal 3: Introduction of mentoring for new families

We are delighted that we have recruited two family mentors to provide additional support to families.

These roles were thought to be helpful for families who would like someone with lived experience to talk to about what they are going through and what they can expect with respect to school admissions, transitions and daily life. We have one mentor whose son is resident and one whose son is a day boy. These roles will evolve over time and we would like to increase the number of mentors in the team next year.

> 'The school is the difference between a life endured and a life enjoyed.'

Parent, Ofsted, Residential Report Feb 2024



Goal 4: Improvement in QoL outcomes for families

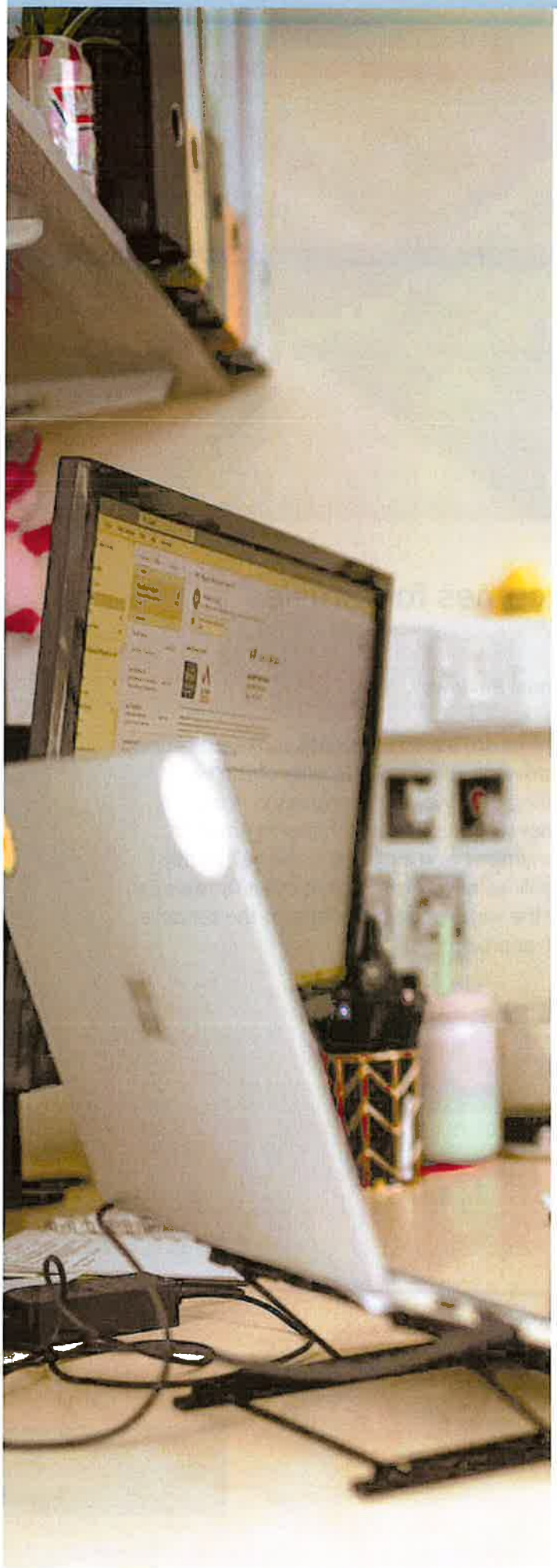
Keyworking and QoL surveys

As mentioned in the section on Family Voice, the role of the keyworker includes contacting families on a weekly basis to hear the issues which are important to them and how the school might be able to support them. Families also have the opportunity to complete an end of term QoL survey which asks questions about the impact of having a young person with autism on family Quality of Life.

Information from these surveys is collated and this helps to inform the programme of training and family focussed events throughout the year.

Annual Reviews

Families are asked to include comments about improvement in Family Quality of Life when sharing their views on progress in Annual Review reports. These comments are then anonymised and included in the half termly Headlines newsletter so that other families can see the wide range of benefits to the school's QoL approach.



7. Working with Partners (WWP): Strategic Goals 2021-24

Goal 1

Development of QoL Network

Goal 2

Development of outreach training

Goal 3

Development of links with Universities

Goal 4

Maintain links with national bodies such as NASS, SWALSS, SEND Forum, DfE

Goal 1: Development of QoL Network

Quality of Life network

During 2023/24 was another busy and productive year for the QoL network.
The network has continued to flourish with new members joining throughout the year. The pattern of half termly newsletters and workshops was maintained and included 3 online workshops and 3 live ones based at SPS. The final workshop of the year in July was a 2 day event and included a specific focus on QoL training modules.

In addition to new members joining, we also set up a working group and ran a series of focussed activities at Demeter House School Lincs, and Breckenbrough School, Thirsk. These led to the production of the QoL minimum standards and some QoL training modules. The thinking behind the minimum standards was to maintain the integrity of the QoL framework and approach as it is introduced and implemented in a wider range of organisations.

A QoL website has been set up to showcase the work of the network and what is going on in individual schools. This is currently being populated with content by all participating schools and will be used to raise the profile of the network and for best practice sharing.

The PIE (library of resources for Planning, Implementation and Evaluation) was remodelled and a significant number of new resources added. Access to the PIE and QoL surveys will be through eh new QoL website.

Main projects completed include:

- QoL Minimum standards
- QoL and the Education Inspection Framework
- QoL and the Minimum Standards for Residential Special Schools
- QoL training modules
- *Joint research project SPS/Breckenbrough as part of Prof Eapen's international collaboration
- QoL website
- Development of the PIE



Goal 2: Development of outreach training

Autism Education Trust (AET)

The school is a licenced provider of post 16 training for the AET. Training has been trialled internally with all staff and in the year 23/24 will be available to external audiences by their request.

Liberty Trust

The school was invited to contribute to a Masters Degree course being run by the trust in collaboration with the University of Warwick. Our contribution was based on QoL and how this can be implemented in schools. Sessions took place at Church Lawton School, Stoke on Trent and Vanguard School, Lambeth. These schools are now part of the QoL network.

Beyond Autism

We established links with 2 London based schools in the Beyond Autism Charity and visited both sites. We also hosted visitors from the school.

> Staff receive high-quality and bespoke training to enable them to implement the QoL approach and to meet the specific and ever-changing needs of the students.

Ofsted, Residential Report Feb 2024



Goal 3: Development of links with Universities

Research and presentations

In 2023/24 we continued our reflective practice activities by joining Professor Eapen's international study on the impact of student behaviour and communication on Family QoL. This project was shared with QoL network schools and Breckenbrough School also contributed data to the findings.

In addition to being included in Professor Eapen's final cross cultural report, we wrote up our own findings and produced a poster. *An abstract for the international research project was accepted for a speaking and poster presentation at the International Neuropsychiatry Conference in Melbourne in Dec 2024. More information about this will be included in the 2024/25 Annual Report.



Goal 4: Maintain links with national bodies such as NASS, SWALSS, SEND Forum, DfE

National bodies

As in the previous year we continue to contribute to the wider to special education community and debate through our representation on the Executive Boards for National association of Special Schools (NASS), South and West Leaders in Special Schools (SWALSS) National SEND Forum and the National Association for Advancing Autism Education (NAAAE).

> Senior leaders provide inspirational leadership and promote a culture and ethos of high aspiration for all students
>
> Ofsted, Residential Report Feb 2024



8. Working with Resources (WWR): Strategic Goals 2021-24

Goal 1

Develop facilities and resources in line with student, family and staff training needs

Goal 2

Ensure financial stability and sustainability for the CIO

Goal 3

Develop Staff, Management and Leadership teams (including Governors), to reflect school size and strategic evolution

Goal 4

Ensure we recruit and retain the best staff and Governors and support with meaningful Continuing Professional Development (CPD)



Goal 1: Develop facilities and resources in line with student, family and staff training needs

Facilities

Developments to school facilities included:

- Outdoor learning spaces/equipment/woods/sensory space/bike track/vocational
- Accessibility of site improvements
- Reception developments
- 3D Printer
- Music Technology and hardware - Additional Mac and drum kit (which is volume adjustable)
- Media subject investment
- Software development for independence plus

Library

As part of the school's focus on reading and literacy, we created a new library and a separate and less formal reading room. This has had a significant positive impact on the interest and engagement in reading related activities which have also been promoted by all subjects across the curriculum. Promotion of Literacy and reading was also included in all staff appraisal targets for the year.

Health and Safety

Annual assessment by Oxfordshire Health and Safety team resulted in the following judgement 'Excellent. Mark and the team continue to maintain the compliance on site to the highest standard. I have made a few observations, but these are all very minor. June 2023.

Sustainability

The school is keen to ensure that we are both energy efficient and not wasteful when it comes to buying, using and recycling materials and food. There has been a strategy to increase the amount of energy generated through the installation of solar panels, and data collected is incorporated into the Science and Maths curricula.

Goal 2: Ensure financial stability and sustainability for the CIO

Trustee Governors

The CIO is overseen by a Board of Trustee Governors ('The Trustees') which includes the Chief Executive Officer and the school Principal. There is an elected Chair and Vice Chair, as well as positions with specific areas of responsibility such as Safeguarding, Health and Safety.

There are also two elected Staff Governors and two elected Parent Governors. The whole group meet at half termly Conference Day meetings (6 per year) to monitor and scrutinise aspects of practice within the school, receive training and to meeting staff and hear student and family voice. Trustee Governors are seen as part of the organisations Leadership and Management within Ofsted's inspection frameworks.

Resources meetings

The Trustees meet for a half termly meeting which has a focus on Finance, HR and Site. A business report is submitted in advance of the meeting which includes annotated cash flow and management accounts. The report also includes information regarding student numbers which are the main source of income to the CIO. This group does not include Staff or Parent Governors in order to avoid potential conflicts of interest.

Accounts

The audited accounts for the year are included within this Annual Report. As the school is a Charitable Incorporated Organisation (CIO) any surplus funds are recycled for the purpose of improving Quality of Life outcomes for students and families.

The school has also purchased two properties which border the perimeter of the school site. These will be used to support our charitable aims.

Fees

The Trustees voted to increase fees for new students by 5% at the Resources meeting in November. This was to help offset the impact of the higher-than-expected inflation in terms of energy and food costs as well as national wage inflation.

Staff recruitment and retention:

The school has remained successful in retaining full establishment staffing and recruiting suitable staff in a timely manner. We have remained creative and agile in our approach to how we do recruitment, using short films to promote the school and specific roles we were recruiting for. We also used generic and targeted social media recruitment campaigns, including Facebook and 'You tube' to advertise these roles.

The Employee Referral Bonus Scheme has remained effective in introducing potential new staff to the school, whose values and behaviours align with the school's Quality of Life approach and ethos. Work commenced on a new school website in 2023-24 which has included a refreshed and updated approach to presenting the school's competitive Compensation & Benefits packages and a fully on line web based application process.

Goal 3: Develop Staff, Management and Leadership teams (including Governors), to reflect school size and strategic evolution

People Strategy

A strategy for developing our 'People' and a People Evaluation Scorecard was developed during 2023-2024 and was launched in January 2024. The People Strategy has enabled:

- A means of recommunicating to staff why the school exists, (our purpose), what we believe in (our ethos) and our culture (the way we do things around here), underpinned by four Core Values which have become applicable to all our staff and Governors, which has provided a framework of how the school can model and set expected standards of behaviour and performance.

The People Strategy has given focus to four main areas:

- Providing Inspirational Leadership & Management for all staff;
- Having a safe, health and inclusive workplace;
- Enabling and facilitating professional growth and development; and
- Being an employer of choice in our sector and locality.

A People Strategy Self-Evaluation Scorecard became operational in February 2024 that complemented the above to set out Key Performance Indicators and Measures to track RAG rated progress and also ensure that the Governing Body and SLT/Management Team were aware of key People Metrics, for example, voluntary staff turnover rates, sickness absence rates, Safer Recruitment etc with outputs, narrative/making meaning and outcomes (the difference being made).

Training and Development

There is an ongoing programme of training and development for all staff and Governors, including mandatory topics such as Safeguarding, Safer Recruitment and Administering Medication. Whole School Training (INSET) in 2023-2024 included:

- Safeguarding including a briefing by the Oxfordshire ESAT Safeguarding Team on KCSIE 2023 and in house half termly Safeguarding quizzes to test knowledge
- Emergency First at Work Certificate
- Medication Administration Training via PCMA, refresher training on the 'Access Education Medication Management' system and Medication Administration Competency Assessments
- Medication – Diabetes Awareness and Insulin Management
- Risk Assessment writing and safe working practices

'The school places students at the centre, and it's somewhere value-based where I can make a positive difference.'

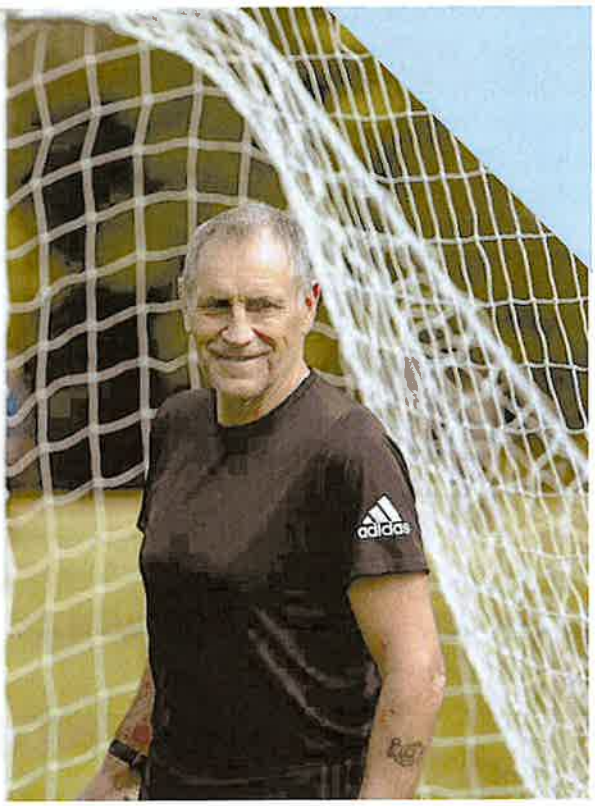
Staff member, Ofsted, Residential Report Feb 2024

- Fire Marshal Training
- RNID Deaf Awareness Training
- Preparation for Adulthood Briefing
- Independence Plus New Curriculum
- Declarative Language
- Brook Traffic Light Tool Training on Sexual Behaviours in children and young people
- Team Teach Levels 1 and 2 courses
- Trauma Informed Practice (2 parts)
- AET Autism Awareness
- Annual Review and Report Writing Training
- Equality, Diversity & Inclusion Project with Richard Grant, Poet, "Dreadlockalien"
- Refresher/introduction to the new Access HR Education system Self Service & Manager Modules
- Warner Interview Training
- Educare/TES Develop online refresher modules on a variety of mandatory and optional topics
- Individual staff have also been supported to progress through a range of professional qualifications relevant to their roles, such as MSc modules in Sensory Integration for Occupational Therapists, QCF Level 3 for Residential Care Worker, SENCO for the Assistant SENCO and a Post Graduate Certificate in Safeguarding for the Head of Care and DSL

Staff Well-being

The school had a continued focus on Staff Well-being throughout the year, and this included further development of the dedicated 'Sharepoint' resource; introduction of a more comprehensive Employee Assistance Programme package and the launch of a four-part Staff Wellbeing Webinar Series, complementing the Trauma Informed Practice approach working with students.





Goal 4: Ensure we recruit and retain the best staff and Governors and support with meaningful CPD

We have remained creative in our approach to recruitment, utilising short films made to promote the school and specific roles we were recruiting for and giving access to these films on social media platforms such as Facebook, 'YouTube' and Instagram and to targeted audiences and geographical locations. This approach has reduced our individual recruitment campaign cost to around 50% of a typical external recruitment campaign cost benchmark. The Employee Referral Bonus Scheme which rewards any eligible member of staff who successfully introduced a new recruit, subject to certain criteria being met; remains effective (4 in the last year) at bringing in new staff to the organisation.

The school's voluntary turnover of staff remains very low compared to relevant sector averages, 10.2% which compares extremely favourably with the Education sector (18-20% voluntary turnover for teachers, higher for support staff) and Social Care sector (25% voluntary turnover of care staff) in general.

Our Staff Stability Index remains high at 92% again shows a healthy position in terms of staff retention but also allows new staff to join the school, bringing their experiences and ideas.

During this reporting period, the school has:

- Had an acceptance rate for offers of employment of 100%
- No leavers during their probationary periods.
- An average length of continuous service for staff of 6 years
- Demonstrated a commitment to accommodating flexible working requests and part time working options 15 cases) whilst still putting the students' needs for continuity of provision and keyworking support at the centre of our decision making.

During the academic year, the following positions were vacated and recruited to between 1st September 2023 and 31 August 2024:

Assistant Psychologist (fixed term contract) x 1 effective 01/09/2023	Assistant Psychologists left as planned at the end of the fixed term contract to a new placement 23/07/24. Research Associate replacement appointment. Learning Support Assistants – replacement appointments due to internal promotion or development opportunity externally. Housekeeper replacement post a retirement. Administrator – additional capacity in Support Services. Teachers – long term sickness cover, additional capacity and replacement.
1 x Research Associate fixed term contract – 18 months effective 01/07/24	
Learning Support Assistants x 3 KS3 and KS4	
1 x part time Housekeeper	
1 x Administrator Term Time Only	
3 x Teachers – 2 permanent, 1 full time and 1 part time. 1 x fixed term contract Science Teacher	



9. Strategic Report

Structure, Governance, Leadership and Management

Governing document

The Charity is controlled by its Constitution (2018).

Recruitment and appointment of new Trustees

The Board of Trustees requires breadth and depth of experience to carry out its duties effectively and efficiently. When recruiting new Trustees consideration is given to the skills and experience and specific requirements that have been identified by the vacancy.

Organisational structure, Governance and Leadership

There is a Board of Trustees which includes a Chair and Vice Chair. The Chief Executive Officer and the Principal are also Trustee Governors.

Trustee Governors are responsible for the overall management and control of Swalcliffe Park CIO. The group meets six times a year for a Business and Resources meeting with a focus on financial management, site management/ development and human resource management and development. In addition to these meetings there are three half day and three whole day conference meetings which have a focus on strategic development, training and monitoring of organisational performance.

All Trustee Governors are invited to all meetings and there are no sub committees in operation. Where additional pieces of project work are required a temporary 'working group' of willing volunteers is established and then disbanded on completion of the task. All working groups report directly to the Resources and Conference Day meetings

The work on implementing policies is carried out by the Trustees together with the Senior Leadership Team, which comprises of the Chief Executive Officer, Principal, Vice Principal and 5 Assistant Principals. The Principal and senior staff pay is set by the Trustees and is kept under annual review. The criteria used in setting pay includes the nature of the role and responsibilities, the sector salary for comparable positions and competitor salaries in the region and related work.

Reserves and Financial Health

Our primary source of income is from student fees with additional amounts received in grants and donations, all of which are directed into providing outstanding education and residential care for our students. We benefit from certain tax exemptions on charitable activities, however, we are unable to reclaim VAT input tax on our costs as our fees are exempt from VAT.

The Trustees regularly review the finances, budgets and spend against budget with a monthly cash flow analysis as part of the effective stewardship of the school. This is conducted through half termly Resource meetings, to which all Trustee Governors are invited.

In recent years substantial sums have been invested into refurbishment and improvements to maintain excellent educational and residential facilities for our pupils.

Investment activities are managed in line with the requirements of the Trustee Act 2000. The Governors have appointed Evelyn Partners as investment manager. Our investment policy is a medium-risk approach for the growth of the portfolio of investments.

It is the policy of the Charity to hold cash reserves in its unrestricted funds.

The Trustees set the level of these reserves at a minimum of £3,250,000 after undertaking an assessment of the Charity's needs.

At the end of the year the unrestricted reserves stood at £8,930,705 and restricted reserves stood at £47,113.

Related parties

All Trustees give their time freely and no remuneration or expenses were paid in the year. Any connection between a Trustee or Senior Leader with a third-party contractor must be disclosed to the full Board of Trustees. In the current year no such related party transactions were disclosed.

Fundraising Standards Information

The CIO does not carry out significant fundraising activities and does not use a third-party fundraiser.

Risk management

The Trustees have a duty to identify and review the risks to which the CIO is exposed and to ensure appropriate controls are in place to provide reasonable assurance against fraud and error. There is a documented process to identify and assess potential risks and implement proportionate controls. A formal review of the Charity's risk management process is undertaken on an annual basis by Senior Leaders and a group of Trustees.

This is then shared with the full Board of Trustees.

The current main risks and plans to manage them are:

Funding

Our financial viability is based on student fees funded by Local Authorities. This risk is managed by enhancing our reputation for the highest quality practice and innovation in order to give Local Authorities and prospective parents confidence in choosing Swalcliffe Park as their preferred school. Show casing the quality of our work through a range of profile-raising activities is an important aspect our operational and strategic planning, in conjunction with building relationships with Local Authorities and active cash-flow management.

Reputation

The school's success is also built on its reputation for the care and well-being of our students and work to support families. We manage this risk through policies and best practice in:

- Safeguarding
- Safer Recruitment
- Health and Safety
- Quality of Life framework
- Key working

Quality assurance

The school also places significant reputational value on external evaluations of performance though bodies such as Ofsted and Autism Accreditation. Significant effort is devoted to ensuring the school maintains its current outstanding status and advanced level Autism Accreditation (Feb 2021).

A rigorous framework for quality assurance (QA) across the organisation ensures Trustees are satisfied that the major risks identified have been adequately addressed. However, it is recognised that systems can only provide reasonable but not absolute assurance that major risks have been adequately managed.

Governors were invited to join a range of QA activities online including: Referral meetings; attendance meeting; Student Council meetings; Careers meetings; Daily handover meetings and whole school events such as Progress Days and meetings for Prospective Parents.

Business continuity planning

Maintaining the intellectual capital and sector experience within the organisation was an aspect of risk management that Trustees actively addressed through a strategic review of Governance and Leadership. This resulted in the creation of a new leadership Team including the creation of 5 Assistant Principals with the responsibilities for Referrals; Communication and Independence; Self Management; Residential Care and Achievement.

10. Reference and Administration Details

Registered Company number:
CE010870 (England and Wales)

Registered Charity number:
1173113

Registered office:
Swalcliffe Park School
Swalcliffe
Banbury
Oxfordshire
OX15 5EP
01295 780302

Trustee Governors

Peter Everett	
Caroline Sancroft-Baker	
Kiran Hingorani	Chief Executive
Gill Manthorpe	Vice Chair
Rob Piner	Principal
Paula Protherough	Chair
Rachel Sands	
Cathy Stoertz	
John Tasker	
Kim Harman	
Wendy Murphy	
Ryan Smith	Resigned 31st December 2024

Staff and Parent Governors

Denise Barstow	Staff	
Aaron Moore	Staff	
Dr Karen Nokes	Parent	Appointed 1st October 2023
Michelle White	Parent	Resigned 21st March 2024

Auditors:
Dafferns LLP
One Eastwood
Binley Business Park
Coventry
CV3 2UB

Investment Advisors:
Evelyn Partners
25 Gresham Street
London
EC2V 7BG



11. Strategic Goals 2024-27

Following the 3 years of working towards the first set of strategic goals 2021-24 the Senior Leadership Team and Governors drew up a further set of goals for the academic years 2024-27, these are listed below.

These goals will be used to drive:

- Curriculum, operational and strategic planning
- Appraisal
- Training and CPD
- Policy review
- Financial management
- Resource allocation
- Recruitment

All CEO business reports to Trustees will continue to be structured using the strategic goals as part of the school's self-evaluation and internal quality assurance process. While the new goals set out the broad vision for the school for the next three years, Trustees and Senior Leaders will continue to monitor their relevance to take account of any changes in the wider educational, political and financial landscape.

Working with Students	
Goal 1	For the school to be full each year: 30 places to be residential
Goal 2	Use our QoL framework and approach to improve QoL outcomes for students and ex students through trauma informed practice
Goal 3	To ensure the school day and waking day curricula are meaningful for all students with safeguarding and preparation for adulthood embedded
Goal 4	Continue to develop ways of hearing and responding to student voice

Working with Families	
Goal 1	Continue to develop ways of hearing and responding to family voice
Goal 2	To ensure families are up to date and knowledgeable about all aspects of our QoL approach and how we can effectively work together
Goal 3	Develop and improve communication for families
Goal 4	Use our QoL framework and approach to improve QoL outcomes for families and ex-families through trauma informed practice

Working with Partners	
Goal 1	Development of QoL network and project work
Goal 2	Development of outreach training for schools, community, employers, and Further and Higher Education
Goal 3	Dissemination of SPS practice through research, peer review and dedicated Further and Higher Education links
Goal 4	Maintain purposeful links with national bodies such as NASS:SWALSS;SEND Forum; DfE and NAAAE

Working with Resources	
Goal 1	Ensure the site, facilities and technology are maintained to the highest standards and evolve to meet student, family and staff needs
Goal 2	Ensure financial stability and sustainability for the CIO
Goal 3	Promote the working practice and reputation of school locally, nationally and internationally through a variety of channels
Goal 4	Use our People Strategy to recruit, retain and develop our staff and Governors and be nationally recognised as an employer of choice



12. Statement of Trustees Responsibilities

The Trustees are responsible for preparing the Report of the Trustees and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

The law applicable to charities in England and Wales requires the Trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charity and of the incoming resources and application of resources, for that period. In preparing those financial statements, the Trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charity SORP 2019 (FRS 102);
- make judgements and estimates that are reasonable and prudent;
- state whether applicable 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 Trustees are responsible for keeping proper accounting records which disclose with reasonable accuracy at any time the financial position of the charity and to enable them to ensure that the financial statements comply with the Charities Act 2011, the Charities (Accounts and Reports) Regulation 2008 and the provisions of its Constitution (2018). 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.

The Trustees are responsible for the maintenance and integrity of the charity and financial information included on the charity's website. Legislation inthe United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

Auditors

The auditors, Dafferns LLP, will be proposed for re-appointment at the forthcoming Annual General Meeting.

Report of the Trustees, incorporating a strategic report approved by order of the Board of Trustees on 6 February 2025 and signed on the board's behalf by:

Kiran Hingorani - Trustee and Chief Executive Officer



SECTION B

Auditor's Report and Financial Statements

1. Report of the Independent Auditors

Opinion

We have audited the financial statements of Swalcliffe Park School CIO (the 'charity') for the year ended 31 August 2024 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 charity's affairs as at 31 August 2024 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 Charities Act 2011.

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 Auditors responsibilities for the audit of the financial statements section of our report. We are independent of the charity in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

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

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

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



Other information

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

We have nothing to report in this regard.

Matters on which we are required to report by exception

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

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

Responsibilities of Trustees

As explained more fully in the Statement of Trustees Responsibilities set out in section 12, the Trustees are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the Trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

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

Our responsibilities for the audit of the financial statements

We have been appointed as auditor under section 144 of the Charities Act 2011 and report in accordance with regulations made under section 154 of that Act.

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion.

Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. The extent to which our procedures are capable of detecting irregularities, including fraud is detailed below:

In response to the risk of irregularities and non-compliance with laws and regulations, including fraud, we designed procedures which include:

- Enquiry of management and those charged with around actual and potential litigation and claims;
- Enquiry of entity staff in compliance functions to identify any instances of non-compliance and laws and regulations;
- Reviewing minutes of meetings of those charged with governance;
- Reviewing financial statement disclosures and testing to supporting documentation to access compliance with applicable laws and regulations.
- Performing audit work over the risk of management override of controls, including testing of journal entries and other adjustments for appropriateness, evaluating business rationale of significant transactions outside the normal course of business, and reviewing accounting estimates for bias.

Because of the inherent limitations of an audit, there is a risk that we will not detect all irregularities, including those leading to a material misstatement in the financial statements or non-compliance with regulation.

This risk increases the more that compliance with a law or regulation is removed from the events and transactions reflected in the financial statements, as we will be less likely to become aware of instances of non-compliance. The risk is also greater regarding irregularities occurring due to fraud rather than error, as fraud involves intentional concealment, forgery, collusion, omission or misrepresentation.

A further description of our responsibilities is available on the Financial Reporting Council's website at: https://www.frc.org.uk/Our-Work/Audit/Audit-and-assurance/Standards- and-guidance/Standards-and- guidance-for-auditors/Auditors-responsibilities-for-audit/Description-of-auditors-responsibilities- for-audit.aspx. This description forms part of our auditor's report.

Use of our report

This report is made solely to the charity's Trustees, as a body, in accordance Part 4 of the Charities (Accounts and Reports) Regulations 2008. Our audit work has been undertaken so that we might state to the charity's Trustees those matters we are required to state to them in an auditors' 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 charity and the charity's as a body, for our audit work, for this report, or for the opinions we have formed.

Dafferns LLP (Statutory Auditors)
Chartered Accountants
One Eastwood
Binley Business Park
Coventry
CV3 2UB

Date

Dafferns LLP is eligible to act as an auditor in terms of section 1212 of the Companies Act 2006.

Statement of Financial Activities

For the year ended 31 August 2024

	Notes	Unrestricted funds £	Restricted funds £	Endowment fund £	Year ended 31.08.24 Total funds £	*Restated Year ended 31.08.23 Total funds £
INCOME AND ENDOWMENTS FROM:						
Charitable activities						
- Swalcliffe Park School CIO	3	6,664,293	318,022	-	6,982,315	7,313,571
Investment income	2	111,519	-	-	111,519	64,574
Total		6,775,812	318,022	-	7,093,834	7,378,145
EXPENDITURE ON:						
Raising funds	4	13,063	-	-	13,063	15,140
Charitable activities						
- Swalcliffe Park School CIO	5	5,680,235	271,358	149,101	6,100,694	6,511,348
Other		15,976	-	-	15,976	12,286
Total		5,709,274	271,358	149,101	6,129,733	6,538,774
NET INCOME / (EXPENDITURE) BEFORE GAINS AND LOSSES		1,066,538	46,664	(149,101)	964,101	839,371
Net gains / (losses) on investments		109,526	-	-	109,526	(78,936)
Remeasurement gain / (loss) on defined benefit pension scheme	17	(43,000)	-	-	(43,000)	(361,000)
NET INCOME		1,133,064	46,664	(149,101)	1,030,627	399,435
Transfer between funds		-	-	-	-	-
Net movement in funds		1,133,064	46,664	(149,101)	1,030,627	399,435
RECONCILIATION OF FUNDS						
Total fund brought forward		8,524,641	449	3,048,071	11,573,161	10,446,726
Prior year adjustment		(727,000)	-	-	(727,000)	-
Total fund brought forward as restated		7,797,641	449	3,048,071	10,846,161	10,446,726
TOTAL FUND CARRIED FORWARD		8,930,705	47,113	2,898,970	11,876,788	10,846,161

* See note 21 for details on the prior year adjustments.

The notes form part of these financial statements

Balance Sheet

At 31 August 2024

	Notes	Unrestricted funds £	Restricted funds £	Endowment fund £	Year ended 31.08.24 Total funds £	*Restated Year ended 31.08.23 Total funds £
FIXED ASSETS						
Tangible fixed assets	10	2,972,805	-	2,898,970	5,871,775	6,133,559
Investments	11	2,288,469	-	-	2,288,469	1,450,259
Investment property	12	1,309,761	-	-	1,309,761	753,761
		6,571,035	-	2,898,970	9,470,005	8,337,579
CURRENT ASSETS						
Debtors	13	385,138	-	-	385,138	489,972
Investments	14	1,450,000	-	-	1,450,000	1,000,000
Cash at bank		2,284,570	47,113	-	2,331,683	3,388,532
		4,119,708	47,113	-	4,166,821	4,878,504
CREDITORS						
Amounts falling due within one year	15	(1,760,038)	-	-	(1,760,038)	(2,369,922)
NET CURRENT ASSETS		2,359,670	47,113	-	2,406,783	2,508,582
TOTAL ASSETS LESS CURRENT LIABILITIES		8,930,705	47,113	2,898,970	11,876,788	10,846,161
Defined benefit pension asset	17	-	-	-	-	-
NET ASSETS		8,930,705	47,113	2,898,970	11,876,788	10,846,161
FUNDS						
Unrestricted funds	18				8,930,705	7,797,641
Restricted funds	18				47,113	449
Endowment funds	18				2,898,970	3,048,071
TOTAL FUNDS					11,876,788	10,846,161

* See note 21 for details on the prior year adjustments.

The financial statements were approved by the Board of Trustees on 6th February 2025 and were signed on it's behalf by:

Gill Manthorpe - Trustee

Paula Protherough - Trustee

The notes form part of these financial statements

Cash Flow Statement

For the year ended 31 August 2024

	Notes	Year ended 31.08.24 £	*Restated Year ended 31.08.23 £
Cash flows from operating activities:			
Cash generated from operations		812,581	2,018,509
Net cash provided by (used in) operating activities		812,581	2,018,509
Cash flows from investing activities:			
Purchase of tangible fixed assets		(335,264)	(474,834)
Purchase of fixed assets investments		(152,716)	(129,182)
Disposal of fixed assets investments		174,032	80,176
Purchase of non-current fixed asset investments		(750,000)	-
Purchase of current asset investments		(1,450,000)	(1,000,000)
Purchase of investment property		(556,000)	(328,761)
Sale of tangible fixed assets		88,999	-
Disposal of current asset investments		1,000,000	-
Investment income		111,519	64,574
Net cash provided by (used in) investing activities		(1,869,430)	(1,788,027)
Change in and cash equivalents in reporting period		(1,056,849)	230,482
Cash and cash equivalents at the beginning of the reporting period		3,388,532	3,158,050
Cash and cash equivalents at the end of the reporting period		2,331,683	3,388,532

* See note 21 for details on the prior year adjustments

	Year ended 31.08.23 £	Cashflows £	Year ended 31.08.24 £
Analysis of changes in net debt:			
Cash and cash equivalents	3,388,532	(1,056,849)	2,331,683

The notes form part of these financial statements

Notes to the Cash Flow Statement

For the year ended 31 August 2024

1. Reconciliation of net income to net cash flow from operating activities

	Year ended 31.08.24 £	*Restated Year ended 31.08.23 £
Net income for the reporting period (as per the statement of financial activities)	1,030,627	399,435
Adjustments for:		
Depreciation charges	521,179	505,910
(Gain) / loss on investment	(109,526)	78,840
(Profit) / loss on disposal of fixed assets	(13,130)	7,613
Investment income	(111,519)	(64,574)
Defined benefit pension movements less payments	-	413,000
Decrease / (increase) in debtors	104,834	489,596
Increase / (decrease) in creditors	(609,884)	188,689
Net cash provided by / (used in) operating activities	812,581	2,018,509

* See note 21 for details on the prior year adjustments.

2. Cash and cash equivalents

Cash equivalents represents the Charity's reserve policy of £3,250,000 and future capital commitments.

The notes form part of these financial statements

Notes to the Financial Statements

For the year ended 31 August 2024

1. Accounting policies

Basis of preparing the financial statements The financial statements of the charity, which is a public benefit entity under FRS 102, have been prepared in accordance with the Charities SORP (FRS 102) 'Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland issued in October 2019, Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland', and the Charities Act 2011. The financial statements have been prepared under the historical cost convention with the exception of investments which are included at market value, as modified by the revaluation of certain assets. The financial statements have been prepared to give a 'true and fair' view and have departed from the Charities (Accounts and Reports) Regulation 2008 only to the extent required to provide a 'true and fair' view. This departure has involved following the Accounting and Reporting by Charities: Statement of Recommended Practice applicable to Charities preparing accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland issued in October 2019 rather than the Accounting and Reporting by Charities: Statement of Recommended Practice effective from 1 April 2005 which has since been withdrawn.

The presentation currency of the financial statements is the Pound Sterling (£).

All monetary amounts are rounded to the nearest pound.

Income

All income is recognised in the Statement of Financial Activities once the charity has entitlement to the funds, it is probable that the income will be received and the amount can be measured reliably.

Investment income

Investment income relates to rents incoming from investment property and interest received from financial institutions.

Grants

Capital grants are recognised evenly over the life of the associated asset and capital grants are recognised as and when relevant expenditure is incurred.

Expenditure

Liabilities are recognised as expenditure as soon as there is a legal or constructive obligation committing the charity to that expenditure, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably. Expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all cost related to the category. Where costs cannot be directly attributed to particular headings they have been allocated to activities on a basis consistent with the use of resources.

Allocation and apportionment of costs

Costs have been fully apportioned to the charitable activity.

Tangible fixed assets

Depreciation is provided at the following annual rates in order to write off each asset over its estimated useful life.

Freehold property	2% on cost and Straight line over 20 years
Fixtures and fittings	33%, 25% and 20% reducing balance
Motor vehicles	33% on reducing balance

Investment property

Investment property is shown at most recent valuation. Any aggregate surplus or deficit arising from changes in market value is transferred to a revaluation reserve.

Notes to the Financial Statements

For the year ended 31 August 2024

1. Accounting policies (continued)

Taxation

The charity is exempt from corporation tax on its charitable activities

Fund accounting

Unrestricted funds can be used in accordance with the charitable objectives at the discretion of the Trustees. Restricted funds can only be used for particular restricted purposes within the objects of the charity. Restrictions arise when specified by the donor or when funds are raised for particular restricted purposes. Further explanation of the nature and purpose of each fund is included in the notes to the financial statements.

Pension costs and other post-retirement benefits

The charitable company operates a defined contribution pension scheme. Contributions payable to the charitable company's pension scheme are charged to the Statement of Financial Activities in the period towhich they relate.

The charity operates a defined benefit plan for the benefit of its employees. A liability for the charity's obligations under the plan is recognised net of plan assets. The net change in the net defined benefit liability is recognised as the cost of the defined benefit plan during the period. Pension plan assets are measured at fair value and the defined benefit obligation is measured on an actuarial basis using the projected unit method.

Cash and cash equivalents

Cash and cash equivalents include cash held at bank and short term highly liquid investments with a maturity of three months or less from the date of acquisition.

Non-current and current asset investments

Non-current investments include bank deposit accounts with a maturity of more than one year from the year-end. Where the maturity of a deposit account is below one year and it does not qualify as cash or a cash equivalent, it is recognised as a current asset.

2. Investment income

	Year ended 31.08.24	Year ended 31.08.23
	£	£
Rent received	26,694	13,655
Investment portfolio income	38,796	37,766
Interest receivable	46,029	13,153
	111,519	64,574

Notes to the Financial Statements

For the year ended 31 August 2024

3. Income from charitable activities

	Activity	Year ended 31.08.24 £	Year ended 31.08.23 £
Local authority fees	Swalcliffe Park School CIO	6,652,513	6,940,881
Other income	Swalcliffe Park School CIO	12,426	6,108
Grants	Swalcliffe Park School CIO	317,376	366,582
		6,982,315	7,313,571

Grants received included in the above are as follows:

DFE grants	317,376	366,582

4. Raising funds

	Year ended 31.08.24 £	Year ended 31.08.23 £
Investment management costs:		
Portfolio management	13,063	15,140

5. Charitable activities costs

	Year ended 31.08.24 £	Year ended 31.08.23 £
Swalcliffe Park School CIO	6,100,694	6,511,348

6. Support costs

	Year ended 31.08.24 £	Year ended 31.08.23 £
Other resources expended	15,976	12,286

7. Net income/expenditure

	Year ended 31.08.24 £	Year ended 31.08.23 £
Auditors remuneration	14,100	11,770
Depreciation – owned assets	521,179	505,909
(Surplus) / loss on disposal of fixed asset	(13,130)	8,457

Notes to the Financial Statements

For the year ended 31 August 2024

8. Trustees' remuneration and benefits

There were no Trustee remuneration or other benefits for the year ended 31 August 2024 nor for the period ended 31 August 2023.

The Trustees who are members of staff are remunerated at market values for their role in the day-to-day operation of the school, they have not received remuneration for their services as a Trustee.

Trustee expenses

There were no Trustees' expenses paid for the year ended 31 August 2024 nor for the period ended 31 August 2023.

9. Staff costs

	Year ended 31.08.24	Year ended 31.08.23
	£	£
Wages and salaries	3,283,076	3,268,706
Social security costs	335,925	330,772
Defined contribution pension costs	333,943	293,918
Defined benefit pension operating costs	104,000	175,000
	4,056,944	4,068,396

The key management personnel of the CIO comprises of the CEO, Principal and Vice Principals. The total employee benefit of the key management personnel of the CIO was £391,904 (2023: £352,030).

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

	Year ended 31.08.24	Year ended 31.08.23
Senior leadership	4	3
Teaching	41	38
Care	33	32
Administration	16	18
	94	91

Notes to the Financial Statements

For the year ended 31 August 2024

9. Staff costs (continued)

The number of employees whose employee benefits (excluding Er's NIC and employers pension costs) exceeded £60,000 was:

	Year ended 31.08.24	Year ended 31.08.23
£60,001 - £70,000	2	3
£70,001 - £80,000	5	1
£80,001 - £90,000	1	3
£90,001 - £100,000	-	-
£100,001 - £110,000	-	-
£110,001 - £120,000	-	1
£120,001 - £130,000	1	-
	9	8

10. Tangible fixed assets

	Freehold property £	Fixtures and fittings £	Motor vehicles £	Total £
COST				
As at 31 August 2023	6,285,438	3,200,104	149,417	9,634,959
Additions	-	147,449	187,815	335,264
Disposals	-	(214,368)	(134,416)	(348,784)
As at 31 August 2024	6,285,438	3,133,185	202,816	9,621,439
DEPRECIATION				
As at 31 August 2023	1,550,291	1,857,910	93,199	3,501,400
Charge for the year	191,387	280,964	48,828	521,179
Eliminated on disposal	-	(183,407)	(89,508)	(272,915)
As at 31 August 2024	1,741,678	1,955,467	52,519	3,749,664
NET BOOK VALUE				
As at 31 August 2024	4,543,760	1,177,718	150,297	5,871,775
As at 31 August 2023	4,735,147	1,342,194	56,218	6,133,559

Notes to the Financial Statements

For the year ended 31 August 2024

11. Fixed assets investment

	2024	2023
	£	£
Listed/ unlisted investments	1,538,469	1,450,259
Non-current investment	750,000	-
	2,288,469	1,450,259

The non-current asset investment is a bank deposit greater than 1 year.

Listed/ unlisted investments were as follows:

	Listed/unlisted investments
	£
As at 31 August 2023	1,450,259
Additions	152,716
Disposals	(174,032)
Revaluations	109,526
As at 31 August 2024	1,538,469
NET BOOK VALUE	
As at 31 August 2024	1,538,469
As at 31 August 2023	1,450,259

12. Investment property

	£
MARKET VALUE	
As at 31 August 2023	753,761
Additions	556,000
As at 31 August 2024	1,309,761

The investment property has been valued by the Trustees at 31 August 2024

13. Debtors: amounts falling due within one year

	2024	2023
	£	£
Trade debtors	253,147	390,486
Prepayments and accrued income	131,991	99,486
	385,138	489,972

Notes to the Financial Statements

For the year ended 31 August 2024

14. Current asset investments

	2024	*Restated 2023
	£	£
Bank deposit accounts < 1 year	1,450,000	1,000,000
	1,450,000	1,000,000

* See note 21 for details on the prior year adjustments.

Current asset bank deposit accounts are comprised of cash deposits with an initial maturity of more than three months, and a maturity date of less than one year from the year end.

15. Creditors: amounts falling due within one year

	2024	2023
	£	£
Trade creditors	316,952	256,645
Social security and other taxes	79,181	78,238
Other creditors	159,135	14,789
Deferred income	1,132,978	2,007,218
Accrued expenses	71,792	13,032
	1,760,038	2,369,922

Deferred income relates to fees received in advance.

16. Leasing agreements

Minimum lease payments under non-cancellable operating leases fall due as follows:

	2024	2023
	£	£
Within one year	16,104	16,384
Between one and five years	13,420	29,524
	29,524	45,908

17. Pension commitments

The charity's employees belong to three principal pension schemes; the Teachers' Pension Scheme England and Wales (TPS) for academic and related staff; the Local Government Pension Scheme (LGPS) for non-teaching staff, which is managed by Oxfordshire Pension Fund; and NEST. The first two are multi-employer defined benefit schemes.

The latest actuarial valuation of the TPS related to the year ended 31 March 2020 and of the LGPS 31 March 2019.

Contributions were payable to the schemes which amounted to £nil as at 31 August 2024 (2023 - £nil) and are included within creditors.

Notes to the Financial Statements

For the year ended 31 August 2024

17.Pension commitments (continued)

Teachers' Pension Scheme

The TPS is a statutory, contributory, defined benefit scheme, governed by the Teachers' Pension Scheme Regulations 2014. Membership is automatic for full-time teachers. All teachers have the option to opt-out of the TPS following enrolment.

The TPS is an unfunded scheme to which both the member and employers makes contributions, as a percentage of salary – these contributions are credited to the Exchequer. Retirement and other pension benefits are paid by public funds provided by Parliament.

Valuation of the Teachers' Pension Scheme

The Government Actuary, using normal actuarial principles, conducts a formal actuarial review of the TPS in accordance with the Public Service Pensions (Valuations and Employer Cost Cap) Directions 2014 published by HM Treasury every 4 years. The aim of the review is to specify the level of future contributions. Actuarial scheme valuations are dependent on assumptions about the value of future costs, design of benefits and many other factors. The latest actuarial valuation of the TPS was carried out as at 31 March 2020. The valuation report was published by the Department for Education on 26 October 2023. The key elements of the valuation and subsequent consultation are:

- Employer contribution rates set at 28.6% of pensionable pay (including a 0.08% administration levy). Total
- scheme liabilities (pension currently in payment and the estimated cost of future benefits) for service to the effective date of £262,000 million and notional assets (estimated future contributions together with the notional investments held at the valuation date) of £222,200 million, giving a notional past service deficit of £39,800 million. The core cost cap cost of scheme lies within the 3% cost cap corridor. As there is no breach of the cost
- control mechanism, there is no requirement for the Secretary of State for Education to consult on changes of the scheme.

The next valuation result is due to be implemented from 1 April 2027. The employer's pension costs paid to TPS in the year amounted to £288,780 (2023 - £251,751)

A copy of the valuation report and supporting documentation is on the techers' Pensions website tps-ew-2020-valuation-results-report---26_10_23-(002).ashx (teacherspensions.co.uk)

Under the definitions set out in FRS102, the TPS is an unfunded multi-employer pension scheme. The charity has accounted for its contriubtions to the scheme as if it were a defined contribution scheme. The charity has set out above the information available on the scheme.

Local Government Pension Scheme

The LGPS is a funded defined benefit pension scheme, with the assets held in separate trustee-administered funds. The employer's contributions totalled £108,674 (2023- £108,826). From 1 April 2020 the agreed contributions rates are 16.3% for employers and an average of 6.5% for employees.

	Defined benefit pension plan	
	2024	*Restated 2023
	£	£
Fair value of plan assets	7,531,000	6,865,000
Present value of funded obligations	6,381,000	6,138,000
Net assets before unrecognised surplus	1,150,000	727,000
Unrecognised surplus due to asset ceiling	(1,150,000)	(727,000)
Net assets	-	-

Notes to the Financial Statements

For the year ended 31 August 2024

17.Pension commitments (continued)

The total cost recognised in the year was as follows:	2024 £	2023 £
Current service costs	104,000	175,000
Net interest from defined benefit liability	(38,000)	(16,000)
Total defined benefit cost recognised in Statement of Financial Activities	66,000	159,000

Changes in fair value of scheme assets were as follows:	2024 £	2023 £
Opening fair value of scheme assets	6,865,000	6,856,000
Interest income	354,000	290,000
Employers' contributions	109,000	107,000
Participants' contributions	47,000	48,000
Estimated benefits paid	(263,000)	(197,000)
Other expenses	-	32,000
Return on assets excluding amounts included in net interest	419,000	(271,000)
	7,531,000	6,865,000

Changes in present value of the defined benefit obligation were as follows:	2024 £	2023 £
Opening defined benefit obligation	6,138,000	6,443,000
Current service cost	104,000	175,000
Interest cost	316,000	274,000
Participants' contributions	47,000	48,000
Estimated benefits paid	(263,000)	(197,000)
Actuarial gains / (losses)	(160,000)	(1,297,000)
Changes in financial assumptions	(13,000)	18,000
Other experience gains	212,000	674,000
	6,381,000	6,138,000

The remeasurements recognised in Statement of Financial Activities are as follows:

	Defined benefit pension plan	
	2024	*Restated 2023
	£	£
Changes in financial assumptions	160,000	1,297,000
Other experience gains	13,000	(18,000)
Changes in demographic assumptions	(212,000)	(642,000)
Return of assets excluding amounts included in net interest	419,000	(271,000)

Notes to the Financial Statements

For the year ended 31 August 2024

17.Pension commitments (continued)

	2024	2023
	£	£
Effect of changes in the amount of surplus not recoverable gain / (loss)	(423,000)	(727,000)
	(43,000)	(361,000)

The major categories of scheme assets as a percentage of the total scheme assets are as follows:

	2024	2023
Equity	72%	72%
Bonds	18%	16%
Property	9%	10%
Cash	1%	2%

Principal actuarial assumptions at the balance sheet date:

	2024	2023
Pension increase rate (CPI)	2.65%	3.00%
Salary increase rate	2.65%	3.00%
Discount rate	5.00%	5.20%

The mortality assumptions used for longevity (in years) on retirement at age 65 are:

Current pensioners	2024	2023
- Males	20.8 years	20.9 years
- Females	24.5 years	24.6 years

Future pensioners (assumes members aged 45 as at latest formal valuation)

Current pensioners	2024	2023
- Males	22.5 years	22.6 years
- Females	25.8 years	25.9 years

* See note 21 for details on the prior year adjustments.

NEST

NEST is a defined contribution scheme for certain employees. The amounts recoginised as an expense in the period was £41,159 (2023 - £41,028). At 31 August 2024 there were £nil contributions that had not been paid over to the pension scheme (2023 - £nil).

Notes to the Financial Statements

For the year ended 31 August 2024

18.Movement in funds

	*Restated At 01.09.23 £	Net movement in funds £	Transfers between funds £	At 31.08.24 £
Unrestricted funds:				
General fund	7,797,641	1,133,064	-	8,930,705
Restricted funds:				
Capital grant and maintenance grants	-	44,869	-	44,869
EFSA grants	449	1,795	-	2,244
	449	46,664	-	47,113
Endowment funds:				
Freehold property	3,048,071	(149,101)	-	2,898,970
TOTAL FUNDS	10,846,161	1,030,627	-	11,876,788

Net movement in funds, included in the above as follows:

	Incoming resources £	Resources Expended £	Gains and losses £	Movement in funds £
Unrestricted funds:				
General fund	6,775,812	(5,709,274)	66,526	1,133,064
Restricted funds:				
Covid 19 funding	20,918	(20,918)	-	-
National tutoring grant	(2,664)	2,664	-	-
Teachers pay and pension grant	163,850	(163,850)	-	-
Capital grant and maintenance grants	124,421	(79,552)	-	44,869
EFSA funding	11,497	(9,702)	-	1,795
	318,022	(271,358)	-	46,664
Endowment funds:				
Freehold property	-	(149,101)	-	(149,101)
TOTAL FUNDS	7,093,834	(6,129,733)	66,526	1,030,627

* See note 21 for details on the prior year adjustments.

Notes to the Financial Statements

For the year ended 31 August 2024

18.Movement in funds (continued)

The specific purposes for which the funds are to be applied are as follows:

Covid19 Funding

The Covid Recovery premium is part of the government's package of funding to support pupils whose education has been impacted by COVID-19. The total grant received in the year was £20,918 (2023 - £21,266)

National Tutoring Grant

The National Tutoring Programme (NTP) provides primary and secondary schools with funding to spend on trageted academic support, delievered by trained and experienced tutors and mentors. The total grant received in the year was £2,664 (2023 - £3,384)

Teachers Pay and Pensions Grants

The Teachers Pay and Pensions Grants are grants received from the DFE to offset the cost of the increase in the teachers' pay scales and the increase in the percentage of the employers contribution into the Teachers Pension Scheme. The total amount received in the financial year was £163,850 (2023 - £77,786)

Capital Grant and Maintenance Fund

The Capital Grant fund is grants received from the DFE that are solely for the use for the maintenance and upkeep of the school.

The total grants received in the year was £124,421 (2023 - £134,916) of which £nil has been carried forward to the next financial year.

ESFA Grants

The school receives various funding from the ESFA for pupil premium and pupil placements. The balance of the funding is carried forward to the next financial year.

19.Related party disclosures

There were no related party disclosures during the current and previous financial years.

20.Capital Commitments

The capital commitments as at 31 August 2024 was £nil (2023 - £652,710).

Notes to the Financial Statements

For the year ended 31 August 2024

21. Prior year adjustments

Prior year adjustments relate to the derecognition of the pension asset capping the asset ceiling to £nil. The change has resulted in a decrease in the charities funds of £727,000 for the year ended 31 August 2023.

	2023 £
Decrease in pension asset	(727,000)
Decrease in funds	(727,000)

In addition cash held in a deposit account with a maturity of over three months has been moved to current assets. There is no overall change to the charities funds for the year ended 31 August 2023.

	2023 £
Decrease in cash	(1,000,000)
Increase in current assets	1,000,000
Change in funds	-

Notes to the Financial Statements

For the year ended 31 August 2024

22.Analysis of the Statement of Financial Activities for the year ended 31 August 2023 by fund type

The 2024 statement of Financial Activity only shows the 2023 comparative data in total. The statement below shows the 2023 comparative date by fund as well.

	*Restated Unrestricted funds £	Restricted funds £	Endowment fund £	*Restated Total funds £
INCOME AND ENDOWMENTS FROM:				
Charitable activities;				
- Swalcliffe Park School CIO	7,064,970	248,601	-	7,313,571
Investment income	64,574	-	-	64,574
Total	7,129,544	248,601	-	7,378,145
EXPENDITURE ON:				
Raising funds	15,140	-	-	15,140
Charitable activities;				
- Swalcliffe Park School CIO	5,993,513	368,733	149,102	6,511,348
Other	12,286	-	-	12,286
Total	6,020,939	368,733	149,102	6,538,774
Net gains / (losses) on investments	(78,936)	-	-	(78,936)
Remeasurement gain / (loss) on defined benefit pension scheme	(361,000)	-	-	(361,000)
NET INCOME	668,669	(120,132)	(149,102)	399,435
Transfer between funds	-	-	-	-
Net movement in funds	668,669	(120,132)	(149,102)	399,435
RECONCILIATION OF FUNDS				
Total fund brought forward	7,128,972	120,581	3,197,173	10,446,726
TOTAL FUND CARRIED FORWARD	7,797,641	449	3,048,071	10,846,161

* See note 21 for details on the prior year adjustments

Glossary of acronyms

AGM	Annual General Meeting
AR	Annual Review
CIO	Charitable Incorporated Organisation
CEO	Chief Executive Officer
CP	Clinical Psychology
CPD	Continuing professional development
D of E	Duke of Edinburgh
EHCP	Education Health and Care Plan
FQoL	Family Quality of Life
Headlines	Half-termly newsletter for parents, staff and Governors
LA	Local Authority
NASS	National Association of Special Schools
OT	Occupational Therapy
QA	Quality Assurance
QoL	Quality of Life
SIP	School Improvement Plan
SORP	Statement of Recommended Practice
SPS	Swalcliffe Park School
SaLT	Speech and Language Therapy
SWALSS	South and West Leaders in Special Schools

4 'Whys' for students

C	Communication
SM	Self-Management
I	Independence
A	Achievement

4 strands of support for families

S	School
F2F	Family to Family
H	Home
T	Training

SWALCLIFFE PARK SCHOOL CIO

England & Wales - Charity number 1173113

Accounts



Swalcliffe Park School

Swalcliffe Park School CIO Trustees' and Financial Report

For the Year Ended 31 August 2023

Different Thinking

Brighter Futures

Ofsted Outstanding Provider

National Autistic Society Accredited Advanced 2021

Swalcliffe Park School
Swalcliffe Banbury
Oxfordshire OX15 5EP

T: 01295 780 302
admin@swalcliffepark.co.uk
swalcliffepark.co.uk

DfE No: 931/7007
CIO Registered Charity No: 1173113
Principal: Robert Piner
CEO: Kiran Hingorani MEd

Annual Report

For the Year Ended 31 August 2023

Section A: Report of the Trustees

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2 Charitable Objectives
3 Activities
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6 Working With Families
7 Working With Partners
8 Working With Resources
9 Strategic Report
Structure, Governance, Leadership and Management
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SECTION A: Report of the Trustees

1. Introduction

This is the fifth Annual Report of the CIO and is due to be presented to the Resources meeting in the first half of the Spring Term 2024 in advance of the AGM on February 1st.

This report is an overarching document for organisational self-evaluation and as such needs to be read in conjunction with a range of additional reports including:

- School Improvement Plan 2022/23
- Exam results and destinations 2023
- Staff Training Plan 2022/23
- Safeguarding Audit 2022/23
- Ofsted residential inspection report March 2023
- Reports from external quality assurance partners:
  Education (Will Morgan)
  Residential Care (Standard 20)
  Therapy support (Nicola Kenny) and
  Independent visitor (Sarah Mullen)
- Health and Safety related reports including Fire Risk Assessment, Health and Safety, Water Risk Assessment and British Engineering Service report.
- Financial audit
- CEO Business reports: x 5 across the year
- Headlines newsletters: x 6 (2 per term)
- 'Quality of Life' newsletters: x 6 (2 per term)
- Governor monitoring activities and reports
- Independence Plus curriculum outcomes
- Animation for policy and practice
- 'Quality of Life' small scale action research projects

The trustees have adopted the provisions of the Statement of Recommended Practice (SORP) for Accounting and Reporting by Charities in preparing this Annual Report and Financial Statements.

The Financial Statements have been prepared in accordance with the accounting policies set out in the notes to the accounts and comply with the charity's governing document, the Charities Act 2011 and Accounting and Reporting SORP applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland, published in 2019.

The audited accounts are included in Section B of this report.

2. Charitable Objectives

Our objective is to transform the lives of young people and their families by providing specialist education, therapeutic support and residential care and in particular by providing a school at Swalcliffe Park.

To achieve this, we have developed a 'Quality of Life' framework and approach to improving outcomes for our students and their families. This underpins our ethos, culture and behaviour. It drives everything we do and informs our curriculum, operational and strategic planning and self-evaluation.



3. Activities

Swalcliffe Park is a CIO that operates a non-maintained specialist school offering residential and day places for 71 students, aged 10-19, who are on the Autism Spectrum. All students have an Education, Health and Care Plan (EHCP) and their placements are sponsored by their home Local Authority (LA). During 2022/23 we have been working with 21 LAs.

Our overall aim is to improve the Quality of Life (QoL) of our students and their families, now and in the future. We do this by providing 'Outstanding Education, Therapy and Residential Care to our students and high levels of support to their families.

The CIO also operates the QoL network for sharing best practice amongst schools and colleges who are interested in implementing a QoL approach in their organisations. Staff contribute to the wider pool of autism knowledge through national and international conference presentations and conducting small scale action research projects. Staff also contribute to a number of national special education bodies including NASS (National Association of Special Schools), SWALSS (South and West Leaders in Special Schools) and the National SEND Forum.

In overseeing and guiding the work of the CIO, Trustees have given careful consideration to the Charities Commission's public benefit guidance and have ensured that the organisation has continued to be focused on:

- Ensuring the reputation of the organisation is based on best practice in safeguarding young people.
- Maintain the 'Outstanding' Ofsted judgements for the education, therapy and residential care we provide.
- Maintaining our 'Advanced Level' Autism accreditation.
- Building on our reputation for innovation through the development of our 'Quality of Life' framework, approach and the QoL network.
- Raising the profile of the school locally, nationally and internationally through outreach work, conference presentations, research and partnership work.
- Developing the academic, vocational and independence strands of our curriculum.
- Developing our therapeutic provision during the school day and after school.
- Attracting high-calibre staff to all disciplines and ensuring they receive ongoing training and support.
- Maintaining a high number of students on roll which guarantees the financial stability and sustainability of the school.
- Ensuring the site and facilities are safe, fit for purpose and promote student and staff wellbeing.

These aspects of operation can be tracked through the documents listed in the introduction above which are from a range of internal and external authors.

In 2021 the school produced a set of strategic goals which were to run from the time of writing for a 3-year period from 2021-2024. These are set out below and the information in this report is organised under these headings. These goals will be formally reviewed and updated by Governors in the Summer term of 2024 and a full evaluation will be included in the Annual Report for 2024.



4. Student profile and numbers

Start of term	Projected numbers	Actual numbers
Autumn 2018	41	43
Spring 2019	45	51
Summer 2019	48	54
Start of term	**Projected numbers**	**Actual numbers**
Autumn2019	45	48
Spring 2020	49	56
Summer 2020	53	58
Start of term	**Projected numbers**	**Actual numbers**
Autumn 2020	60	65 (Sept) 69 (Nov)
Spring 2021	68/69	71
Summer 2021	68/69	71
Start of term	**Projected numbers**	**Actual numbers**
Autumn 2021	64	71
Spring 2022	66	72
Summer 2022	69	71
Start of term	**Projected numbers**	**Actual numbers**
Autumn 2022	67	73
Spring 2023	73	73
Summer 2023	76	76

The school has terms of approval from the DfE which is reflected in our admissions process and enables us to provide residential and day places for boys aged 10-19 who are on the autism spectrum. The school is open to referrals for pupils who meet the criteria from all Local Authorities in England and Wales. The school offers assessments for admission throughout the academic year.

Within these terms of approval, the school accommodates a wide range of individual needs of students including religion, medical, diet and culture and our 'Quality of Life' approach helps to foster a safe, inclusive, tolerant and respectful community.

In March 2023 the school was subject to its annual OFSTED inspection under the framework Residential Special Schools. We were delighted to be judged as '**Outstanding**' in all categories and extracts from the report are interspersed throughout this document.

As in previous years our work is organised under four main headings as set out below:

5. Working With Students (WWS): Strategic Goals 2021-24

1. Increase and maintain student numbers to 78 over three years: fifty percent of places to be residential.
2. Improve QoL outcomes for current and ex-students.
3. Ensure the school day and waking day curricula are meaningful for all students and include an integral focus on safeguarding.
4. Continue to develop ways of hearing and responding to student voice.

'Students make exceptional progress at the school. Staff and students share a deeply embedded ethos which centres on their 'Quality of Life' approach' OFSTED March 2023

WWS Goal 1: Increase and maintain numbers to 78, fifty per cent of places should be residential:

Over the past year, we have carried out a range of activities to maintain our overall and residential numbers. At the time of writing, residential numbers are below 50% but overall numbers are higher than they have ever been. The landscape for residential placements is changing as the number of schools offering this provision decreases, so we are confident that numbers will increase over the coming years.

Video: We produced a video which includes students and families talking about the value of residential places and how much they have valued the experience. This video is available on our 'YouTube' channel and is being promoted through social media.

Meetings: We have hosted 4 online prospective parent afternoons per term, meaning 12 in total across the year. These are used to give prospective parents an opportunity to meet with Senior Leaders and ask questions about the referrals, process, student population and any aspect of school life. There is a particular focus on residential provision during these meetings.

Animations: We have added to our series of animations, which are now all housed on our 'YouTube' channel. Titles now include:

- Safeguarding
- Quality of Life
- Referrals and Admissions
- Keyworking
- Fire safety
- Intruder safety
- Independence Plus
- Transitions out of school

Letters: We have written to a number of Local Authorities to introduce ourselves and provide information on our residential provision, including the March 2023 OFSTED inspection report.

Presentations: We were invited to present at the Autism Shows in London, Manchester and Birmingham and also wrote 4 articles which were published in the associated 'Autism Eye' magazine. These articles related to Quality of Life, Independence Plus, Speech and Language Therapy and preparation for leaving school.

Representation and profile raising: We are members of a number of national bodies, (see Working With Partners section), and are invited to present our work at a range of national and international

conferences. We also lead the QoL network which is a best practice sharing forum for school interested in adopting a QoL approach.

WWS Goal 2: Improve 'Quality of Life' outcomes for students and ex-students

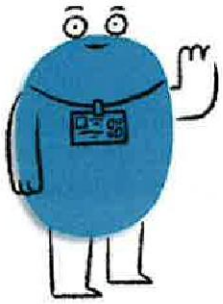
Induction training: Always has a focus on our 'Quality of Life' approach, for all roles within the organisation. This helps us to maintain our school ethos and culture which is focused on improving QoL outcomes for all our students and their families.

Whole school training: Each year the school has a training plan which includes a range of topics that contribute to our QoL approach. See staff training in Section 8 Working With Resources.

Appraisal: As our QoL approach underpins our whole school ethos and practice, all staff appraisal targets are linked to upskilling ourselves in the contributions we make. In 2022/23 the focus on appraisal for all staff was on keyworking.

Action research: Our QoL approach remains the focus of small-scale action research projects carried out in school as this helps us to see the impact on our current students and former students. In 2022/23 we participated in two internal projects and one external project with the National Association of Special Schools (NASS).

Policies: All policies and job descriptions are being revised so that they all track back to improving QoL outcomes for our students and families.



Keyworking: discussions and end of term Quality of Life surveys are used to inform areas of focus to evaluate progress on the issues being addressed at the time and to set areas of focus for the term ahead. Data from QoL surveys is used to inform planning for student support and outcomes on an individual basis, whilst whole school data is used to inform curriculum, operational and strategic planning. An example of this was the review of the 'Independence Plus' curriculum during the summer term, which resulted in the creation of end of Key Stage outcomes and a project-based approach to delivering the curriculum across the school.

Destinations for the 9 school leavers in July 2023 were:

As in previous years the school is proud that all leavers have a destination when leaving school. In Government terms this means we have no NEETS (Not in Education, Employment or Training). The destinations for leavers in July 2023 were as follows:

- Level 1 Motor vehicle: Banbury College
- Level 3 Media: Banbury College
- Employment: Animal Antiks charity: Bucks
- Independence and Life skills: Hereward College, Coventry
- Independence and Life skills: Boveridge College
- Biochemistry: Warwick University
- Environmental Science: Reading University
- T Level Engineering: Abingdon College
- T Level: Digital Production, Design and Development Abingdon College
- Level 1 Media: Milton Keynes College





Working With Students

Duke of Edinburgh's (D of E) Award: by Bill Adkins

SWALCLIFFE PARK SCHOOL

D of E expedition season is now well and truly underway! We kicked off with the 'Bronze' group practice walk and this was the first time the boys had done anything like this, so it was a big learning curve. The boys completed the two-day walk and overnight camp in preparation for their qualifying expedition.

Meanwhile, the 'Silver Award' group have also been busy..

...their expedition was based from Youlbury Scout Camp in Oxford. Unfortunately, as you can see from the pictures, the weather was not as kind to us, and they had heavy rain to deal with. However, spirits weren't dampened, and they took it all in their stride, completing the weekend by pulling together and demonstrating great teamwork.

Headlines: Six editions of the Headlines newsletter were written, one per half term providing a news update for all students, staff, families and Governors, about what is going on in school to improve quality of life outcomes for students and families.

WWS Goal 3: To ensure the school day and waking day curricula are meaningful for all students and include an integral focus on safeguarding.

"Students live in a safe and supported environment. A skilled safeguarding team ensures that any concerns are identified and swiftly managed well." OFSTED March 2023

Safeguarding: In December 2022 we returned our Annual Safeguarding Audit for Oxfordshire which fulfilled our statutory obligation and there were no points of action to follow up. The school has an internal Safeguarding Team, who all have the relevant training for their roll and two Safeguarding Governors are also part of the team. They met on a regular basis throughout the year, and Safeguarding practice within the school was graded as 'Outstanding' by Ofsted in March 2023, which is a grade higher than the previous year when it was judged to be 'Good'.

In March 2023 we had our annual Ofsted inspection for our residential provision, under the national Minimum standards for residential special schools framework. This resulted in another overall judgement of 'Outstanding', which continued our longstanding track record of 'Outstanding' judgements.

"Local area safeguarding professionals have close links with the school, providing support advice and training for staff. The school has an open and transparent approach to all safeguarding concerns and seeks professional guidance when needed." OFSTED March 2023.

'Independence Plus': During the summer term we reviewed the Independence Plus curriculum and reorganised the content under 6 Headings:



- My safety
- My future
- All about Me
- In school
- At home
- In the community

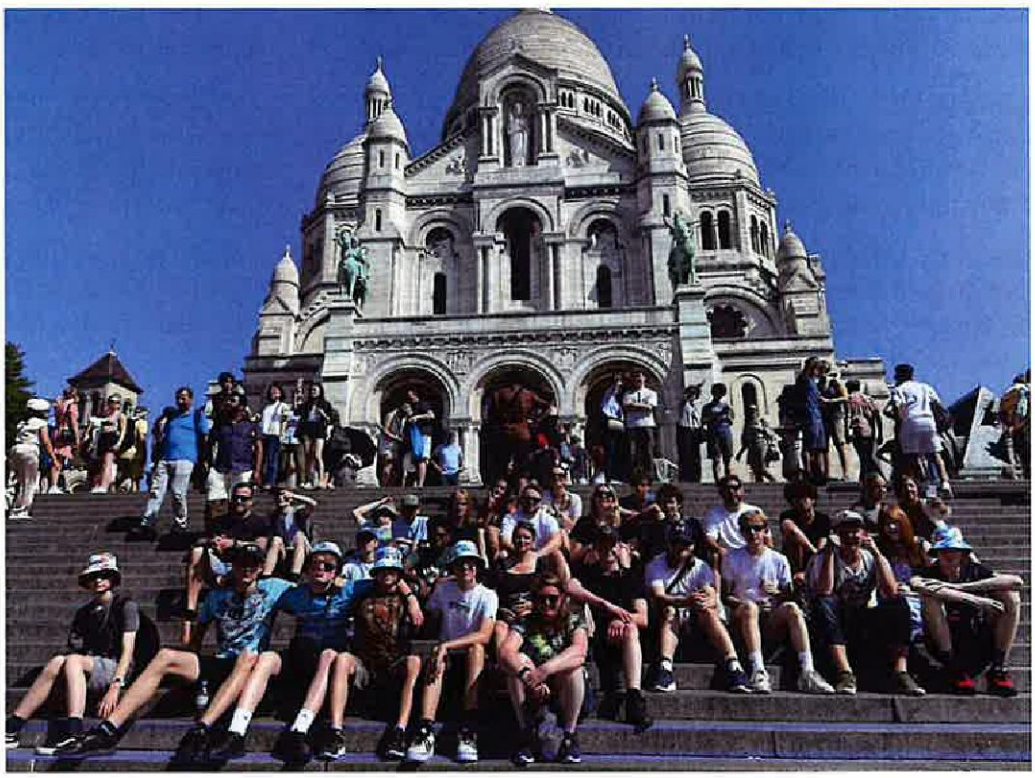
The 'My Safety' section includes the school's safeguarding curriculum, and the content is directly linked to each student's risk assessment. We also wrote end of Key Stage outcomes for each section which are benchmarked against mainstream developmental milestones. This allows us to involve students in tracking their progress against their mainstream peers so that together we can help identify specific areas of support and recommend EHCP outcomes which are reported to LAs and families in Annual Review reports. Our 'Independence Plus' curriculum, combined with weekly keyworking makes a significant contribution to each student's personal development and preparation for adulthood.

Residential trips: We were delighted to be able to run three residential trips and a number of themed days out for students who did not feel that they could attend on a residential basis. The three residential options were:

- Barcelona: city tour
- Paris: City
- Snowdonia: outward bound activities.

All students returned to school having had an enjoyable and memorable experience and participation helps to increase self-confidence and resilience by providing opportunities to generalise and develop new skills in a wider range of contexts.

'Staff's effective use of the school's social curriculum, key working and transparent dialogue with students has supported them to learn to understand and manage their own behaviour.' OFSTED March 2023



WWS Goal 4. Continue to develop ways of hearing and responding to student voice.

The school prides itself on the number of different ways that we hear and respond to student voice.

Keyworking: is an integral part of our QoL approach. This provides a weekly 1:1 opportunity for students to raise any issues they wish to with their keyworker. Keyworking is included in every student timetable and seen as the most important lesson of the week.

House meetings: Resident students are encouraged to attend weekly house meetings where they can raise issues such as staying safe, evening and weekend activities, food and any other issues they wish to raise. Minutes of meetings are kept and displayed on a noticeboard, so they are available for all to see and revisited at the beginning of subsequent meetings.



Student Council: The Student Council is comprised of one member from each class group so that all students can have their views represented. A Governor is always invited to join the meetings and reports back to the Full Governing Body. Questionnaires are sent out to every student two weeks before the council meeting, this will then give enough time for staff to go through all the replies and seek the answers/solutions in time for the meeting.

A PowerPoint presentation is also created each term which highlights student suggestions and the answers/solutions from the previous half term's questionnaire. Each tutor goes through the PowerPoint presentation with their group on the day of completing the latest questionnaire.

The minutes of the meeting are then typed up and displayed on two different notice boards and displayed in a "you said", "we did" format.

Governor Conference Day meetings: Governor Conference days take place towards the end of each half term, and students are always invited to talk directly to Governors on various aspects of school life. Topics covered during the year included sustainability; school food; preparation for examinations and the Green Power Racing club.

Independent visitor: The school has an 'Independent Visitor' who comes on site every two weeks and is available for resident students to talk to if they have any concerns. This can be helpful if they do not feel there is anyone in school with whom they wish to share specific information.

Annual Review: Every student is invited to join part or all of his Annual Review meeting. This allows them to have their voice heard in a formal meeting forum with their LA representative present. This will include asking if they are happy in school, how they feel they are making progress, where they might need any additional support and what they might like to do in the future when they leave school.

Independent Careers Advisor: All students from Year 9 upwards have the opportunity to meet with the Independent Careers advisor to discuss their future education/training and career aspirations. S/he helps to find them to investigate local options in their home area for work experience, college placements, apprenticeships, and employment opportunities.

Childline/Ofsted: All houses contain information, including telephone numbers of whom students can call if they don't feel safe or wish to report anything out of school through official channels. This is in compliance with the requirements of the National Minimum Standards for Residential Special Schools.

6. Working With Families (WWF): Strategic Goals 2021-24

1. Continue to develop ways of hearing and responding to family voice.
2. Develop ways to support siblings.
3. Introduction of mentoring for new families.
4. Improvement in QoL outcomes for families.

"Parents express high levels of trust and belief in what the school is able to achieve for their children" OFSTED March 2023

WWF Goal 1: To continue to develop ways of hearing and responding to family voice.

A number of family focused events took place throughout the school year, and much of the content was informed by family feedback through Family QoL surveys, keyworking and the family Facebook group. All families have the same nominated keyworker as their son, who contacts them on a weekly basis and provides support to complete the termly QoL surveys. Keyworkers discuss issues relating to Family QoL so that issues can be included in areas of focus for students as well as by supporting individual families directly.

Family events throughout the year included:

Progress Days: for all students in October and February provided an opportunity for families to talk to staff from all disciplines about progress and provision for education, therapy and residential care.

Pathways Day: March (Yr 9 and above) This event focussed on course and accreditation options for the following academic year. This included options available at Banbury College courses and The Warriner School, our local mainstream Sixth Form.



Family Forum: online events covering the following topics, which were requested by families. These were presented by a combination of speakers from within the school and external professionals working in particular fields.

Term	First half term	Second half term
Autumn	Safeguarding	EHCP and Annual Reviews
Spring	Powers of attorney	SaLT: Shape coding
Summer	Careers and preparation for leaving	Independence Plus

Graduation Day: For leavers and their families was held to celebrate their SPS journeys, relive some special moments and hear about their next step destinations. Families were encouraged to bring relatives to have a look around the school, meet with staff and join the celebrations.



Headlines: Families were encouraged to use the half-termly newsletter to share articles of interest, ideas, and events. The newsletter is also used to encourage families to join in research projects and review school policies.

Social media: There is a Family Facebook group that is independent of school. However, the two Parent Governors are members of the group and have permission to report any ideas/issues to the Principal and Governing Body at the half-termly Conference Day meetings.

Prospective parents: Due to significantly increased numbers of families interested in the school we made a policy decision to continue holding all prospective parent afternoons as online meetings. This proved to be very popular as these meetings were easier to fit into busy schedules and so had less impact on work and family commitments.

Parent Trustee/Governors: As in previous years we have had two current parents fulfilling the role of Trustee /Governor and one ex-parent. They provide the Board with a family insight and act as representative parents rather than a representative of the parents. Parent Governors attend Conference Day meetings to hear about the work of the school and provide a family perspective.

Family QoL: Collecting and using Family QoL information continues to be an integral part of our work and is mainly achieved through keyworking. Families are also encouraged to share improvements in FQoL through the feedback section of their son's Annual Review. This information is then anonymised and shared with the larger parent group through the half-termly Headlines newsletter to highlight the benefits of participating in our QoL approach. This makes a useful contribution to our self-evaluation on improving Family Quality of Life outcomes.

WWF Goal 2. Develop ways to support siblings

During the course of the year the school held a number of events to which siblings were invited. These included:

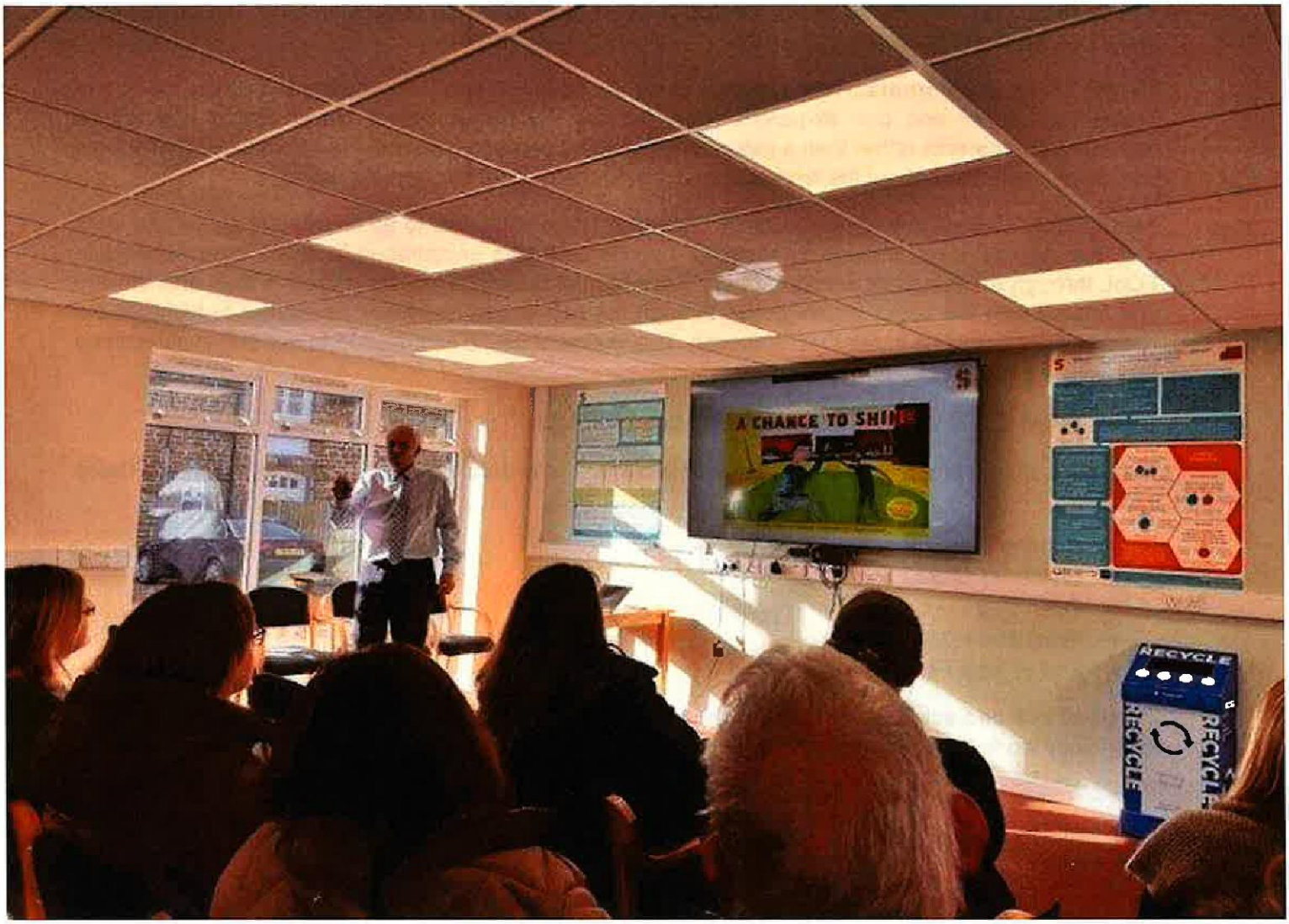
- Autumn Family Day
- Christmas Show
- Open Day
- Graduation Day
- End of Year Family Day

These all included activities for siblings and wider family members to join in and included science and technology workshops, the sale of Enterprise items, as well as a range of outdoor games and activities.



and included in the half-termly Headlines newsletter so that other families can see the wide range of benefits to the school's QoL approach.

'Parents highlighted the flexibility of response and respect for individual differences as the key strengths of the school. Parent feedback is universally positive.' OFSTED March 2023



7. Working With Partners (WWP) Strategic Goals 2021-24

1. Development of QoL network.
2. Development of outreach training.
3. Development of links with universities.
4. Maintain links with national bodies such as NASS: SWALLS; SEND Forum: DfE.

The school is keen to be considered as a confident, outward-looking centre of excellence as this supports our charitable aims, supports our school ethos and culture and helps to fulfil our Ofsted requirements.

WWP Goal 1: Development of the QoL network

Quality of Life network: During 2022/23 the QoL network continued to flourish with new members joining throughout the year. As in the previous year, we held six workshops for network members three of which were 'live' events and three online. Contracts were issued to all participating schools, and these included a suite of documents covering GDPR compliance requirements.

Half termly newsletters were sent out to all those in our QoL database providing information on new resources, presentations and aspects of best practice.



WWP Goal 2. Develop outreach training:

Autism Education Trust (AET): The school is a licenced provider of post-16 training for the AET. Training has been trialled internally with all staff and in the year 23/24 will be available to external audiences at their request.

WWP Goal 3: Development of links with Universities:

Research and presentations: We were invited to share one of our small-scale action research projects on the impact on students and families making the transition into a specialist school with a QoL approach. This was presented at the Autism Europe Conference in Berlin in October 2022. As a result of a separate research collaboration with Prof Eapen, University of New South Wales, we were also invited to present as part of a symposium at the International Psychiatry conference in Dubai in December 2022. In addition to the above, we presented our QoL approach at all 3 Autism Shows in London, Birmingham and Manchester and at a conference hosted by Suffolk University in conjunction with Beyond Autism.



WWP Goal 4: Maintain links with national bodies such as NASS, SWALSS, SEND Forum and DfE

National bodies: As part of our wider contribution to special education we were also represented on the Executive Boards for National association of Special Schools (NASS), South and West Leaders in Special Schools (SWALSS) and the National SEND Forum. At the end of the school year, we were also invited onto the Executive Board for a new umbrella organisation for autism practitioners called the National Association for Advancing Autism Education (NAAAE).

8. Working With Resources (WWR) Strategic Goals 2021-24

1. **Develop facilities and resources in line with student, family and staff training needs.**
2. **Ensure financial stability and sustainability for the CIO.**
3. **Develop Staff, Management and Leadership teams (inc. Governors), to reflect school size and strategic aims.**
4. **Ensure we recruit and retain the best staff and governors and support with meaningful CPD.**

'Staff benefit from high-quality professional and personal support'. OFSTED March 2023

WWR Goal 1 Develop facilities and resources in line with student, family and staff training needs.

Facilities: A new training room was opened in September and used to host a wide variety of events throughout the year including staff training, Trustee meetings, Family training events and Quality of Life workshops. This has been extremely well used and received positive comments from all concerned.

Sustainability: The school is keen to ensure that we are both energy efficient and not wasteful when it comes to buying, using and recycling materials and food. There has been a strategy to increase the amount of energy generated through the installation of solar panels, and data collected is incorporated into the Science and Maths curricula.

Health and Safety: Annual assessment by Oxfordshire Health and Safety team resulted in the following judgement: '**Excellent. Mark and the team continue to maintain compliance on site to the highest standard. I have made a few observations, but these are all very minor. June 2023**



WWR Goal 2. Ensure financial stability and sustainability for the CIO

Trustee Governors: The CIO is overseen by a Board of Trustees/Governors which includes the Chief Executive Officer and the school Principal. There is an elected Chair and Vice Chair, as well as positions with specific areas of responsibility such as Safeguarding, Health and Safety.

There are also two elected staff Governors and two elected parent Governors. The whole group meet at half termly Conference Day meetings (6 per year) to monitor and scrutinise aspects of practice within the school, receive training, meet staff and hear student and family voice. Trustee Governors are seen as part of the organisations' Leadership and Management within Ofsted's inspection frameworks.

Resources meetings: The Trustees also meet for a half termly meeting which has a focus on Finance, HR and Site. A business report is submitted in advance of the meeting which includes annotated cash flow and management accounts. The report also includes information regarding student numbers which are the main source of income to the CIO. This group does not include staff or parent Governors to avoid potential conflicts of interest.

Fees: Trustees voted to increase fees for new students by 5% at the Resources meeting in November. This was to help offset the impact of the higher-than-expected inflation in terms of energy and food costs as well as national wage inflation. The new fee was introduced in January 2023.

Accounts: The audited accounts for the year are included in this Annual Report. As the school is a Charitable Incorporated Organisation (CIO) any surplus funds are recycled for the purpose of improving 'Quality of Life' outcomes for students and families. During the year the school purchased a property which border the perimeter of the school site, they also committed to buy a further property which completed after the year end. These properties will be used to support our charitable aims.

WWR Goal 3: Develop Staff, Management and Leadership teams (inc. Governors), to reflect school size and strategic evolution.

Training and development: There is an ongoing programme of training and development for all staff and Governors, including mandatory topics such as Safeguarding, Safer Recruitment and Administering Medication. Whole School Training (INSET) in 2022-2023 included:

- Safeguarding including a briefing by the Oxfordshire ESAT Safeguarding Team on KCSIE 2022 and a later in the year knowledge test quiz on KCSIE 2022
- Emergency First Aid at Work Certificate
- Medication Administration Training via PCMA and refresher training on the 'Access Education Medication Management' system
- Team Teach Levels 1 and 2 courses
- Therapeutic Concepts: Obsessive Compulsive Disorder, Self-Harm, Speech & Language Visual Supports
- Quality of Life Framework Update
- AET Autism Awareness
- Annual Review and Report Writing Training
- Epilepsy Medication Training
- "Time in other's shoes" sessions - "How we work in Residential Care and the NMSS Residential Care Standards" and "The Curriculum – how it works and supporting literacy and reading."
- Using the new Bouldering Room
- An introduction to the new Access HR Education system Self Service & Manager Modules
- Educare/TES Develop online refresher modules on a variety of mandatory and optional topics

- Individual staff have also been supported to progress through a range of professional qualifications relevant to their roles, such as MSc modules in Sensory Integration for Occupational Therapists, QCF Level 3 for Residential Care Workers, SENCO for the Assistant SENCO and a Post Graduate Certificate in Safeguarding for the Head of Care and DSL and Mental Health First Aid training for the HR & Compliance Manager.

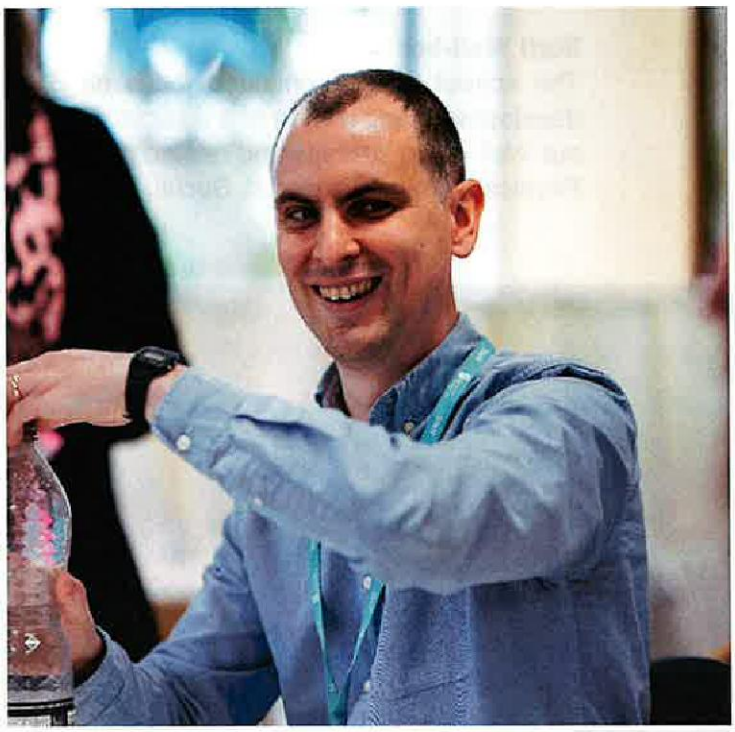
Staff Well-being

The school had a continued focus on Staff Well-being throughout the year, and this included the development and launch of a dedicated 'Sharepoint' resource. This is a portal for sharing information on our Well-being strategy and related policies. It also includes information and signposting for support with Physical, Mental, Financial, Social, Environmental and Professional Well-being.



WWR Goal 4: Ensure we recruit and retain the best staff and governors and support them with meaningful CPD.

Recruitment: We have remained creative in our approach to recruitment, making a series of short films to promote the school and specific roles. They are also used on social media platforms such as Facebook, 'YouTube' and Instagram to targeted audiences and geographical locations. This approach has reduced our individual recruitment campaign cost to around 50% of a typical external recruitment campaign.



We also introduced an 'Employee Referral Bonus Scheme' which rewards any eligible member of staff who successfully introduces a recruit, subject to certain criteria being met. This was successful in bringing in 4 new members of staff during 2022/23.

Staff turnover: The school's voluntary turnover of staff remains very low compared to relevant sector averages, 9.3% which compares extremely favourably with the Education sector (18-20% voluntary turnover for teachers, higher for support staff) and Social Care sector (25% voluntary turnover of care staff) in general. Our Staff Stability Index remains high and has risen slightly to 96.7% and again shows a healthy position in terms of staff retention but also allows new staff to join the school, bringing their experiences and ideas. During this reporting period, the school has:

- Had an acceptance rate for offers of employment of 100%
- No leavers during their probationary periods.
- An average length of continuous service for staff of 7 years
- Demonstrated a commitment to accommodating flexible working requests and part-time working options (8 cases) whilst still putting the students' needs for continuity of provision and keyworking support at the centre of our decision-making.

During the academic year, the following positions were vacated between 1st September 2022 and 31 August 2023:

Assistant Psychologist (fixed term contract) x 2	Our 2 Assistant Psychologists left as planned at the end of their fixed-term contracts. LSAs – 3 promotions or changes of career. Senior Teachers – 3 promotions within the SEND field. SaLT Assistant – end of fixed term placement. RCW – return to full-time university course. Vice Principal – new senior opportunity within a group of international schools.
Learning Support Assistant x 3	
Senior Teacher Science x 1	
Senior Teacher Key Stage 3 x 2	
Speech & Language Therapist x 1	
SALT Assistant x 1	
Residential Care Worker x 1	
Vice Principal x 1	

Staff retention: The Residential Care team has been fully staffed through the reporting period for this Annual Report and only 2 out of the 17 staff are not yet eligible for the top pay rate.
The school revised and improved its Family Friendly Benefits Policy with enhanced pay and benefits above the statutory for maternity, paternity and adoption leave was very positively received. The phased return to full contractual hours over the first month of return, on fully contractual pay, has enabled smooth transitions back to work and 100% retention of key specialist staff.

'Leaders are dedicated to sharing good practice widely. They have set up a network of schools to share the approaches that the school has developed. They also provide advice, support and guidance to a range of external professionals working with students with special educational needs.' OFSTED March 2023.

9. Strategic Report

Structure, Governance, Leadership and Management

Governing document

The Charity is controlled by its Constitution (2018).

Recruitment and appointment of new Trustees

The Board of Trustees requires breadth and depth of experience to carry out its duties effectively and efficiently. When recruiting new Trustees consideration is given to the skills and experience and specific requirements that have been identified by the vacancy.

Organisational structure, Governance and Leadership

There is a Board of Trustees which includes a Chair, Vice Chair, two parent Governors and one staff Governor who is the Assistant Principal: Achievement. The Chief Executive Officer and the Principal are also Trustee Governors.

The Trustee Governors are responsible for the overall management and control of Swalcliffe Park CIO. The group meets six times a year for a Business and Resources meeting with a focus on financial management, site management/ development and human resource management and development. In addition to these meetings there are three half day and three whole day conference meetings which have a focus on strategic development, training and monitoring of organisational performance.

All Governors are invited to all meetings and there are no sub committees in operation. Where additional pieces of project work are required a temporary 'working group' of willing volunteers is established and then disbanded on completion of the task. All working groups report directly to the Resources and Conference Day meetings.

The work on implementing policies is carried out by the Trustees together with the Senior Leadership Team, which comprises of the Chief Executive Officer, Principal, Vice Principal and 5 Assistant Principals. The Principal and senior staff pay is set by the Trustees and is kept under annual review. The criteria used in setting pay includes the nature of the role and responsibilities, the sector salary for comparable positions and competitor salaries in the region and related work.

Reserves and Financial Health

Our primary source of income is from student fees with additional amounts received in grants and donations, all of which are directed into providing outstanding education and residential care for our students. We benefit from certain tax exemptions on charitable activities, however, we are unable to reclaim VAT input tax on our costs as our fees are exempt from VAT.

The Trustees regularly review the finances, budgets and spend against budget with a monthly cash flow analysis as part of the effective stewardship of the school. This is conducted through half termly Resource meetings, to which all Trustee Governors are invited.

In recent years substantial sums have been invested into refurbishment and improvements to maintain excellent educational and residential facilities for our pupils.

Investment activities are managed in line with the requirements of the Trustee Act 2000. The Governors have appointed Evelyn Partners as investment manager. Our investment policy is a medium-risk approach for the growth of the portfolio of investments.

It is the policy of the Charity to hold cash reserves in its unrestricted funds. The Trustees set the level of these reserves at a minimum of £3,250,000 after undertaking an assessment of the Charity's needs.

At the end of the year the unrestricted reserves stood at £8,524,641 and restricted reserves stood at £449.

Related parties

All Trustees give their time freely and no remuneration or expenses were paid in the year. Any connection between a Trustee or Senior Leader with a third-party contractor must be disclosed to the full Board of Trustees. In the current year no such related party transactions were disclosed.

Within the structure of the CIO there is a combined role for Governors and Trustees resulting in a flatter more inclusive structure. This means that the Board of Trustees now contains those former staff Governors. They are unpaid for their role as Trustees.

Fundraising Standards Information

The CIO does not carry out significant fundraising activities and does not use a third-party fundraiser.

Risk management

The Trustees have a duty to identify and review the risks to which the CIO is exposed and to ensure appropriate controls are in place to provide reasonable assurance against fraud and error. There is a documented process to identify and assess potential risks and implement proportionate controls. A formal review of the **Charity's** risk management process is undertaken on an annual basis by Senior Leaders and a group of Trustees.

This is then shared with the full Board of Trustees.

The current main risks and plans to manage them are:

- Funding

  Our financial viability is based on student fees funded by Local Authorities. This risk is managed by enhancing our reputation for the highest quality practice and innovation in order to give Local Authorities and prospective parents confidence in choosing Swalcliffe Park as their preferred school. Show casing the quality of our work through a range of profile-raising activities is an important aspect our operational and strategic planning, in conjunction with building relationships with Local Authorities and active cash-flow management.

- Reputation

  The school's success is also built on its reputation for the care and well-being of our students and work to support families. We manage this risk through policies and best practice in:

  - Safeguarding
  - Safer Recruitment
  - Health and Safety
  - Quality of Life framework
  - Key working

- Quality assurance

  The school also places significant reputational value on external evaluations of performance though bodies such as Ofsted and Autism Accreditation. Significant effort is devoted to ensuring the school maintains its current outstanding status and advanced level Autism Accreditation (Feb 2021).

  A rigorous framework for quality assurance (QA) across the organisation ensures Trustees are satisfied that the major risks identified have been adequately addressed. However, it is recognised that systems can only provide reasonable but not absolute assurance that major risks have been adequately managed.

  Governors were invited to join a range of QA activities online including: Referral meetings; attendance meeting; Student Council meetings; Careers meetings; Daily handover meetings and whole school events such as Progress Days and meetings for Prospective Parents.

- Business continuity planning:

  Maintaining the intellectual capital and sector experience within the organisation was an aspect of risk management that Trustees actively addressed through a strategic review of Governance and Leadership. This resulted in the creation of a new leadership Team including the creation of 5 Assistant Principals with the responsibilities for Referrals; Communication and Independence; Self Management; Residential Care and Achievement.

10. Reference and Administrative Details

Registered Company number
CE010870 (England and Wales)

Registered Charity number
1173113

Registered office
Swalcliffe Park School
Swalcliffe
Banbury
Oxfordshire
OX15 5EP
01295 780302

Trustee Governors

Caroline Adams		
Peter Everett		
Kiran Hingorani	Chief Executive	
Gill Manthorpe	Vice Chair	
Rob Piner	Principal	
Paula Protherough	Chair	
Rachel Sands		
Ryan Smith		
Cathy Stoertz		
John Tasker		
Kim Harman		Appointed 05/05/2023
Wendy Murphy		Appointed 05/05/2023

Governors

Andrew Sears	Member of staff	Resigned 31/08/2023
Aaron Moore	Member of staff	Appointed 01/06/2023
Debbie Andrioli	Parent	Resigned 31/08/2023
Michelle White	Parent	
Dr Karen Nokes	Parent	Appointed 01/09/2023

Auditors
Dafferns LLP
One Eastwood
Binley Business Park
Coventry
CV3 2UB

Investment Advisors
Evelyn Partners
25 Gresham Street
London
EC2V 7BG

11. Statement of Trustees Responsibilities

The Trustees are responsible for preparing the Report of the Trustees and the financial statementsin accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

The law applicable to charities in England and Wales requires the Trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charity and of the incoming resources and application of resources, for that period. In preparing those financial statements, the Trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charity SORP 2019 (FRS 102);
- make judgements and estimates that are reasonable and prudent;
- state whether applicable accounting standards have been followed, subject to any material departures disclosed and explained in the financial statements;
- prepare the financial statements onthe going concern basis unless it is inappropriate to presume that the charity will continue in business.

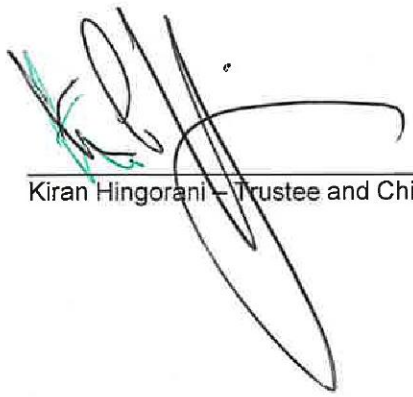
The Trustees are responsible for keeping proper accounting records which disclose withreasonable accuracy at any time the financial position of the charity and to enable them to ensure that the financial statements comply with the Charities Act 2011, the Charities (Accounts and Reports) Regulation 2008 and the provisions of its Constitution (2018). They are also responsible for safeguarding the assets of the charity and hence fortaking reasonable steps for the prevention and detection of fraud and other irregularities.

The trustees are responsible for the maintenance and integrity of the charity and financial informationincluded on the charity's website. Legislation in the United Kingdom governing the preparationand dissemination of financial statements maydiffer from legislation in other jurisdictions.

Auditors

The auditors, Dafferns LLP, will be proposed for re-appointment at the forthcoming Annual General Meeting.

Report of the Trustees, incorporating a strategic report approved by order of the Board of Trustees on 1 February 2024 and signed on the board's behalf by:



Kiran Hingorani – Trustee and Chief Executive Officer

SECTION B: Auditors Report and Financial Statements

12. Report of the Independent Auditors to the Trustees of Swalcliffe Park School CIO

Opinion

We have audited the financial statements of Swalcliffe Park School CIO (the 'charity') 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 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 charity'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 Charities Act 2011.

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 Auditors responsibilities for the audit of the financial statements section of our report. We are independent of the charity in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtainedis 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 charity'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 other information comprises the information included in the trustees annual report, other than the financial statements and our auditor's report thereon. The trustees are responsible for the other information contained within the annual report. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form ofassurance conclusion thereon. Our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the course of the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Matters on which we are required to report by exception

In the light of the knowledge and understanding of the charitable company and its environment obtained in the course of the audit, we have not identified material misstatements in the Report of the Trustees.

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

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

Responsibilities of Trustees

As explained more fully in the Statement of Trustees Responsibilities set out on page 17, the Trustees are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the Trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

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

Our responsibilities for the audit of the financial statements

We have been appointed as auditor under section 144 of the Charities Act 2011 and report in accordance with regulations made under section 154 of that Act.

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 is available on the Financial Reporting Council's website at: https://www.frc.org.uk/Our-Work/Audit/Audit-and-assurance/Standards-and-guidance/Standards-and-guidance-for-auditors/Auditors-responsibilities-for-audit/Description-of-auditors-responsibilities-for-audit.aspx. This description forms part of our auditor's report

Use of our report

This report is made solely to the charity's trustees, as a body, in accordance Part 4 of the Charities (Accounts and Reports) Regulations 2008. Our audit work has been undertaken so that we might state to the charity's trustees those matters we are required to state to them in an auditors' 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 charity and the charity's as a body, for our auditwork, for this report, or for the opinions we have formed.

Dafferns LLP

Dafferns LLP (Statutory Auditors)
Chartered Accountants
One Eastwood
Binley Business Park
Coventry
CV3 2UB

Dafferns LLP is eligible to act as an auditor in terms of section 1212 of the Companies Act 2006.

Date: 15 April 2024

13. Statement of Financial Activities

For the year ended 31 August 2023

	Notes	Unrestricted funds £	Resticted funds £	Endowment fund £	Year ended 31.08.23 Total funds £	Year ended 31.08.22 Total funds £
INCOME AND ENDOWMENTS FROM						
Charitable activities - Swalcliffe Park School CIO	3	7,064,970	248,601	-	7,313,571	6,759,916
Investment income	2	64,574	-	-	64,574	37,600
Total		7,129,544	248,601	-	7,378,145	6,797,516
EXPENDITURE ON						
Raising funds	4	15,140	-	-	15,140	9,514
Charitable activities - Swalcliffe Park School CIO	5	5,993,513	368,733	149,102	6,511,348	5,934,742
Other		12,286	-	-	12,286	38,572
Total		6,020,939	368,733	149,102	6,538,774	5,982,828
Net gains/(losses) on investments		(78,936)	-	-	(78,936)	(102,134)
Remeasurement gain/(loss) on defined benefit pension scheme	16	366,000	-	-	366,000	3,967,000
NET INCOME		1,395,669	(120,132)	(149,102)	1,126,435	4,679,554
Transfer between funds		-	-	-	-	-
Net movement in funds		1,395,669	(120,132)	(149,102)	1,126,435	4,679,554
RECONCILIATION OF FUNDS						
Total fund brought forward		7,128,972	120,581	3,197,173	10,446,726	5,767,172
TOTAL FUND CARRIED FORWARD		8,524,641	449	3,048,071	11,573,161	10,446,726

The notes form part of these financial statements

14. Balance Sheet

At 31 August 2023

	Notes	Unrestricted funds £	Resticted funds £	Endowment fund £	Year ended 31.08.23 Total funds £	Year ended 31.08.22 Total funds £
FIXED ASSETS						
Tangible fixed assets	10	3,085,488	-	3,048,071	6,133,559	6,172,248
Investments	11	1,450,259	-	-	1,450,259	1,480,093
Investment property	12	753,761	-	-	753,761	425,000
		5,289,508	-	3,048,071	8,337,579	8,077,341
CURRENT ASSETS						
Debtors	13	489,972	-	-	489,972	979,568
Cash at bank		4,388,083	449	-	4,388,532	3,158,050
		4,878,055	449	-	4,878,504	4,137,618
CREDITORS						
Amounts falling due within one year	14	(2,369,922)	-	-	(2,369,922)	(2,181,233)
NET CURRENT ASSETS					2,508,582	1,956,385
TOTAL ASSETS LESS CURRENT LIABILITIES					10,846,161	10,033,726
Defined benefit pension liability	16	727,000	-	-	727,000	413,000
NET ASSETS		8,524,641	449	3,048,071	11,573,161	10,446,726
FUNDS						
Unrestricted funds	17				8,524,641	7,128,972
Restricted funds	17				449	120,581
Endowment funds	17				3,048,071	3,197,173
TOTAL FUNDS					11,573,161	10,446,726

The financial statements were approved by the Board of Trustees on 1 February 2024 and were signed on it's behalf by:

Gill Manthorpe - Trustee

Paula Protherough - Trustee

The notes form part of these financial statements

15. Cash Flow Statement

For the year ended 31 August 2023

	Notes	Year ended 31.08.23 £	Year ended 31.08.22 £
flows from operating activities:			
generated from operations	1	2,018,509	2,199,345
Net cash provided by (used in) operating activities		2,018,509	2,199,345
flows from investing activities:			
ıase of tangible fixed assets		(474,834)	(1,926,380)
ıase of fixed assets investments		(129,182)	(1,000,000)
ısal of fixed assets investments		80,176	-
ıase of investment property		(328,761)	-
ɔf tangible fixed assets		-	45,450
ɜtment income		64,574	37,600
:ash provided by (used in) investing activities		(788,027)	(2,843,330)
ge in and cash equivalents in reporting period		1,230,482	(643,985)
Cash and cash equivalents at the beginning of the reporting period		3,158,050	3,802,035
Cash and cash equivalents at the end of the reporting period	2	4,388,532	3,158,050

The notes form part of these financial statements

16. Notes to the Cash Flow Statement

For the year ended 31 August 2023

1. Reconciliation of net income to net cash flow from operating activities

	Year 31.08.23 £	Year 31.08.22 £
Net income for the reporting period (as per the statement of financial activities)	1,126,435	4,679,553
Adjustments for:		
Depreciation charges	505,910	448,470
(Gain)/loss on investment	78,840	102,134
(Profit)/loss on disposal of fixed assets	7,613	(28,455)
Investment income	(64,574)	(37,600)
Defined benefit pension movements less payments	(314,000)	(3,616,999)
Decrease/(Increase) in debtors	489,596	380,530
Increase/(Decrease) in creditors	188,689	271,712
Net cash provided by/(used in) operating activities	2,018,509	2,199,345

2. Cash and cash equivalents

Cash equivalents represents the Charity's reserve policy of £3,250,000 and future capital commitments.

The notes form part of these financial statements

17. Notes to the Financial Statements

For the year ended 31 August 2023

1. Accounting policies

Basis of preparing the financial statements

The financial statements of the charity, which is a public benefit entity under FRS 102, have been prepared in accordance with the Charities SORP (FRS 102) 'Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland issued in October 2019, Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland', and the Charities Act 2011. The financial statements have been prepared under the historical cost convention with the exception of investments which are included at market value, as modified by the revaluation of certain assets.

The financial statements have been prepared to give a 'true and fair' view and have departed from the Charities (Accounts and Reports) Regulation 2008 only to the extent required to provide a 'true and fair' view. This departure has involved following the Accounting and Reporting by Charities: Statement of Recommended Practice applicable to Charities preparing accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland issued in October 2019 rather than the Accounting and Reporting by Charities: Statement of Recommended Practice effective from 1 April 2005 which has since been withdrawn.

The presentation currency of the financial statements is the Pound Sterling (£).

All monetary amounts are rounded to the nearest pound.

Income

All income is recognised in the Statement of Financial Activities once the charity has entitlement to the funds, it is probable that the income will be received and the amount can be measured reliably.

Investment income

Investment income relates to rents incoming from investment property and interest received from financial institutions.

Grants

Capital grants are recognised evenly over the life of the associated asset and capital grants are recognized as and when relevant expenditure is incurred.

Expenditure

Liabilities are recognised as expenditure as soon as there is a legal or constructive obligation committing the charity to that expenditure, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably. Expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all cost related to the category. Where costs cannot be directly attributed to particular headings they have been allocated to activities on a basis consistent with the use of resources.

Allocation and apportionment of costs

Costs have been fully apportioned to the charitable activity.

Tangible fixed assets

Depreciation is provided at the following annual rates in order to write off each asset over its estimated useful life.

Freehold property	2% on cost and Straight line over 20 years
Fixtures and fittings	33%, 25% and 20% reducing balance
Motor vehicles	33% on reducing balance

Investment property

Investment property is shown at most recent valuation. Any aggregate surplus or deficit arising from changes in market value is transferred to a revaluation reserve.

Notes to the Financial Statements
For the year ended 31 August 2023

1. Accounting policies (continued)

Taxation

The charity is exempt from corporation tax on its charitable activities

Fund accounting

Unrestricted funds can be used in accordance with the charitable objectives at the discretion of the Trustees. Restricted funds can only be used for particular restricted purposes within the objects of the charity. Restrictions arise when specified by the donor or when funds are raised for particular restricted purposes. Further explanation of the nature and purpose of each fund is included in the notes to the financial statements.

Pension costs and other post-retirement benefits

The charitable company operates a defined contribution pension scheme. Contributions payable to the charitable company's pension scheme are charged to the Statement of Financial Activities in the period towhich they relate.

The charity operates a defined benefit plan for the benefit of its employees. A liability for the charity's obligations under the plan is recognised net of plan assets. The net change in the net defined benefit liability is recognised as the cost of the defined benefit plan during the period. Pension plan assets are measured at fair value and the defined benefit obligation is measured on an actuarial basis using the projected unit method.

2. Investment income

	Year 31.08.23 £	Year 31.08.22 £
Rent received	13,655	12,992
Investment Portfolio income	37,766	20,149
Interest receivable	13,153	4,459
	64,574	37,600

3. Income from charitable activities

	Activity	Year 31.08.23 £	Year 31.08.22 £
Local authority Fees	Swalcliffe Park School CIO	6,940,881	6,535,984
Other Income	Swalcliffe Park School CIO	6,108	11,693
Grants	Swalcliffe Park School CIO	366,582	212,239
		7,313,571	6,759,916
Grants received included in the above are as follows:			
DFE Grants		366,582	212,239

Notes to the Financial Statements
For the year ended 31 August 2023

4. Raising funds

	Year 31.08.23	Year 31.08.22
	£	£
Investment management costs		
Portfolio Management	15,140	9,514

5. Charitable activities costs

	Year 31.08.23	Year 31.08.22
	£	£
Swalcliffe Park School CIO	6,511,348	5,934,742

6. Support costs

	Year 31.08.23	Year 31.08.22
	£	£
Other resources expended	12,286	38,572

7. Net income/expenditure

	Year 31.08.23	Year 31.08.22
	£	£
Auditors remuneration	11,770	11,000
Depreciation - owned assets	505,909	448,470
(Surplus)/loss on disposal of fixed asset	8,457	28,455

8. Trustees' remuneration and benefits

There were no Trustee remuneration or other benefits for the year ended 31 August 2023 nor for the period ended 31 August 2022.

The Trustees who are members of staff are remunerated at market values for their role in the day-to-day operation of the school, they have not received remuneration for their services as a Trustee.

Trustee expenses

There were no Trustees' expenses paid for the year ended 31 August 2023 nor for the period ended 31 August 2022.

Notes to the Financial Statements
For the year ended 31 August 2023

9. Staff costs

	Year 31.08.23 £	Year 31.08.22 £
Wages and salaries	3,268,706	2,684,090
Social security costs	330,772	308,207
Defined contribution pension costs	293,918	261,917
Defined benefit pension operating costs	175,000	399,000
	4,068,396	3,653,214

The key management personnel of the CIO comprises of the CEO, Principal and Vice Principals. The total employee benefit of the key management personnel of the CIO was £352,030 (2022: £250,502)

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

	Year 31.08.23	Year 31.08.22
Senior Leadership	3	3
Teaching	38	36
Care	32	33
Administration	18	16
	91	88

The number of employees whose employee benefits (including Er's NIC but excluding employers pension costs) exceeded £60,000 was:

	Year 31.08.23	Year 31.08.22
£60,001 - £70,000	1	1
£70,001 - £80,000	3	2
£80,001 - £90,000	1	2
£90,001 - £100,000	1	-
£100,001 - £110,000	2	1
£120,001 - £130,000	-	1
£130,001 - £140,000	1	-
	9	7

Notes to the Financial Statements

For the year ended 31 August 2023

10. Tangible fixed assets

	Freehold property £	Fixtures and fittings £	Motor vehicles £	Total £
COST				
As at 31 August 2022	6,267,437	2,820,534	149,417	9,237,388
Additions	18,001	456,833	-	474,834
Disposals		(77,263)	-	(77,263)
As at 31 August 2023	6,285,438	3,200,104	149,417	9,634,959
DEPRECIATION				
As at 31 August 2022	1,358,904	1,646,287	59,949	3,065,140
Charge for the year	191,387	281,273	33,250	505,910
Eliminated on disposal	-	(69,650)	-	(69,650)
As at 31 August 2023	1,550,291	1,857,910	93,199	3,501,400
NET BOOK VALUE				
As at 31 August 2023	4,735,147	1,342,194	56,218	6,133,559
As at 31 August 2022	4,908,533	1,174,247	89,468	6,172,248

Notes to the Financial Statements
For the year ended 31 August 2023

11. Fixed assets investment

	Listed/unlisted investments
	£
As at 31 August 2022	1,480,093
Additions	129,182
Disposals	(80,176)
Revaluations	(78,840)
As at 31 August 2023	1,450,259
NET BOOK VALUE	
As at 31 August 2023	1,450,259
As at 31 August 2022	1,480,093

12. Investment property

	£
MARKET VALUE	
As at 31 August 2022	425,000
Additions	328,761
As at 31 August 2023	753,761

The investment property has been valued by the trustees at 31 August 2023.

13. Debtors: amounts falling due within one year

	2023	2022
	£	£
Trade debtors	390,486	874,470
Prepayments and accrued income	99,486	105,098
	489,972	979,568

Notes to the Financial Statements
For the year ended 31 August 2023

14. Creditors: amounts falling due within one year

	2023	2022
	£	£
Trade creditors	256,645	176,155
Social security and other taxes	78,238	73,184
Other creditors	14,789	53,283
Deferred income	2,007,218	1,850,647
Accrued expenses	13,032	27,964
	2,369,922	2,181,233

15. Leasing agreements

Minimum lease payments under non-cancellable operating leases fall due as follows:

	2023	2022
	£	£
Within one year	16,384	11,620
Between one and five years	29,524	45,628
	45,908	57,248

16. Pension commitments

The charity's employees belong to three principal pension schemes; the Teachers' Pension Scheme England and Wales (TPS) for academic and related staff; the Local Government Pension Scheme (LGPS) for non-teaching staff, which is managed by Oxfordshire Pension Fund; and NEST. The first two are multi-employer defined benefit schemes.

The latest actuarial valuation of the TPS related to the year ended 31 March 2020 and of the LGPS 31 March 2019.

Contributions were payable to the schemes which amounted to £nil as at 31 August 2023 (2022 - £46,184) and are included within creditors.

Teachers' Pension Scheme

The TPS is a statutory, contributory, defined benefit scheme, governed by the Teachers' Pension Scheme Regulations 2014. Membership is automatic for full-time teachers. All teachers have the option to opt-out of the TPS following enrolment.

The TPS is an unfunded scheme to which both the member and employers makes contributions, as a percentage of salary – these contributions are credited to the Exchequer. Retirement and other pension benefits are paid by public funds provided by Parliament.

Notes to the Financial Statements
For the year ended 31 August 2023

16. Pension commitments (continued)

Valuation of the Teachers' Pension Scheme

The Government Actuary, using normal actuarial principles, conducts a formal actuarial review of the TPS in accordance with the Public Service Pensions (Valuations and Employer Cost Cap) Directions 2014 published by HM Treasury every 4 years. The aim of the review is to specify the level of future contributions. Actuarial scheme valuations are dependent on assumptions about the value of future costs, design of benefits and many other factors. The latest actuarial valuation of the TPS was carried out as at 31 March 2020. The valuation report was published by the Department for Education on 26 October 2023. The key elements of the valuation and subsequent consultation are:

- Employer contribution rates set at 28.6% of pensionable pay (including a 0.08% administration levy).
- Total scheme liabilities (pension currently in payment and the estimated cost of future benefits) for service to the effective date of £262,000 million and notional assets (estimated future contributions together with the notional investments held at the valuation date) of £222,200 million, giving a notional past service deficit of £39,800 million.
- The core cost cap cost of scheme lies within the 3% cost cap corridor. As there is no breach of the cost control mechanism, there is no requirement for the Secretary of State for Education to consult on changes of the scheme.

The next valuation result is due to be implemented from 1 April 2027.

The employer's pension costs paid to TPS in the year amounted to £251,751 (2022 - £224,202)

A copy of the valuation report and supporting documentation is on the techers' Pensions website
tps-ew-2020-valuation-results-report---26_10_23-(002).ashx (teacherspensions.co.uk)

Under the definitions set out in FRS102, the TPS is an unfunded multi-employer pension scheme. The charity has accounted for its contriubtions to the scheme as if it were a defined contribution scheme. The charity has set out above the information available on the scheme.

Local Government Pension Scheme

The LGPS is a funded defined benefit pension scheme, with the assets held in separate trustee-administered funds. The employer's contributions totalled £108,826 (2022- £103,758). From 1 April 2020 the agreed contributions rates are 16.3% for employers and an average of 6.5% for employees.

	Defined benefit pension plan	
	2023	2022
	£	£
Fair value of plan assets	6,865,000	6,856,000
Present value of funded obligations	6,138,000	6,443,000
Net asset	727,000	413,000

The total cost recognised in the year was as follows:	2023	2022
	£	£
Current service costs	175,000	399,000
Net interest from defined benefit liability	(16,000)	55,000
Total defined benefit cost recognised in Statements of Financial Activities	159,000	454,000

Notes to the Financial Statements
For the year ended 31 August 2023

16. Pension commitments (continued)

Changes in fair value of scheme assets were as follows:	2023 £	2022 £
Opening fair value of schemes assets	6,856,000	7,120,000
Interest income	290,000	118,000
Employers contributions	107,000	104,000
Participants' contributions	48,000	48,000
Estimated benefits paid	(197,000)	(128,000)
Other expenses	32,000	-
Return on assets excluding amounts included in net interest	(271,000)	(406,000)
	6,865,000	6,856,000

Changes in present value of the defined benefit obligation were as follows:	2023 £	2022 £
Opening defined benefit obligation	6,443,000	10,324,000
Current service cost	175,000	399,000
Interest cost	274,000	173,000
Participants' contributions	48,000	48,000
Estimated benefits paid	(197,000)	(128,000)
Actuarial gains/(losses)	(1,297,000)	(4,359,000)
Changes in financial assumptions	18,000	18,000
Other experience gains	674,000	(32,000)
Changes in demographic assumption	-	-
	6,138,000	6,443,000

The remeasurements recognised in Statement of Financial Activities are as follows:

	Defined benefit pension plan	
	2023 £	2022 £
Changes in financial assumptions	1,297,000	4,359,000
Other experience gains	(18,000)	(18,000)
Changes in demographic assumptions	(642,000)	32,000
Return of assets excluding amounts included in net interest	(271,000)	(406,000)
	366,000	3,967,000

Notes to the Financial Statements
For the year ended 31 August 2023

16. Pension commitments (continued)

The major categories of scheme assets as a percentage of the total scheme assets are as follows:

	2023	2022
Equity	72%	75%
Bonds	16%	15%
Property	10%	9%
Cash	2%	1%

Principal actuarial asumptions at the balance sheet date:

	2023	2022
Pension Increase rate (CPI)	3.00%	3.05%
Salary increase rate	3.00%	3.05%
Discount rate	5.20%	4.25%

The mortality assumptions used for longevity (in years) on retirement at age 65 are:

	2023	2022
Current pensioners		
- Males	20.9 years	22.2 years
- Females	24.6 years	26.1 years

Future pensioners (assumes members aged 45 as at latest formal valauation)

	2023	2022
Current pensioners		
- Males	22.6 years	23.1 years
- Females	25.9 years	26.1 years

NEST

NEST is a defined contribution scheme for certain employees. The amounts recoginised as an expense in the period was £41,028 (2022- £37,715). At 31 August 2023 there were £nil contributions that had not been paid over to the pension scheme (2022- £7,537).

Notes to the Financial Statements

For the year ended 31 August 2023

17. Movement in funds

	At 01.09.22 £	Net movement in funds £	Transfers between funds £	At 31.08.23 £
Unrestricted funds				
General fund	7,128,972	1,395,669	-	8,524,641
Restricted funds				
Capital Grant and Maintenance Grants	117,050	(117,050)	-	-
EFSA Grants	3,531	(3,082)	-	449
	120,581	(120,132)	-	449
Endowment funds				
Freehold property	3,197,173	(149,102)	-	3,048,071
TOTAL FUNDS	10,446,726	1,126,435	-	11,573,161

Net movement in funds, included in the above as follows:

	Incoming resources £	Resources expended £	Gains and losses £	Movement in funds £
Unrestricted funds				
General fund	7,129,544	(6,020,939)	287,064	1,395,669
Restricted funds				
Covid 19 Funding	21,266	(21,266)	-	-
National Tutoring Grant	3,384	(3,384)	-	-
Teachers Pay and Pension Grant	77,786	(77,786)	-	-
Capital Grant and Maintenance Grants	134,916	(251,966)	-	(117,050)
EFSA Funding	11,249	(14,331)	-	(3,082)
	248,601	(368,733)	-	(120,132)
Endowment funds				
Freehold property	-	(149,102)	-	(149,102)
TOTAL FUNDS	7,378,145	(6,538,774)	287,064	1,126,435

Notes to the Financial Statements
For the year ended 31 August 2023

17. Movement in funds (continued)

The specific purposes for which the funds are to be applied are as follows:

Covid19 Funding

The Covid Recovery premium is part of the government's package of funding to support pupils whose education has been impacted by COVID-19. The total grant received in the year was £21,266 (2022 - £18,360)

National Tutoring Grant

The National Tutoring Programme (NTP) provides primary and secondary schools with funding to spend on trageted academic support, delievered by trained and experienced tutors and mentors. The total grant received in the year was £3,384 (2022 - £nil)

Teachers Pay and Pensions Grants

The Teachers Pay and Pensions Grants are grants received from the DFE to offset the cost of the increase in the teachers' pay scales and the increase in the percentage of the employers contribution into the Teachers Pension Scheme. The total amount received in the financial year was £77,786 (2022 - £73,830)

Capital Grant and Maintenance Fund

The Capital Grant fund is grants received from the DFE that are solely for the use for the maintenance and upkeep of the school.

The total grants received in the year was £134,916 (2022 - £117,049) of which £nil has been carried forward to the next financial year.

ESFA Grants

The school receives various funding from the ESFA for pupil premium and pupil placements. The balance of the funding is carried forward to the next financial year.

18. Related party disclosures

There were no related party disclosures during the current and previous financial years.

19. Capital Commitments

The capital commitments as at 31 August 2023 was £652,710 (2022 - £nil).

Notes to the Financial Statements
For the year ended 31 August 2023

20. Analysis of the Statement of Financial Activities for the year ended 31 August 2022 by fund type

The 2023 statement of Financial Activity only shows the 2022 comparative data in total. The statement below shows the 2022 comparative date by fund as well.

	Unrestricted funds £	Resticted funds £	Endowment fund £	Total funds £
INCOME AND ENDOWMENTS FROM				
Donations and legacies	-	-	-	-
Charitable activities	-	-	-	-
Swalcliffe Park School CIO	6,535,984	223,932	-	6,759,916
Investment income	37,600	-	-	37,600
Total	6,573,584	223,932	-	6,797,516
EXPENDITURE ON				
Raising funds	9,514	-	-	9,514
Charitable activities	-	-	-	-
Swalcliffe Park School CIO	5,589,425	196,216	149,101	5,934,742
Other	38,572	-		38,572
Total	5,637,511	196,216	149,101	5,982,828
Net gains/(losses) on investments	(102,134)	-		(102,134)
Remeasurement gain/(loss) on defined benefit pension scheme	3,967,000	-		3,967,000
NET INCOME	4,800,939	27,716	(149,101)	4,679,554
Transfer between funds	-	-	-	-
Net movement in funds	4,800,939	27,716	(149,101)	4,679,554
RECONCILIATION OF FUNDS				
Total fund brought forward	2,328,033	92,865	3,346,274	5,767,172
TOTAL FUND CARRIED FORWARD	7,128,972	120,581	3,197,173	10,446,726

Glossary of acronyms

- AM Annual General meeting
- AR Annual Review
- CIO Charitable Incorporated Organisation
- CEO Chief Executive Officer
- CP Clinical Psychology
- D of E Duke of Edinburgh
- DfE Department for Education
- EHCP Education Health and Care Plan
- FQoL Family Quality of Life
- Headlines: Half termly newsletter for parents, staff and Governors
- LA Local Authority
- NASS National Association of Special Schools
- OT Occupational Therapy
- QA Quality Assurance
- QoL Quality of Life
- SIP School Improvement Plan
- SORP Statement of Recommended Practice
- SaLT Speech and Language Therapy
- SWALSS South and West Leaders in Special Schools

4 'Whys' for students

- C: Communication
- SM: Self-Management
- I: Independence
- A: Achievement

4 Strands of support for families

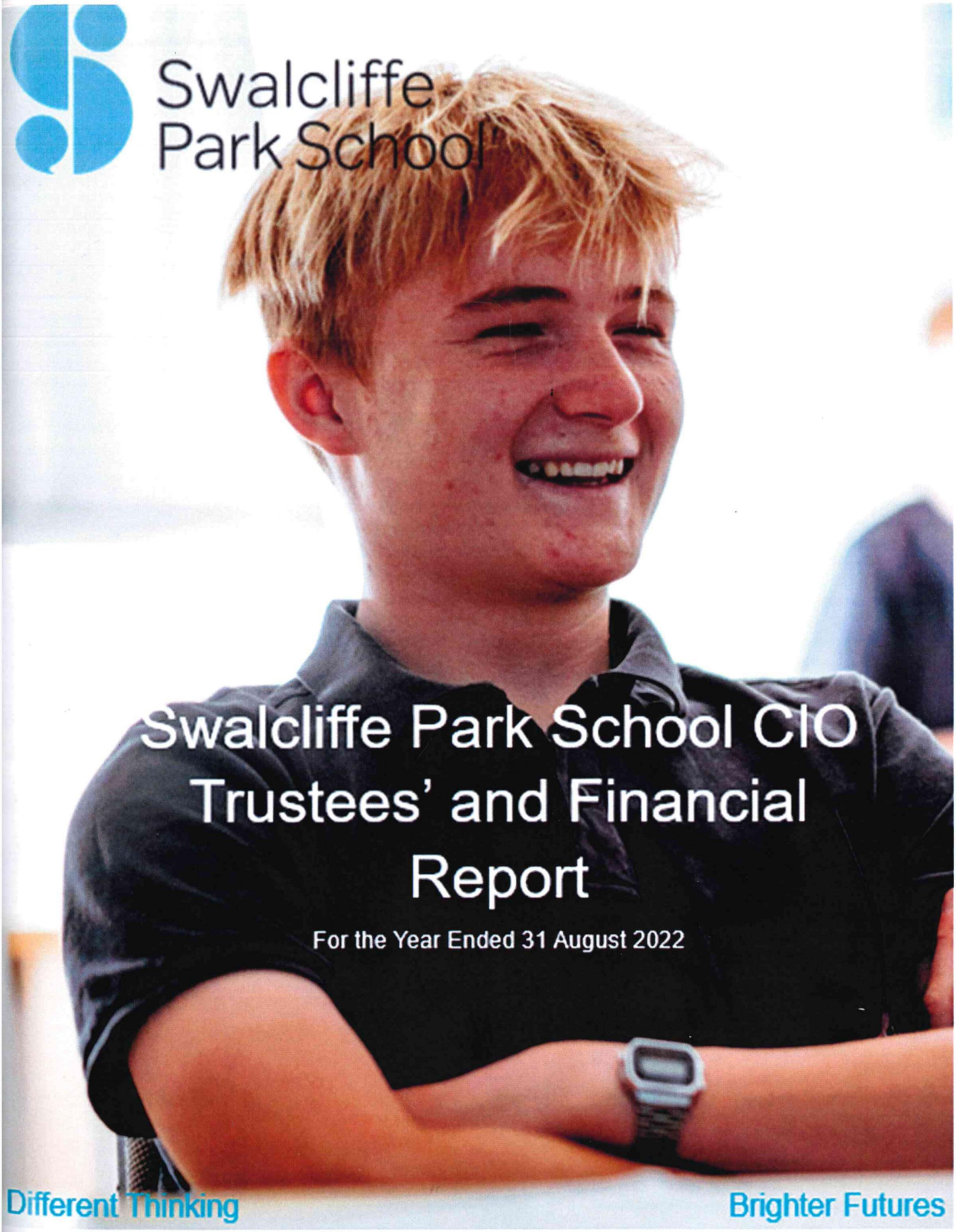
- S: School support
- F2F: Family to Family Support
- H: Home support

SWALCLIFFE PARK SCHOOL CIO

England & Wales - Charity number 1173113

Accounts

Swalcliffe Park School



Swalcliffe Park School CIO Trustees' and Financial Report

For the Year Ended 31 August 2022

Different Thinking

Brighter Futures

Ofsted Outstanding Provider

The Quality in Careers Standard

National Autistic Society Accredited Advanced 2021

Registered Company No. CE010870(England and Wales)
Registered Charity No. 1173113

Annual Report

For the Year Ended 31 August 2022

Section A: Report of the Trustees

1 Introduction
2 Charitable Objectives
3 Working With Students
4 Working With Families
5 Working With Partners
6 Working With Resources
7 Strategic Report
Structure, Governance, Leadership and Management
Reserves and Financial Health
8 Reference and Administration Details
9 Statement of Trustees' Responsibilities

Section B: Auditors Report and Financial Statements

10 Report of the Independent Auditors
11 Statement of Financial Activities
12 Balance Sheet
13 Cash Flow Statement
14 Notes to the Cash Flow Statement
15 Notes to the Financial Statements

A: Report of the Trustees

1. Introduction

This is the fourth Annual Report of the CIO and is due to be presented to the Resources meeting in the second half of the Spring Term 2023 in advance of the AGM.

This report is an overarching document for organisational self-evaluation and as such needs to be read in conjunction with a range of additional reports including:

- School Improvement Plan 2021/22
- Exam results and destinations 2022
- Staff Training Plan 2021/22
- Safeguarding Audit 2021/22
- Ofsted residential inspection report March 2022
- Reports from external education and residential practice Q A partners:
  - Education (Will Morgan)
  - Residential Care (Standard 20)
  - Therapy support (Nicola Kenny) and
  - Independent visitor
- Health and Safety related reports including Fire Risk Assessment, Health and Safety, Water Risk Assessment and British Engineering Service report
- Financial audit
- CEO Business reports: x 5 across the year
- Headlines newsletters: x6 (2 per term)
- Quality of Life newsletters: x 6 (2 per term)
- Governor monitoring activities and reports
- Annual Review reports for EHCPs
- Animation for policy and practice
- Small scale action research projects: Keyworking and QoL: Transitions into school and QoL

The trustees have adopted the provisions of the Statement of Recommended Practice (SORP) for Accounting and Reporting by Charities in preparing this Annual Report and Financial Statements.

The Financial Statements have been prepared in accordance with the accounting policies set out in the notes to the accounts and comply with the charity's governing document, the Charities Act 2011 and Accounting and Reporting SORP applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland, published in 2019.

The audited accounts are included in Section B of this report.

2. Charitable Objectives

Our objective is to transform the lives of young people and their families by providing specialist education, therapeutic support and residential care and in particular by providing a school at Swalcliffe Park.

Activities

Swalcliffe Park is a CIO which operates a non-maintained specialist school offering residential and day places for 71 students, aged 10-19, who are on the Autism Spectrum. All students have an Education, Health and Care Plan (EHCP) and their placements are sponsored by their home Local Authority (LA). During 2021/22 we have been working with 21 LAs.

Our overall aim is to improve the Quality of Life (QoL) of our students and their families, now and in the future. We do this by providing 'Outstanding Education, Therapy and Residential Care to our students and high levels of support to their families.

The CIO also operates the QoL network for sharing best practice amongst schools and colleges who are interested in implementing a QoL approach in their organisations. Staff contribute to the wider pool of autism knowledge through national and international conference presentations and conducting small scale action research projects. Staff also contributes to a number of national special education bodies including NASS (National Association of Special Schools), SWALSS (South and West Leaders in Special Schools) and the National SEND Forum.

In overseeing and guiding the work of the CIO, Trustees have given careful consideration to the Charities Commission's public benefit guidance and have ensured that the organisation has continued to be focused on:

- Ensuring the reputation of the organisation is based on best practice in safeguarding young people.
- Maintain the Outstanding Ofsted judgements for the education, therapy and residential care we provide.
- Maintaining our Advanced Level Autism accreditation.
- Building on our reputation for innovation through the development of our 'Quality of Life' framework, approach and the QoL network.
- Developing the academic, vocational and independence strands of the curriculum.
- Raising the profile of the school locally, nationally and internationally through outreach work, conference presentations, research and partnership working.
- Attracting high-calibre staff to all disciplines and ensuring they receive ongoing training and support.
- Ensuring the site and facilities are safe, fit for purpose and promote student and staff wellbeing.
- Maintaining a high number of students on roll, which guarantees the financial stability and sustainability of the school.

These aspects of operation can be tracked through the documents listed in the introduction above which are from a range of internal and external authors.

In line with previous years our work is organised under 4 main headings as set out below>

Start of term	Projected numbers	Actual numbers
Autumn 2018	41	43
Spring 2019	45	51
Summer 2019	48	54
Start of term	**Projected numbers**	**Actual numbers**
Autumn2019	45	48
Spring 2020	49	56
Summer 2020	53	58
Start of term	**Projected numbers**	**Actual numbers**
Autumn 2020	60	65 (Sept) 69 (Nov)
Spring 2021	68/69	71
Summer 2021	68/69	71
Start of term	**Projected numbers**	**Actual numbers**
Autumn 21	64	71
Spring 22	66	72
Summer 22	69	71

3. Working With Students

"The school's overarching approach is to improve the pupils' quality of life. All staff are determinedly focussed on enhancing children's' experiences and future prospects." OFSTED 2022

The table below shows how student numbers have increased over recent years as the reputation of the school has grown. We are delighted with this growth as it helps us to achieve our charitable objective on a larger scale as well as helping to guarantee the financial future of the CIO. We consider this increase in numbers to be a reflection of increasing levels of confidence in schools from parents and LAs. The school now has approval for 71 students from the DfE.

As a result of this increase in numbers, we have had to employ additional staff and commission new buildings to accommodate the demands of both larger groups. There is more information on these developments in the 'Working With Resources' section of this report.

Profile and diversity of students

The school has terms of approval from the DfE which control the admissions process. This enables us to provide residential and day places for boys aged 10-19 who are on the autism spectrum. The school is open to referrals from all Local Authorities in England and Wales who meet these criteria and at any age within this profile.

The school accommodates the full range of individual needs of students including, religion, diet and culture throughout the duration of their placement.

The focus of our 'Quality of Life' approach is to foster a safe, inclusive, tolerant and respectful culture and community.

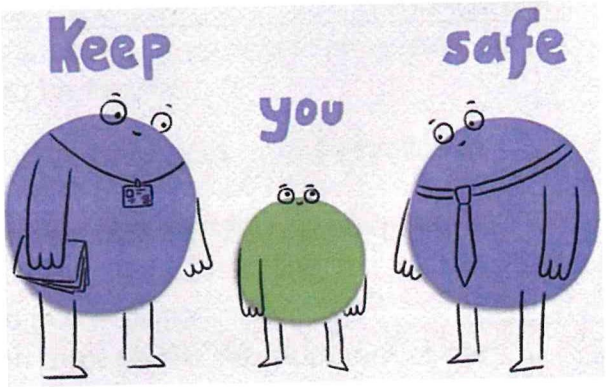
There have been no cases of direct or indirect discrimination within the student group during 2021/22.

Safeguarding

"Safety plans are in place to safeguard children effectively who display significant vulnerabilities."

In December we returned our Annual Safeguarding Audit for Oxfordshire which fulfilled our statutory obligation and there were no points of action to follow up.

In March 2022 an Ofsted inspection for our residential provision under the National Minimum standards for Residential Special Schools Framework, resulted in an overall judgement of 'Outstanding' . This continued our longstanding track record of Outstanding judgements, which was extremely pleasing and within this the judgement for Safeguarding was 'Good'.



We have produced an animation to explain how safeguarding works in schools which is easy for students to understand.

"Leaders ensure that staff make records of individual pupil's risks. This is good practice and in addition to what is required in residential special schools." OFSTED 2022

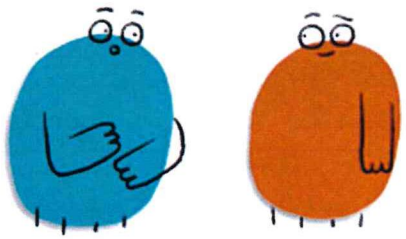
Quality of Life

Quality of Life

All students continue to enjoy weekly keyworking sessions and complete termly QoL surveys. Together, these help to hear student voice on the issues of importance to them and provide staff with the relevant information to know how best support progress in these areas.



We have produced an animation to explain how the QoL approach works which is easy for students to understand.



Curriculum development

The school's 'Independence Plus' curriculum was revised and updated by our multi-disciplinary team. The content links to the QoL areas of focus identified by students through their weekly keyworking and QoL surveys. This was ready for implementation in September 2022, with further developments to follow in terms of electronic tracking of progress.

QoL action research: During the year we conducted two small scale action research projects as part of our organisational self-evaluation and to see if there is any aspect of our work where we could look for improvement. One project took a focus on the quality of keyworking and considered the views of students, families and staff. The other followed the QoL journeys of students and families from pre-admission to the end of their second year within the school. Both projects have been written up as abstracts for conference presentations and in poster form for display internally and externally. Actions from both projects were included in the 2022/23 School Improvement Plan (SIP).

Residential provision

"The actions of the school contribute to significantly improved outcomes and positive experiences for the children and young people." OFSTED 2022

In addition to the above the report identified a number of exemplary aspects of practice including:

"The quality of individualised care and support provided to residential pupils is unsurpassed."

"Leaders and managers demonstrate an exceedingly ambitious vision for the school, residential provision and for individual pupils." OFSTED 2022

Month/Year	Residential Students
September 2020	28
Sept 2021	29
November 2022	23

Green Power:

The ever-popular electric car racing club resumed activity after the Covid shut down. This provided all those engaged in the project a range of experiences through travelling to race meetings across the country. Such is the interest in this activity we have had to build a second car to give everyone a chance to participate!

It has been another successful year on the various tracks around the country and we are confident for more success and enjoyment in 2022/23...onwards and upwards!



Residential trips:

We were delighted to be able to resume our end of year residential trips, which had been put on hold during the Covid era. All students had a choice of locations with a focus on different types of activities, these were:

- Cornwall: surfing, body boarding, kayaking and ecology
- Dorset: fossil hunting,
- Edinburgh: city and culture tour and
- Snowdonia: outward-bound activities.

For those students who didn't feel able to join a residential trip, a number of day trips were organised to provide them with new experiences and opportunities to generalise skills in different contexts.

Duke of Edinburgh award:

Every year a number of students participate in activities which help them achieve 'Bronze', 'Silver' or 'Gold' awards.



Whilst we did not have any 'Gold' candidates this year we were delighted with the numbers achieving 'Bronze' and 'Silver' awards.

Bronze award achieved	Silver award achieved
6 students	5 students

Accreditation:

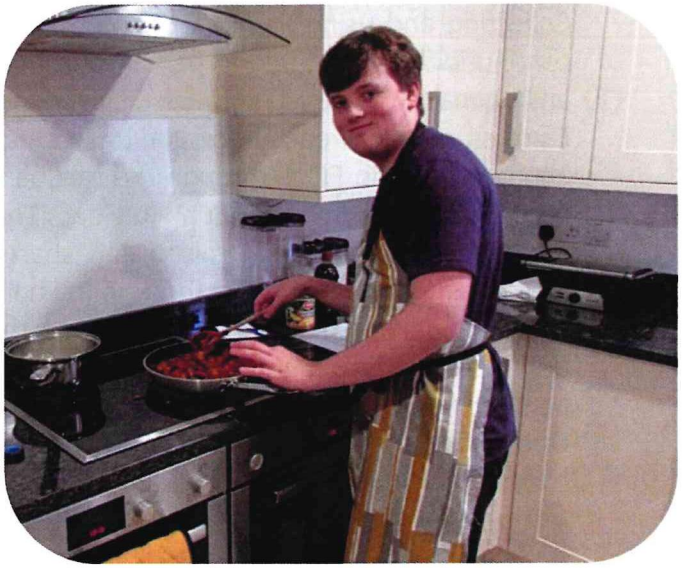
Students from Yr 10 upwards completed a wide range of externally accredited courses at school. These included Functional Skills, iDEA, GCSE, 'AS' Level, BTec, 'A' Level. Some Sixth Form students also attended college and completed a range of vocational courses, whilst others joined students at the Warriner High School and completed 'A' Level courses as part of their Sixth Form.

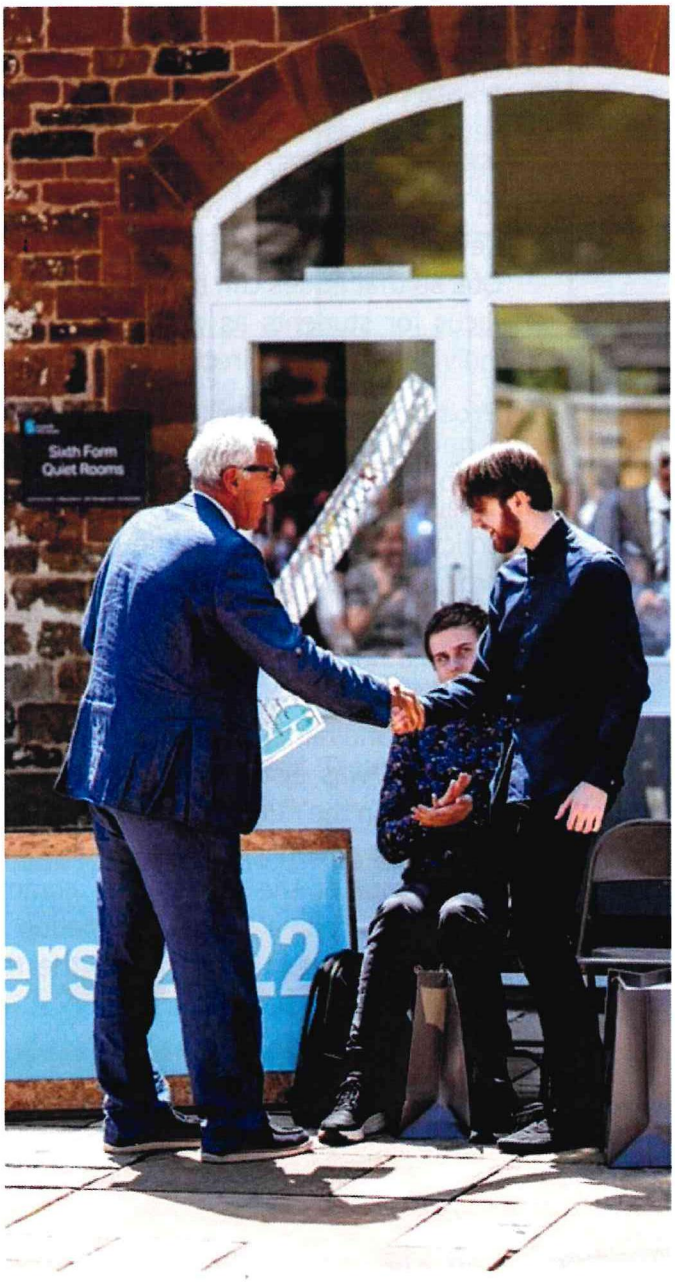
College courses:

5 students attended Banbury College (4 of whom were leavers in 2022)

The Warriner school:

3 students attended The Warriner school. (1 of whom was a leaver in 2022)





Destinations for the 9 student leavers were:

- Portsmouth University: Games development.
- Boveridge Specialist College: General vocational course.
- Stratford upon Avon College: Photography.
- Home based bespoke package level 3 courses and vocational linked to climbing including part time job at a climbing centre
- Banbury College: Level 2 Animal Management.
- Hartpury College: Level 2 Sport.
- Banbury College: Business Level 2.
- Stratford upon Avon College: Level 2 Sport.
- Gap year before going to University.

The Quality in Careers Standard

4. Working With Families

"Staff also support families so that they have a better home life and many parents report that their relationship with their children has improved beyond expectations."

OFSTED 2022

All families have the same nominated keyworker as their son, and who contacts them on a weekly basis and provide support to complete the termly QoL surveys. Keyworkers discuss issues relating to Family QoL so that issues can be included in areas of focus for students as well as by supporting individual families directly.

Prospective parents:

Due to significantly increased numbers of families interested in the school we made a policy decision to continue holding all prospective parents' afternoons online. This proved to be very popular as it meant that they did not have to give up so much time in terms of travel which in turn had less impact on work and family commitments. The impact in school was also reduced as this led to a decrease in the number of visitors. To support the online meetings we made a 15 minute virtual tour of the school with commentary and produced a short animation which outlined the main steps within the referrals and admissions process.

Parent Trustee/Governors:

As in previous years we have had two current parents fulfilling the role of Trustee /Governor and one parent of a former pupil. They provide the Board with family insight and act as representative parents rather than a representative of the parents. In addition to attending Resources and Conference Day meetings, they also moderate a Family Facebook page and share any issues/matters arising with the Senior Leadership Team.

"My son starting at Swalcliffe Park School in February 2022 was literally life-changing for us all, as it ended a period of 17 months out of school. PARENT (Anon)

Family QoL:

Collecting and using Family QoL information continues to be an integral part of our work and is mainly achieved through keyworking. Families are encouraged to share improvements in FQoL through the feedback section of their son's Annual Review. This information is then anonymised and shared with the larger parent group through the half-termly Headlines newsletter to highlight the benefits of participating in our QoL approach. Families were also included within our two QoL action research projects to ensure we hear their voice.



Family focussed events:

As usual, the school hosted a number of events throughout the course of the year. Some of these were online, whilst for others we were delighted to invite families into school to share in a range of formal and informal activities, talks and student-led events. These events contribute to the 4 strands of Family support within our 'Quality of Life' framework which are:

(**S**) School support (**F2F**) Family to Family support (**H**) Home support (**T**) Training.

The structure and content of the events has been informed by parental input through the Keyworking and FQoL surveys, Facebook group, Parent Governors and contact with the school a result feedback has been extremely positive.

During the course of the year a number of family events took place including:

Progress Days: for all students: October: February (Online)

Pathways Day: March (Yr 9 and above) (Live)

Annual Reviews (Online)

Family Days: Christmas Show: End of Year celebration (Live)

Online Family Forum:

Events covering the following topics, which were requested by families:

Term	First half term	Second half term
Autumn	Speech and Language Therapy	Relationships and Sex Education
Spring	Safeguarding	Quality of Life
Summer	EHCP and Annual Review	Online safety

Graduation Day: At the end of the Summer term we held our annual Graduation Day in school. This is a special day for all our school leavers and their families to celebrate their SPS journeys, relive special moments and wish them luck on their next step destinations.

An edition of the 'Headlines' newsletters was sent to families every half term, in total 6 editions across the year. Please click on the link for a sample edition:

Headlines and Footnotes Feb 23 Website.pdf.



5. Working With Partners

"Leaders and managers demonstrate an exceedingly ambitious vision for the school, the residential provision and for individual pupils. They ensure that everyone has high expectations for what children can achieve. This results in a whole school approach that successfully focuses on improving pupils' quality of life and that of their families."

OFSTED 2022

During 2021/22 the QoL network continued to flourish with new members joining and 6 well-attended workshops. Three of these were 'live' meetings here at SPS and three were online. Member schools and colleges cover the whole age range and are drawn from regions across England.
Half termly newsletters were sent out to all those in our QoL database providing information on new resources, presentations and aspects of best practice. We also hosted 6 workshops over the course of the year, one live and one online per term.

In addition to the newsletters and workshops, we also provide whole school training, such as for Breckenburgh school, Thirsk in March.

We were delighted to be invited to give QoL presentations at the NASS annual conference in October, and an online SWALSS conference in November. Further presentations were at the Independent Schools Annual forum in May and the annual ENGAGE conference in June.

As part of our wider contribution to special education, we were also represented on the Executive Board for NASS, SWALSS and the National SEND

Local community and wider community

As in previous years the school has contributed to the local village community in a number of ways, for example:

- Key Stage 3 students helped the village by organising a day of litter picking as a contribution to helping local residents and improving the local environment.
- SPS continues to provide a piece of land, which is part of the school grounds and has been developed as a play park for children within the neighbourhood
- Macmillan coffee in aid of cancer research which raised £229.20
- We have experience and links with a number of local employers who provide short and longer-term placements for our students, as well as coming into school to give careers talks.



6. Working With Resources

To take account of increasing student numbers, it was necessary to review the school facilities for both students and staff. This resulted in the commissioning and completion of a new suite of buildings which included a Science lab, Computer Science room, new toilets and showers quiet work rooms and a larger new staffroom. There is also a new rock climbing room or' Bouldering room' for students to practice and develop their skills and strength.

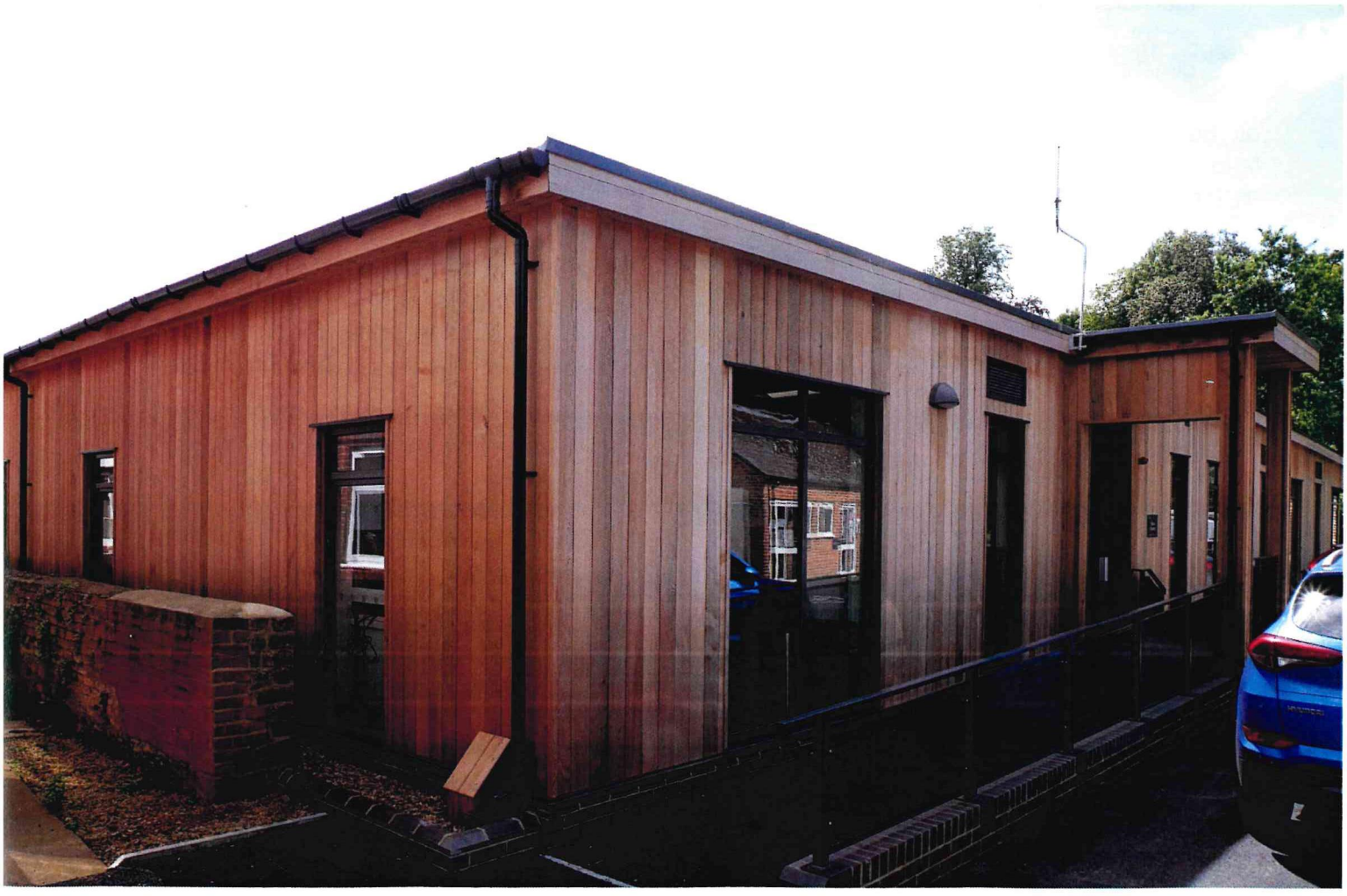
Whilst the classrooms and toilets provided additional capacity for students it was also felt that a carefully designed staff room would not only provide a comfortable place for staff spend time in but also make a significant contribution to staff wellbeing.

Whilst planning the new buildings we were extremely mindful of our responsibilities to work towards becoming increasingly sustainable in terms of energy consumption. The new building which blends seamlessly with the existing school buildings, was made from environmentally sourced materials.

All roofs have been fitted with solar panels as part of our drive to become a more environmentally aware and sustainable organisation. This will help us monitor and reduce our energy usage over time.

As part of the development 18 new car parking spaces were created including the installation of 4 electric charging stations to encourage staff to 'go electric'.

Trustee Governor meetings continued to follow the pattern of two meetings per half-term. A 'Resources' meeting with a focus on Finance, Staffing and Site related issues and a longer Conference Day meeting with a focus on strategic development, student and family views, partnership working, site development and Governor monitoring. Both types of meetings were open to all trustees/ Governors to ensure transparency and promote our inclusive approach to Governance. Students are invited to each Conference Day meeting to give their views on specific topics.



Staff Recruitment, Retention and Total Reward Packages

The post-Covid era is presenting many schools in our sector with significant staffing challenges. However, despite this, we have been successful in not only maintaining our staffing levels but also adding to the team to account for the growth in student numbers. We have become more creative in our approach to recruitment, commissioning a number of short films to promote the school and specific roles we were recruiting for and giving access to these films on social media platforms such as Facebook, 'YouTube' and Instagram. Digital marketeers assisted the school with targeting social media recruitment advertisements to specific audiences and geographical areas.

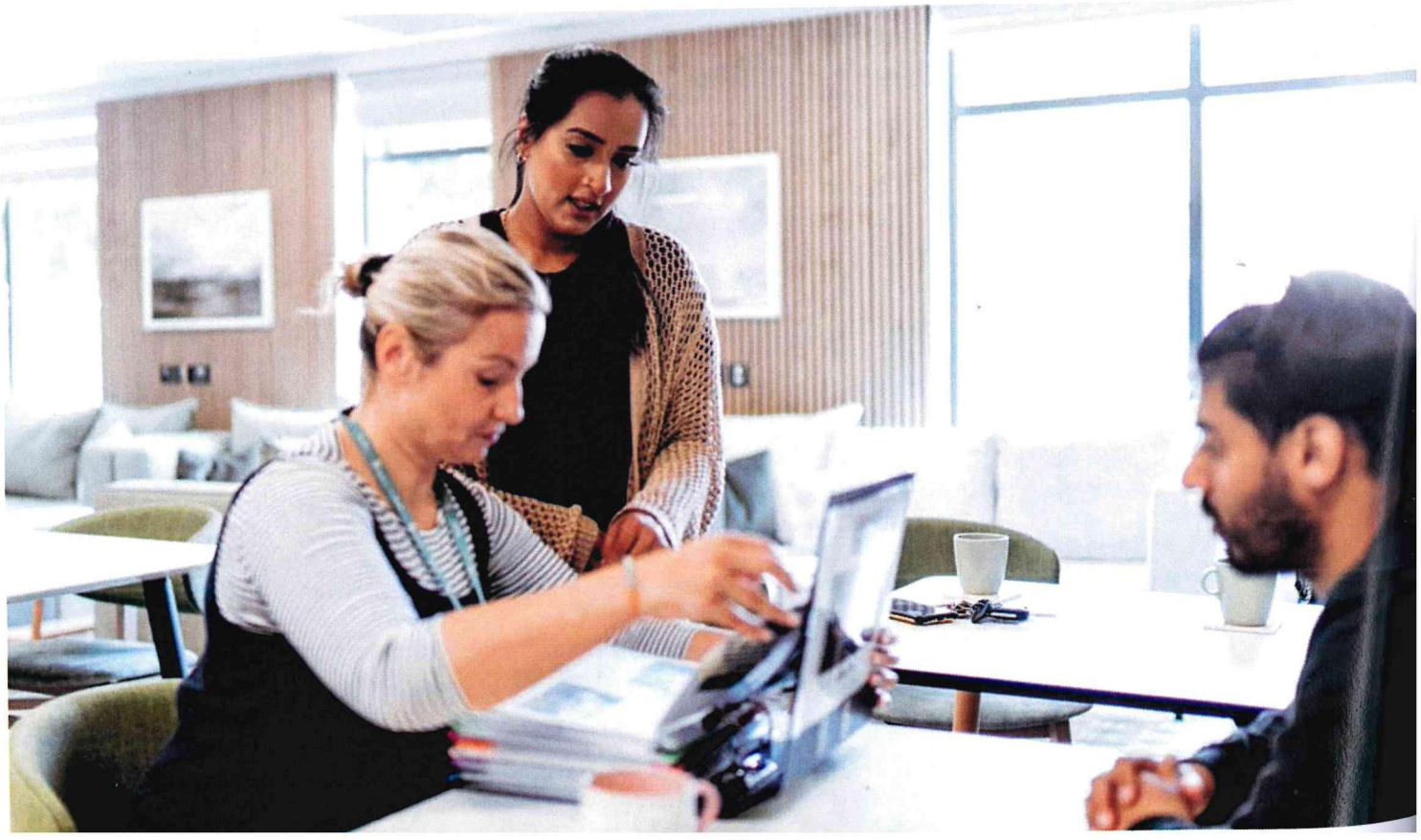
In addition to the above we introduced an 'Employee Referral Bonus Scheme' which rewards any member of staff who successfully introduced a new recruit, subject to certain criteria being met; to date bringing in nine staff members to the organisation.

The school's voluntary turnover of staff is 9% which compares extremely favourably with the Education sector (18-20% voluntary turnover for teachers, higher for support staff) and Social Care sector (29% voluntary turnover of care staff) in general

Our Staff Stability Index is 96% and again shows a healthy position in terms of staff retention but also allows new staff to join the school with their experiences. During the academic year, the following positions were vacated between 1st September 2021 and 31 August 2022:

Careers/Transitions Lead
Residential Care Worker X 2
Senior Teacher Science
Learning Support Assistant X2
Lead Occupational Therapist
Quality of Life Assistant/LSA

Of the above leavers, one retired, two gained promotions, one moved to the private therapy sector, one relocated to the North-West of England, two changed careers and one failed their probationary period. Three further staff members left, as planned, who were on fixed term one year contracts, ending at the end of the 2021-2022 academic year.



During the same period, new staff were recruited as follows:

Assistant Psychologist fixed term 14 months X2
Residential Care Workers X5
Housekeeper X2
Speech & Language Therapy Assistant
Learning Support Assistant x5
Caretaker
Science Teacher
Music Teacher
Medical Administrative Assistant
Research Associate

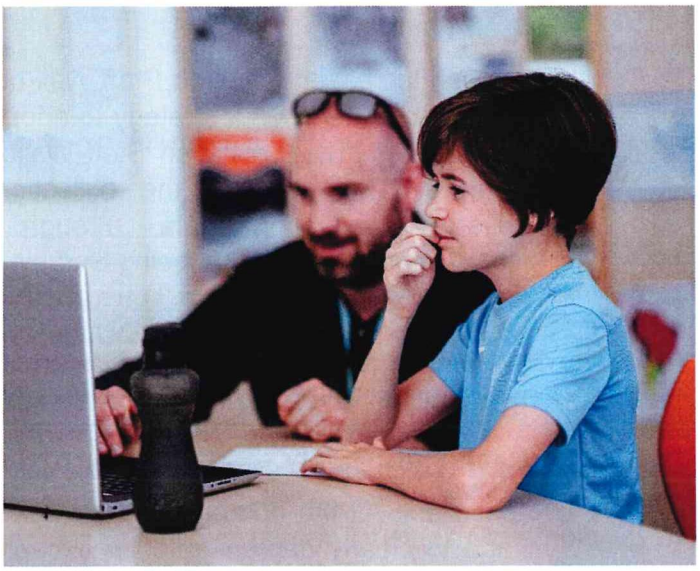
As part of the school's aim to have a competitive Total Reward Package for staff, two key improvements were made:

- revised pay salary range to upper quartile rates for the school's travel to work area, the inclusion of one sleep in payment per week in the basic gross salary and the introduction of a clear career progression pathway for Residential Care Workers; and
- revised and improved Family-friendly Benefits Policy was introduced which enables staff with the requisite length of service to receive maternity and paternity benefits in excess of statutory payments and leave.

Staff development and whole school training:

High levels of compliance and practice have been maintained through the completion of mandatory training for a range of roles. Whole School Training (INSET) in 2021-2022 comprised:

- Safeguarding including a briefing by the Oxfordshire ESAT Safeguarding Team on KCSIE 2021
- Emergency First at Work Certificate
- Medication Administration Training via PCMA and introduction to the Access Education Medication Management system
- Use of the SHIELD/Traffic Light Tool in respect of identifying and supporting young people at risk of sexual exploitation and sexual harassment



- Introduction of the Level 1 course in Safeguarding Adults from the Oxfordshire Safeguarding Adults Board
- Shape Coding
- Supporting Vocabulary Training
- Staff Wellbeing
- Team Teach
- Psychological Concepts
- Quality of Life
- AET Autism Awareness
- Annual Review and Report Writing Training
- Epilepsy Medication Training
- Educare/TES Develop online refresher modules

Individual staff have been supported to undertake a range of professional development and qualifications relevant to their roles, such as MSc modules in Sensory Integration for Occupational Therapists, QCF Level 3 for Residential Care Workers, SpLD QCF Level 7 in Dyslexia Support for the Assistant SENCO and NPQLP for Middle Education Leaders.

Staff Well-being

With an increased focus on Staff Well-being, the school developed a strategy to adopt the principles of 'The Education Staff Wellbeing Charter'. This included the collection of baseline well-being data through the introduction of a Staff Wellbeing Survey. The findings of the survey led to 'You said, We did' actions and informed actions included within the 2022-2023 School Improvement Plan (SIP).

Health and Safety

"Excellent. All the documents were ready at hand to clearly demonstrate an exceptional understanding of the legal requirements around compliance, fantastic. The new building offers incredible facilities for staff and pupils and I hope they all enjoy using it." June 2022 Oxfordshire Health and Safety inspection

IT and sustainability: We continue to review the organisation's risk from cyber-attack and data breaches. The school currently has multiple systems and procedures in place to ensure data security and resilience, inc. Ransomware, antivirus, remote tracking and wiping of laptops, control of sensitive data Multi factor authentication and network monitoring.

We have started the process of working towards the Government backed and recognised "Cyber essentials certificate". This ensures the highest level of security and care of data. This work is ongoing.

We have continued to migrate our server infrastructure to cloud-based systems to give added security, resilience and performance. This process also helps to achieve our environmental goals.

As a separate IT development, we have continued with the upgrading of the school's controlled access system (SALTO) to include wireless door locks as standard across the site. This has increased the ability to audit locks and control doors and access remotely.

The school has made significant investments in 'photo voltaic' solar panels that will produce around 80KW of electrical energy. The software to monitor and evaluate this will Follow, together with a further 60KW of panels in the coming months.

Significant Investment in curriculum-related IT and technology has taken place within music, science and Computing/coding. This will be a SIP item for all school subjects in the coming year.

7. Strategic Report

Structure, Governance, Leadership and Management

Governing document

The Charity is controlled by its Constitution (2018).

Recruitment and appointment of new Trustees

The Board of Trustees requires breadth and depth of experience to carry out its duties effectively and efficiently. When recruiting new Trustees consideration is given to the skills and experience and specific requirements that have been identified by the vacancy.

Organisational structure, Governance and Leadership

There is a Board of Trustees which includes a Chair, Vice Chair, two parent Trustees Governors and one staff Trustees Governor who is the Assistant Principal: Achievement. The Chief Executive Officer and the Principal are also Trustee Governors.

The Trustee Governors are responsible for the overall management and control of Swalcliffe Park CIO. The group meets six times a year for a Business and Resources meeting with a focus on financial management, site management/ development and human resource management and development. In addition to these meetings there are three half day and three whole day conference meetings which have a focus on strategic development, training and monitoring of organisational performance.

All Governors are invited to all meetings and there are no sub committees in operation. Where additional pieces of project work are required a temporary 'working group' of willing volunteers is established and then disbanded on completion of the task. All working groups report directly to the Resources and Conference Day meetings.

The work on implementing policies is carried out by the Trustees together with the Senior Leadership Team, which comprises of the Chief Executive Officer, Principal, Vice Principal and 5 Assistant Principals. The Principal and senior staff pay is set by the Trustees and is kept under annual review. The criteria used
in setting pay includes the nature of the role and responsibilities, the sector salary for comparable positions and competitor salaries in the region and related work.

Reserves and Financial Health

Our primary source of income is from student fees with additional amounts received in grants and donations, all of which are directed into providing outstanding education and residential care for our students. We benefit from certain tax exemptions on charitable activities, however, we are unable to reclaim VAT input tax on our costs as our fees are exempt from VAT.

The Trustees regularly review the finances, budgets and spend against budget with a monthly cash flow analysis as part of the effective stewardship of the school. This is conducted through half termly Resource meetings, to which all Trustee Governors are invited.

In recent years substantial sums have been invested into refurbishment and improvements to maintain excellent educational and residential facilities for
our pupils.

Investment activities are managed in line with the requirements of the Trustee Act 2000. The Governors have appointed Smith Williamson as investment manager. Our investment policy is a medium-risk approach for the growth of the portfolio of investments.

It is the policy of the Charity to hold cash reserves in its unrestricted funds. The Trustees set the level of these reserves at a minimum of £1,500,000 after undertaking an assessment of the Charity's needs.

At the end of the year the unrestricted reserves stood at £7,128,972 and restricted reserves stood at £120,581.

Related parties

All Trustees give their time freely and no remuneration or expenses were paid in the year. Any connection between a Trustee or Senior Leader with a third-party contractor must be disclosed to the full Board of Trustees. In the current year no such related party transactions were disclosed.

Within the structure of the CIO there is a combined role for Governors and Trustees resulting in a flatter more inclusive structure. This means that the Board of Trustees now contains those former staff Governors. They are unpaid for their role as Trustees.

Fundraising Standards Information

The CIO does not carry out significant fundraising activities and does not use a third-party fundraiser.

Risk management

The Trustees have a duty to identify and review the risks to which the CIO is exposed and to ensure appropriate controls are in place to provide reasonable assurance against fraud and error. There is a documented process to identify and assess potential risks and implement proportionate controls. A formal review of the Charity's risk management process is undertaken on an annual basis by Senior Leaders and a group of Trustees.

This is then shared with the full Board of Trustees.

The current main risks and plans to manage them are:

Funding

Our financial viability is based on student fees funded by Local Authorities. This risk is managed by enhancing our reputation for the highest quality practice and innovation in order to give Local Authorities and prospective parents confidence in choosing Swalcliffe
Park as their preferred school. Show casing the quality of our work through a range of profile-raising activities is an important aspect our operational and strategic planning, in conjunction with building relationships with Local Authorities and active cash-flow management.

Reputation

The school's success is also built on its reputation for the care and well-being of our students and work to support families. We manage this risk through policies and best practice in:

- Safeguarding
- Safer Recruitment
- Health and Safety
- Quality of Life framework
- Key working

Quality assurance

The school also places significant reputational value on external evaluations of performance though bodies such as Ofsted and Autism Accreditation. Significant effort is devoted to ensuring the school maintains its current outstanding status and advanced level Autism Accreditation (Feb 2021).

A rigorous framework for quality assurance (QA) across the organisation ensures Trustees are satisfied that the major risks identified have been adequately addressed. However, it is recognised that systems can only provide reasonable but not absolute assurance that major risks have been adequately managed.

Governors were invited to join a range of QA activities online including: Referral meetings; attendance meeting; Student Council meetings; Careers meetings; Daily handover meetings and whole school events such as Progress Days and meetings for Prospective Parents.

Business continuity planning:

Maintaining the intellectual capital and sector experience within the organisation was an aspect of risk management that Trustees actively addressed through a strategic review of Governance and Leadership. This resulted in the creation of a new leadership Team including the creation of 5 Assistant Principals with the responsibilities for Referrals; Communication and Independence; Self Management; Residential Care and Achievement.

8. Reference and Administrative Details

Registered Company number
CE010870 (England and Wales)

Registered Charity number
1173113

Registered office
Swalcliffe Park School
Swalcliffe
Banbury
Oxfordshire
OX15 5EP
01295 780302

Trustees/Governors

Caroline Adams	
Debbie Andrioli	Parent
Peter Everett	
Linda Gregson	
Kiran Hingorani	Chief Executive
Gill Manthorpe	Vice Chair
Rob Piner	Principal
Paula Protherough	Chair
Rachel Sands	
Andrew Sears	Member of staff
Ryan Smith	
Cathy Stoertz	
John Tasker	
Michelle White	Parent

Auditors
Dafferns LLP
One Eastwood
Binley Business Park
Coventry
CV3 2UB

Investment Advisors
Smith Williamson
25 Moorgate
London
EC2R 6AY

9. Statement of Trustees Responsibilities

The Trustees are responsible for preparing the Report of the Trustees and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

The law applicable to charities in England and Wales requires the Trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charity and of the incoming resources and application of resources, for that period. In preparing those financial statements, the Trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charity SORP 2019 (FRS 102);
- make judgements and estimates that are reasonable and prudent;
- state whether applicable 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 Trustees are responsible for keeping proper accounting records which disclose with reasonable accuracy at any time the financial position of the charity and to enable them to ensure that the financial statements comply with the Charities Act 2011, the Charities (Accounts and Reports) Regulation 2008 and the provisions of its Constitution (2018). 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.

The trustees are responsible for the maintenance and integrity of the charity and financial information included on the charity's website. Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions

Auditors

The auditors, Dafferns LLP, will be proposed for re-appointment at the forthcoming Annual General Meeting.

Report of the Trustees, incorporating a strategic report approved by order of the Board of Trustees

on 4th May 2023 and signed on the board's behalf by:



Kiran Hingorani – Trustee and Chief Executive Officer

10. Report of the Independent Auditors to the Trustees of Swalcliffe Park School CIO

Opinion

We have audited the financial statements of Swalcliffe Park School CIO (the 'charity') 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 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 charity's affairs as at 31 August 2022 and of its incoming resources and application of resources, including its income and expenditure, for the year thenended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice;and
- have been prepared in accordance with the requirements of the Charities Act 2011.

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 Auditors responsibilities for the audit of the financial statements section of our report. We are independent of the charity in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtainedis 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 charity'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 other information comprises the information included in the trustees annual report, other than the financial statements and our auditor's report thereon. The trustees are responsible for the other information contained within the annual report. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form ofassurance conclusion thereon. Our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the course of the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements themselves. If, based on the work we haveperformed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Matters on which we are required to report by exception

In the light of the knowledge and understanding of the charitable company and its environment obtained inthe course of the audit, we have not identified material misstatements in the Report of the Trustees.

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

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

Responsibilities of Trustees

As explained more fully in the Statement of Trustees Responsibilities set out on page 17, the Trustees 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 financialstatements that are free from material misstatement, whether due to fraud or error.

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

Our responsibilities for the audit of the financial statements

We have been appointed as auditor under section 144 of the Charities Act 2011 and report in accordance with regulations made under section 154 of that Act.

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 is available on the Financial Reporting Council's website at: https://www.frc.org.uk/Our-Work/Audit/Audit-and-assurance/Standards-and-guidance/Standards-and- guidance-for-auditors/Auditors-responsibilities-for-audit/Description-of-auditors-responsibilities-for-audit.aspx. This description forms part of our auditor's report.

Use of our report

This report is made solely to the charity's trustees, as a body, in accordance Part 4 of the Charities (Accounts and Reports) Regulations 2008. Our audit work has been undertaken so that we might state to the charity's trustees those matters we are required to state to them in an auditors' 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 charity and the charity's as a body, for our auditwork, for this report, or for the opinions we have formed.

Dafferns LLP

Dafferns LLP (Statutory Auditors)
Chartered Accountants
One Eastwood
Binley Business ParkCoventry
CV3 2UB

Dafferns LLP is eligible to act as an auditor in terms of section 1212 of the Companies Act 2006.

Date: 4th May 2023

11. Statement of Financial Activities

For the year ended 31 August 2022

	Notes	Unrestricted funds £	Restricted funds £	Endowment fund £	Year ended 31.08.22 Total funds £	Year ended 31.08.21 Total funds £
INCOME AND ENDOWMENTS FROM						
Donations and legacies	2	-	-	-	-	60
Charitable activities						
Swalcliffe Park School CIO	4	6,535,984	223,932	-	6,759,916	6,412,532
Investment income	3	37,600	-	-	37,600	27,703
Total		6,573,584	223,932	-	6,797,516	6,440,295
EXPENDITURE ON						
Raising funds	5	9,514	-	-	9,514	4,595
Charitable activities						
Swalcliffe Park School CIO	6	5,589,425	196,216	149,101	5,934,742	5,248,797
Other		38,572	-	-	38,572	21,504
Total		5,637,511	196,216	149,101	5,982,828	5,274,896
Net gains/(losses) on investments		(102,134)	-	-	(102,134)	80,801
Remeasurement gain/(loss) on defined benefit pension scheme	17	3,967,000	-	-	3,967,000	(409,000)
NET INCOME		4,800,939	27,716	(149,101)	4,679,554	837,200
Transfer between funds		-	-	-	-	-
Net movement in funds		4,800,939	27,716	(149,101)	4,679,554	837,200
RECONCILIATION OF FUNDS						
Total fund brought forward		2,328,033	92,865	3,346,274	5,767,172	4,929,972
						-
TOTAL FUND CARRIED FORWARD		7,128,972	120,581	3,197,173	10,446,726	5,767,172

The notes form part of these financial statements

12. Balance Sheet

At 31 August 2022

	Notes	Unrestricted funds £	Restricted funds £	Endowment fund £	2022 Total funds £	2021 Total funds £
FIXED ASSETS						
Tangible fixed assets	11	2,975,075	-	3,197,173	6,172,248	4,711,333
Investments	12	1,480,093	-	-	1,480,093	582,227
Investment property	13	425,000	-	-	425,000	425,000
		4,880,168	-	3,197,173	8,077,341	5,718.560
CURRENT ASSETS						
Debtors	14	979,568	-	-	979,568	1,360,098
Cash at bank		3,037,469	120,581	-	3,158,050	3,802,035
		4,017,037	120,581	-	4,137,618	5,162,133
CREDITORS						
Amounts falling due within one year	15	(2,181,233)	-	-	(2,181,233)	(1,909,521)
NET CURRENT ASSETS						3,252,612
TOTAL ASSETS LESS CURRENT LIABILITIES						8,971,172
Defined benefit pension liability	17	413,000	-	-	413,000	(3,204,000)
NET ASSETS		7,128,972	120,581	3,197,173	10,446,726	5,767,172
FUNDS						
Unrestricted funds	18				7,128,972	2,328,033
Restricted funds	18				120,581	92,865
Endowment funds	18				3,197,173	3,346,274
TOTAL FUNDS					10,446,726	5,767,172

The notes form part of these financial statements

13. Cash Flow Statement

For the year ended 31 August 2022

	Notes	Year 31.08.22 £	Year 31.08.21 £
Cash flows from operating activities:			
Cash generated from operations	1	2,199,345	1,443,776
Net cash provided by (used in) operating activities		2,199,345	1,443,776
Cash flows from investing activities:			
Purchase of tangible fixed assets		(1,926,380)	(637,512)
Purchase of fixed assets investments		(1,000,000)	-
Purchase of investment property		-	-
Sale of tangible fixed assets		45,450	-
Investment income		37,600	27,703
Net cash provided by (used in) investing activities		(2,843,330)	(609,809)
Change in and cash equivalents in reporting period		(643,985)	833,967
Cash and cash equivalents at the beginning of the reporting period		3,802,035	2,968,068
Cash and cash equivalents at the end of the reporting period		3,158,050	3,802,035

The financial statements were approved by the Board of Trustees on _4th May 2023_____ and were signed on it's behalf by:

Gill Manthorpe – Trustee

Paula Protherough – Trustee

The notes form part of these financial statements

14. Notes to the Cash Flow Statement

For the year ended 31 August 2022

Reconciliation of net income to net cash flow from operating activities

	Year 31.8.22 £	Year 31.8.21 £
Net income for the reporting period (as per the statement of financial activities)	4,679,553	837,200
Adjustments for:		
Depreciation charges	448,470	420,323
(Gain) loss on investments	102,134	(80,801)
(Profit) loss on disposal of fixed assets	(28,455)	-
Investment income	(37,600)	(27,703)
Defined benefit pension movements less payments	(3,616,999)	662,000
Investment change in valuation	-	(20,828)
Decrease/(Increase) in debtors	380,530	(396,441)
Increase/(Decrease) in creditors	271,712	50,026
Net cash provided by (used in) operating activities	2,199,345	1,443,776

The notes form part of these financial statements

15. Notes to the Financial Statements

For the year ended 31 August 2022

1. Accounting policies

Basis of preparing the financial statements

The financial statements of the charity, which is a public benefit entity under FRS 102, have been prepared in accordance with the Charities SORP (FRS 102) 'Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland issued in October 2019, Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland', and the Charities Act 2011. The financial statements have been prepared under the historical cost convention with the exception of investments which are included at market value, as modified by the revaluation of certain assets.

The financial statements have been prepared to give a 'true and fair' view and have departed from the Charities (Accounts and Reports) Regulation 2008 only to the extent required to provide a 'true and fair' view. This departure has involved following the Accounting and Reporting by Charities: Statement of Recommended Practice applicable to Charities preparing accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland issued in October 2019 rather than the Accounting and Reporting by Charities: Statement of Recommended Practice effective from 1 April 2005 which has since been withdrawn.

The presentation currency of the financial statements is the Pound Sterling (£).

All monetary amounts are rounded to the nearest pound.

Income

All income is recognised in the Statement of Financial Activities once the charity has entitlement to the funds, it is probable that the income will be received and the amount can be measured reliably.

Investment income

Investment income relates to rents incoming from investment property and interest received from financial institutions.

Grants

Capital grants are recognised evenly over the life of the associated asset and capital grants are recognized as and when relevant expenditure is incurred.

Expenditure

Liabilities are recognised as expenditure as soon as there is a legal or constructive obligation committing the charity to that expenditure, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably. Expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all cost related to the category. Where costs cannot be directly attributed to particular headings they have been allocated to activities on a basis consistent with the use of resources.

Allocation and apportionment of costs

Costs have been fully apportioned to the charitable activity.

Tangible fixed assets

Depreciation is provided at the following annual rates in order to write off each asset over its estimated

useful life.

Freehold property 2% on cost and Straight line over 20 years Fixtures and fittings33%, 25% and 20% reducing balance

Motor vehicles 33% on reducing balance

Investment property

Investment property is shown at most recent valuation. Any aggregate surplus or deficit arising from changes in market value is transferred to a revaluation reserve

Notes to the Financial Statements
For the year ended 31 August 2022

1. Accounting policies – continued

Taxation
The charity is exempt from corporation tax on its charitable activities

Fund accounting
Unrestricted funds can be used in accordance with the charitable objectives at the discretion of the Trustees. Restricted funds can only be used for particular restricted purposes within the objects of the charity. Restrictions arise when specified by the donor or when funds are raised for particular restricted purposes. Further explanation of the nature and purpose of each fund is included in the notes to the financial statements.

Pension costs and other post-retirement benefits

The charitable company operates a defined contribution pension scheme. Contributions payable to the charitable company's pension scheme are charged to the Statement of Financial Activities in the period towhich they relate.

The charity operates a defined benefit plan for the benefit of its employees. A liability for the charity's obligations under the plan is recognised net of plan assets. The net change in the net defined benefit liability is recognised as the cost of the defined benefit plan during the period. Pension plan assets are measured at fair value and the defined benefit obligation is measured on an actuarial basis using the projected unit method.

2. Donations and legacies

	Year 31.08.22 £	Year 31.08.22 £
Donations	-	60

3. Investment income

	Year 31.08.22 £	Year 31.08.21 £
Rent received	12,992	13,638
Investment Portfolio Income	20,149	11,065
Interest receivable	4,459	3,000
	37,600	27,703

4. Income from charitable activities

	Activity	Year 31.08.22 £	Year 31.08.21 £
Local Authority Fees	Swalcliffe Park School CIO	6,535,984	6,230,532
Other Income	Swalcliffe Park School CIO	11,693	19,407
Grants	Swalcliffe Park School CIO	212,239	162,593
		6,759,916	6,412,532

Grants received included in the above are as follows:

DFE Grants	212,239	93,387

The notes form part of these financial statement

Notes to the Financial Statements
For the year ended 31 August 2022

5. Raising funds

	Year 31.08.22 £	Year 31.08.21 £
Investment management costs		
Portfolio Management	9,514	4,595

6. Charitable activities costs

	Year 31.8.22 £	Year 31.08.21 £
Swalcliffe Park School CIO	5,934,742	5,248,797

7. Support costs

	Year 31.8.22 £	Year 31.08.21 £
Other resources expended	38,572	21,504

8. Net income/expenditure

Net income/ (expenditure) stated after charging/(crediting)

	Year 31.8.22 £	Year 31.08.21 £
Auditors remuneration	11,000	13,740
Depreciation – owned assets	448,470	420,323
(Surplus) loss on disposal of fixed asset	28,455	-

9. Trustees' remuneration and benefits

There were no Trustee remuneration or other benefits for the year ended 31 August 2022 nor for the period ended 31 August 2021.

The Trustees who are members of staff are remunerated at market values for their role in the day-to-day operation of the school, they have not received remuneration for their services as a Trustee.

Trustee expenses

There were no Trustees' expenses paid for the year ended 31 August 2022 nor for the period ended 31 August 2021.

The notes form part of these financial statements

Notes to the Financial Statements
For the year ended 31 August 2022

10. Staff costs

	Year 31.08.22 £	Year 31.08.21 £
Wages and salaries	2,978,254	2,672,080
Social security costs	308,207	265,079
Defined contribution pension costs	261,917	239,130
Defined benefit pension operating costs	399,000	314,000
	3,653,214	3,490,289

The key management personnel of the CIO comprise of the CEO, Principal and Vice Principal. The total employee benefit of key management personnel of the CIO was £250,502

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

	Year 31.08.22	Year 31.08.21
Senior Leadership	3	3
Teaching	36	39
Care	33	31
Administration	16	14
	88	87

The number of employees whose employee benefits (excluding employers pension cost) exceeded £60,000 was:

	Year 31.08.22	Year 31.08.21
£60,001 - £70,000	1	-
£70,001 - £80,000	2	2
£80,001 - £90,000	2	-
£100,001 - £110,000	1	1
£120,001 - £130,000	1	-
	7	3

Notes to the Financial Statements
For the year ended 31 August 2022

11. Tangible fixed assets

	Freehold property £	Fixtures and fittings £	Motor vehicles £	Total £
COST				
At 31 August 2021	4,955,461	2,352,372	108,129	7,415,962
Additions	1,311,976	531,440	82,964	1,926,380
Disposals	-	(63,278)	(41,676)	(104,954)
At 31 August 2022	6,267,437	2,820,534	149,417	9,237,388
DEPRECIATION				
At 31 August 2021	1,182,919	1,461,240	60,470	2,704,629
Charge for the year	175,985	248,325	24,160	448,470
Eliminated on disposal		(63,278)	(24,681)	(87,959)
At 31 August 2022	1,358,904	1,646,287	59,949	3,065,140
NET BOOK VALUE				
At 31 August 2022	4,908,533	1,174,247	89,468	6,172,248
At 31 August 2021	3,772,542	891,132	47,659	4,711,333

12. Fixed assets investments

	Listed/ unlisted investments £
At 31 August 2021	582,227
Additions	1,000,000
Revaluations	(102,134)
At 31 August 2022	1,480,093
NET BOOK VALUE	
At 31 August 2022	1,480,093
At 31 August 2021	582,227

Notes to the Financial Statements
For the year ended 31 August 2022

13. Investment property

	£
MARKET VALUE	
At 31 August 2021	425,000
Revaluation	-
At 31 August 2022	425,000

The investment property has been valued by the trustees at 31 August 2022.

14. Debtors: amounts falling due within one year

	2022 £	2021 £
Trade debtors	874,470	1,256,837
Prepayments and accrued income	105,098	103,261
	979,568	1,360,098

15. Creditors: amounts falling due within one year

	2022 £	2021 £
Trade creditors	176,155	76,113
Social security and other taxes	73,184	65,396
Other creditors	53,283	-
Deferred income	1,850,647	1,710,838
Accrued expenses	27,964	57,174
	2,181,233	1,909,521

16. Leasing agreements

Minimum lease payments under non-cancellable operating leases fall due as follows:

	2022 £	2021 £
Within one year	11,620	11,620
Between one and five years	280	11,900
	1,900	23,520

The notes form part of these financial statements

Notes to the Financial Statements
For the year ended 31 August 2022

17. Pension commitments

The charity's employees belong to three principal pension schemes; the Teachers' Pension Scheme England and Wales (TPS) for academic and related staff; the Local Government Pension Scheme (LGPS) for non-teaching staff, which is managed by Oxfordshire Pension Fund; and NEST. The first two are multi-employer defined benefit schemes.

The latest actuarial valuation of the TPS related to the year ended 31 March 2016 and of the LGPS 31 March 2019.

Contributions were payable to the schemes which amounted to £46,184 as at 31 August 2022 (2021 - £nil) and are included within creditors.

Teachers' Pension Scheme

The TPS is a statutory, contributory, defined benefit scheme, governed by the Teachers' Pension Scheme Regulations 2014. Membership is automatic for full-time teachers. All teachers have the option to opt-out of the TPS following enrolment.

The TPS is an unfunded scheme to which both the member and employers makes contributions, as a percentage of salary – these contributions are credited to the Exchequer. Retirement and other pension benefits are paid by public funds provided by Parliament.

Valuation of the Teachers' Pension Scheme

The Government Actuary, using normal actuarial principles, conducts a formal actuarial review of the TPS in accordance with the Public Service Pensions (Valuations and Employer Cost Cap) Directions 2014 published by HM Treasury every 4 years. The aim of the review is to specify the level of future contributions. Actuarial scheme valuations are dependent on assumptions about the value of future costs, design of benefits and many other factors. The latest actuarial valuation of the TPS was carried out as at 31 March 2016. The valuation report was published by the Department for Education on 5 March 2019. The key elements of the valuation and subsequent consultation are:

- Employer contribution rates set at 23.68% of pensionable pay (including a 0.08% administration levy).
- Total scheme liabilities (pension currently in payment and the estimated cost of future benefits) for service to the effective date of £218,100 million and notional assets (estimated future contributions together with the notional investments held at the valuation date) of £196,100 million, giving a notional past service deficit of £22,000 million.
- The SCAPE rate, set by HMT, is used to determine the notional investment return. The currrent SCARE rate is 2.4% above the rate of CPI, assumed real rate of return is 2.4% in excess of prices and 2% in excess of earnings. The rate of real earnings growth is assumed to be 2.2%. The assumed nominal rate of return including earnings growth is 4.45%.

The next valuation result is due to be implemented from 1 April 2023.

The employer's pension costs paid to TPS in the year amounted to £224,202 (2021 - £207,716)

A copy of the valuation report and supporting documentation is on the techers' Pensions website (https://www.teacherspensions.co.uk/news/employers/2019/04/teachers-pensions-valuation-report.aspx).

Under the definitions set out in FRS102, the TPS is an unfunded multi-employer pension scheme. The charity has accounted for its contriubtions to the scheme as if it were a defined contribution scheme. The charity has set out above the information available on the scheme.

Local Government Pension Scheme

The LGPS is a funded defined benefit pension scheme, with the assets held in separate trustee-administered funds. The employer's contributions totalled £103,758 (2021- £105,548). From 1 April 2020 the agreed contributions rates are 16.3% for employers and an average of 6.5% for employees.

The notes form part of these financial statements

Notes to the Financial Statements
For the year ended 31 August 2022

17. Pension commitments (continued)

The amounts recognised in the balance sheet were as follows:

	Defined benefit pension plan 2022 £	2021 £
Fair value of plan assets	6,856,000	7,120,000
Present value of funded obligations	6,443,000	(10,324,000)
Net liability	413,000	(3,204,000)

The total cost recognised in the year was as follows:	2022 £	2021 £
Current service costs	399,000	314,000
Net interest from defined benefit liability	55,000	45,000
Total defined benefit cost recognised in Statements of Financial Activities	454,000	359,000

Changes in the fair value of scheme assets were as follows:	2022 £	2021 £
Opening fair value of schemes assets	7,120,000	5,941,000
Interest income	118,000	101,000
Employer contributions	104,000	106,000
Participants' contributions	48,000	46,000
Estimated benefits paid	(128,000)	(120,000)
Return on assets excluding amounts included in net interest	(406,000)	1,046,000
	6,856,000	7,120,000

Changes in the present value of the defined benefit obligation were as follows:	2022 £	2021 £
Opening defined benefit obligation	10,324,000	8,483,000
Current service cost	399,000	314,000
Interest cost	173,000	146,000
Participants' contributions	48,000	46,000
Estimated benefits paid	(128,000)	(120,000)
Actuarial gains/(losses) –		
Changes in financial assumptions	(4,359,000)	1,460,000
Other experience gains	18,000	(124,000)
Changes in demographic assumption	(32,000)	119,000
	6,443,000	10,324,000

The notes form part of these financial statements

Notes to the Financial Statements
For the year ended 31 August 2022

17. Pension commitments (continued)

The remeasurements recognised in Statement of Financial Activities are as follows:

	Defined benefit pension plan	
	2022 £	2021 £
Changes in financial assumptions	4,359,000	(1,460,000)
Other experience gains	(18,000)	124,000
Changes in demographic assumptions	32,000	(119,000)
Return of assets excluding amounts included in net interest	(406,000)	1,046,000
	3,967,000	(409,000)

The major categories of scheme assets as percentage of total scheme assets are as follows:

	2022	2021
Equity	75%	74%
Bonds	15%	17%
Property	9%	7%
Cash	1%	2%

Principal actuarial assumptions at the balance sheet date:

	2022	2021
Pension Increase rate (CPI)	3.05%	2.9%
Salary increase rate	3.05%	2.9%
Discount rate	4.25%	1.65%

The mortality assumptions used for longevity (in years) on retirement at age 65 are:

Current pensioners	2022	2021
- Males	22.2 years	22.4 years
- Females	26.1 years	24.7 years

Future pensioners (assumes members aged 45 as at latest formal valuation)

	2022	2021
- Males	23.1 years	23.4 years
- Females	26.1 years	26.3 years

NEST

NEST is a defined contribution scheme for certain employees. The amounts recoginised as an expense in the period was £37,715 (2021- £31,414). At 31 August 2022 there were £3,230 contributions that had not been paid over to the pension scheme (2021- £nil).

The notes form part of these financial statements

Notes to the Financial Statements
For the year ended 31 August 2022

18. Movement in funds

	At 01.09.21 £	Net movement in funds £	Transfers between funds £	At 31.08.22 £
Unrestricted funds				
General fund	2,328,033	4,800,939	-	7,128,972
Restricted funds				
Sports Grant	2,000	(2,000)	-	-
British Council Connecting Classrooms	320	(320)	-	-
Capital Grant and Maintenance Grants	88,308	28,742	-	117,050
FSA Grants	2,237	1,294	-	3,531
	92,865	27,716	-	120,581
Endowment funds				
Freehold property	3,346,274	(149,101)	-	3,197,173
TOTAL FUNDS	5,767,172	4,679,554	-	10,446,726

Net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Gains and losses £	Movement in funds £
Unrestricted funds				
General fund	6,573,584	(5,637,511)	3,864,866	4,800,939
Restricted funds				
Covid 19 Funding	18,360	(18,360)	-	-
Sports Grant	3,000	(5,000)	-	(2,000)
Teachers Pay and Pensions Grant	73,830	(73,830)	-	-
British Council Connecting Classrooms	-	(320)		(320)
Capital Grant and Maintenance Grants	117,049	(88,307)	-	28,742
EFSA Funding	11,693	(10,399)	-	1,294
	223,932	(196,216)	-	27,716
Endowment funds				
Freehold property	-	(149,101)	-	(149,101)
TOTAL FUNDS	6,797,516	(5,982,828)	3,864,866	4,679,554

The notes form part of these financial statements

Notes to the Financial Statements
For the year ended 31 August 2022

18. Movement in funds - continued

The specific purposes for which the funds are to be applied are as follows:

Covid19 Funding

The Covid 19 fund is grants received from the DFE for the purpose of providing recovery catch up costs and safety measures in the school. The total grant received in the year was £18,360 (£4,300 2021).

Sports Grant

The Sports Grant is a grant received from the DFE solely for the purpose of promoting and providing sports equipment and activities in the school. The total grant received in the year was £3,000 (£2,000 2021). The grant has been carried forward and will be used to help finance a new bouldering room for the students in the next financial year.

Teachers Pay and Pensions Grants

The Teachers Pay and Pensions Grants are grants received from the DFE to offset the cost of the increase in the teachers' pay scales and the increase in the percentage of the employers contribution into the Teachers Pension Scheme. The total amount received in the financial year was £73,830 (£64,586 2021)

British Council Connecting Charities

The grant received from the British Council for £nil (£320 2021) is for connecting charities 'against single use plastic'. The fund has been carried forward to the next financial year where £230 has been sent to a school in Kathmandu, Nepal for a plastic recycling project and the balance has been repaid to the British Council.

Capital Grant and Maintenance Fund

The Capital Grant fund is grants received from the DFE that are solely for the use for the maintenance and upkeep of the school.

The total grants received in the year was £117,049 (£91,387 2021) of which £117,049 has been carried forward to the next financial year.

ESFA Grants

The school receives various funding from the ESFA for pupil premium and pupil placements. The balance of the funding is carried forward to the next financial year.

19. Related party disclosures

There were no related party disclosures during the current and previous financial years.

20. Capital Commitments

The charity has no capital commitments at 31st August 2022 (£1,049,883 for building works 2021).

The notes form part of these financial statements

Notes to the Financial Statements
For the year ended 31 August 2022

21. Analysis of the Statement of Financial Activities for the year ended 31 August 2021 by fund type

The 2022 statement of Financial Activity only shows the 2021 comparative data in total. The statement below shows the 2021 comparative date by fund type as well.

	Unrestricted funds £	Restricted funds £	Endowment fund £	Total funds £
INCOME AND ENDOWMENTS FROM				
Donations and legacies	60	-	-	60
Charitable activities				
Swalcliffe Park School CIO	6,230,532	182,000	–	6,412,532
Investment income	27,703	–	–	27,703
Total	6,258,295	182,000	-	6,440,295
EXPENDITURE ON				
Raising funds	4,595	–	–	4,595
Charitable activities				
Swalcliffe Park School CIO	5,002,503	97,192	149,102	5,248,797
Other	21,504	–	–	21,504
Total	5,028,602	97,192	149,102	5,274,896
Net gains/(losses) on investments	80,801	–	–	80,801
Remeasurement on defined benefit pension scheme	(409,000)	-	-	(409,000)
NET INCOME	901,494	84,808	(149,102)	837,200
Transfer between funds	-	-	–	–
Net movement in funds	901,494	84,808	(149,102)	837,200
RECONCILIATION OF FUNDS				
Total fund brought forward	1,426,539	8,057	3,495,376	4,929,972
TOTAL FUND CARRIED FORWARD	1,426,539	8,057	3,495,376	4,929,972

Glossary of acronyms

- AM Annual General meeting
- AR Annual Review
- CIO Charitable Incorporated Organisation
- CEO Chief Executive Officer
- CP Clinical Psychology
- D of E Duke of Edinburgh
- DfE Department for Education
- EHCP Education Health and Care Plan
- FQoL Family Quality of Life
- Headlines: Half termly newsletter for parents, staff and Governors
- LA Local Authority
- NASS National Association of Special Schools
- OT Occupational Therapy
- QA Quality Assurance
- QoL Quality of Life
- SIP School Improvement Plan
- SORP Statement of Recommended Practice
- SaLT Speech and Language Therapy
- SWALSS South and West Leaders in Special Schools

4 'Whys' for students

- C: Communication
- SM: Self-Management
- I: Independence
- A: Achievement

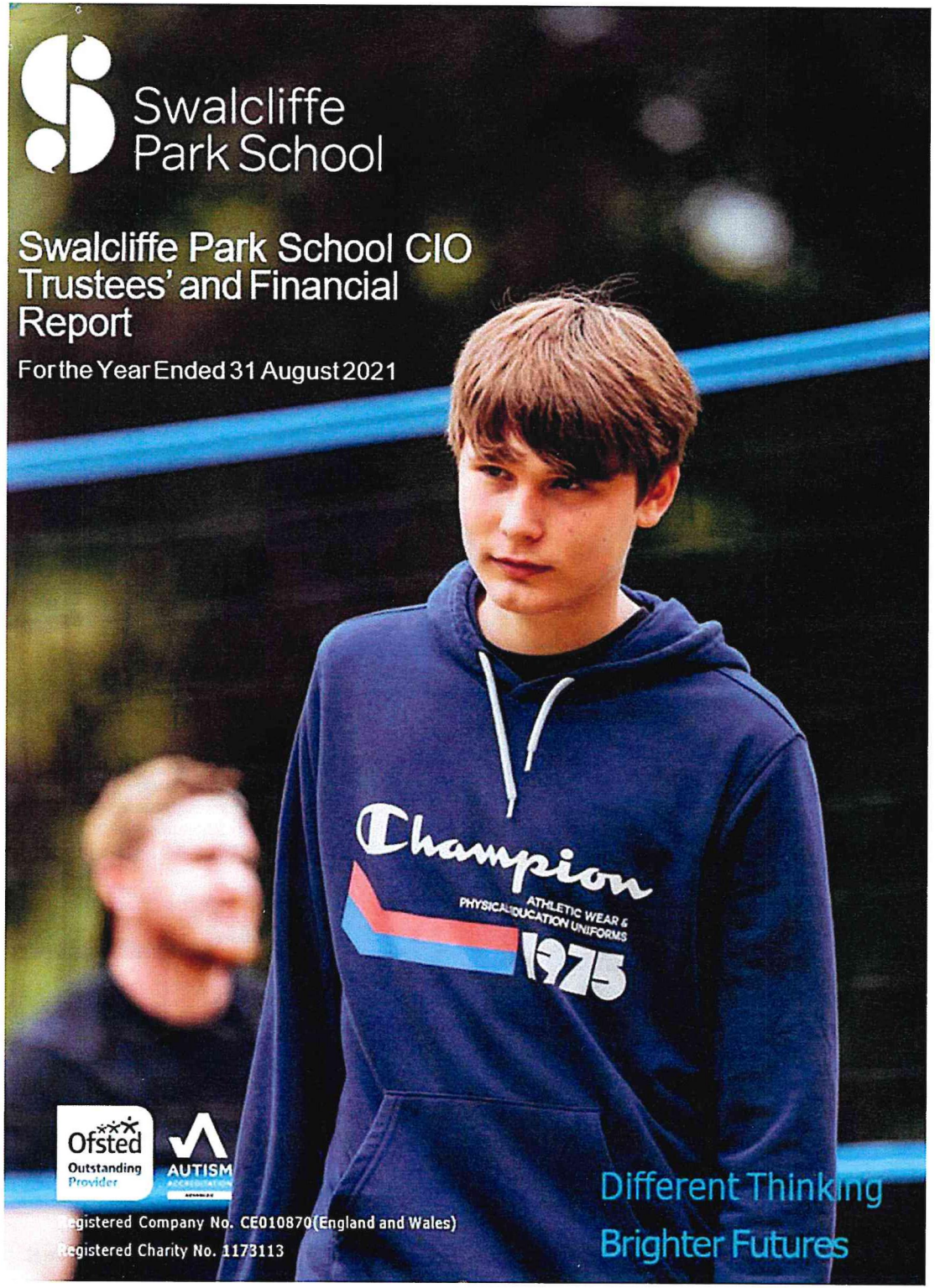
4 Strands of support for families

- S: School support
- F2F: Family to Family Support
- H: Home support
- T: Training

SWALCLIFFE PARK SCHOOL CIO

England & Wales - Charity number 1173113

Accounts



Annual Report

For the Year Ended 31 August 2021

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Section A: Report of the Trustees

1. Introduction

This is the third Annual Report of the CIO and is due to be presented at the AGM in the Spring Term 2022. The previous Annual Report for 2019/20 was delayed from January 2021 until June 2021 due to Covid-19 related issues, which means there is only a short means time-lapse between the two, which is reflected in the content of this report.

As for many organisations, Covid has continued to dominate the agenda over the past year and impact on our normal ways of working. However, despite this, the CIO has had an extremely productive year both in terms of numbers of students placed within the school and planning for the development of the site for an increased school roll of 78 students in the future and associated staffing community.

The Annual Report continues to be an over-arching document for organisational self-evaluation and as such needs to be read in conjunction with the following documents for a full review of the academic and financial year 2020/21.

- School Improvement Plan 2020/21
- Exam results and destinations 2020/21
- Training Plan 2020/21
- Safeguarding audit 2020/21
- Advanced Level Autism Accreditation confirmation letter and report
- QoL and Keyworking: Small scale action research based at SPS
- Investors in Careers: assessment report
- Half termly CEO business reports

In addition to our own internal Quality Assurance processes, we also invite independent external scrutiny from a range of sources to review the quality of our provision for Education, Therapeutic Support, Residential Care, Health and Safety, and Safeguarding.

In view of Covid, our most recent Ofsted inspections remain June 2019 (Residential) and July of 2019 (Education). We did, however, have our 'Advanced Level' Autism Accreditation assessment early in the year and this resulted in the successful renewal of our 'Advanced Level' status in February 2021. This report is included within the list documents in support of this Annual Report, all of which are available upon request:

The Trustees have adopted the provisions of the Statement of Recommended Practice (SORP) "Accounting and Reporting by Charities" in preparing the annual report and financial statements of the charity.

The financial statements have been prepared in accordance with the accounting policies set out in the notes to the accounts and comply with the charity's governing document, the Charities Act 2011 and Accounting and Reporting Charities SORP applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland published in October 2019.

The audited accounts are included separately in this report.

Incorporation

The Charitable Trust was incorporated as a Charitable Incorporated Organisation (CIO) on 19 May 2017 and commenced trading on 1 November 2018.

2. Charitable Objectives

Our objective is to transform the lives of children and their families by providing specialist education, therapeutic support, and residential care for young people with disabilities and in particular providing a school at Swalcliffe Park.

Activities

Swalcliffe Park School is a CIO which operates a non-maintained specialist school offering residential and day education for up to 70 boys, aged 10-19 years, who are on the Autism Spectrum. At the time of writing an application has been made to the DfE to increase this number to 78. All students have an Education Health and Care Plan (EHCP), and their placements are sponsored by their home Local Authority (LA). During the period of this report, we were working with up to 20 LAs.

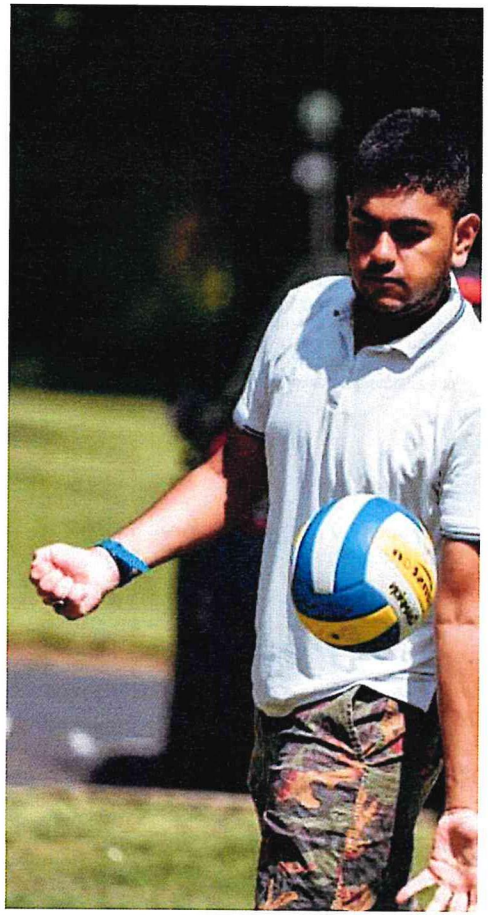
Our overall aim is to improve the Quality of Life (QoL) of our students and their families, now and for the future. We do this by providing 'outstanding' education, therapy, and residential care to our students and high levels of support for their families. We achieve this within a safe and caring environment in which all our students can flourish and become happy, healthy, and empowered young people, and by developing strong and trusting relationships with their families.

The CIO also operates a range of autism-related outreach services including assessment and diagnosis, as well as training, resource sharing, and consultancy to schools and colleges, this is mainly achieved through our 'Quality of Life' network.

In overseeing and guiding the work of the CIO, Trustees have given careful consideration to the Charities Commission's public benefit guidance and have ensured that the organisation has continued to be focussed on:

- Ensuring the reputation of the organisation is based on best practice in safeguarding young people
- Maintaining the 'Outstanding' Ofsted judgements for the education, therapeutic and residential provision we offer
- Maintaining our 'Advanced Level' Autism Accreditation status
- Building on our reputation for innovation through the development of our 'Quality of Life' framework and network.
- Raising the profile of the school nationally and internationally through outreach work,conference presentations, research, and partnership working
- Developing the academic, vocational, and independence strands of the curriculum
- Developing our therapeutic provision in the schoolday and after school and to support outreach work and training
- Maintaining a high roll number which guarantees the financial stability of the schooland subsequently underpins all development and progress
- Ensuring the site and facilities are safe andfit for purpose

These aspects of operation can be tracked through self-evaluation of our performance over the past yearand the judgements made by external independent evaluators. As in previous years, our work falls underfour main headings, and the highlights from the academic year 2020/21 are set out below:



Swalcliffe Park School

3. Working With Students

Referrals and admissions

2020/21 saw a year-on-year increase from 2019/20, which at the time was a record year itself. The school year ended with 71 students on roll and the Autumn Term 2021 started with 69 students. This has the potential to increase to 78 by the end of the current school year (2021-22), should our application for additional numbers be approved by the DfE.

This is a significant increase, with far-reaching implications for staffing and the development of the site. This appears to be a continuing trend over time, which bodes well for the future sustainability of the school.

Safeguarding

Whilst there were no Ofsted inspections during the academic year 2020/21 the school is always committed to maintaining the highest standards with respect to Safeguarding. There were no significant issues to report in our annual safeguarding audits to OSCB, which were filed in December 2020 and 2021.

Start of term	Projected numbers	Actual numbers
Autumn 2018	41	43
Spring 2019	45	51
Summer 2019	48	54
Start of term	**Projected numbers**	**Actual numbers**
Autumn2019	45	48
Spring 2020	49	56
Summer 2020	53	58
Start of term	**Projected numbers**	**Actual numbers**
Autumn 2020	60	65 (Sept) 69 (Nov)
Spring 2021	68/69	71
Summer 2021	68/69	71
Start of term	**Projected numbers**	**Actual numbers**
Autumn 2021	64	69
Spring 2022	66	
Summer 2022	69	

QoL

All students continue to participate in the school's Quality of Life (QoL) framework, and this is being used to help inform individual student plans, as well as whole school curriculum, operational and strategic planning.

A new development introduced this year was that all students and families are now asked to complete QoL surveys prior to joining the school. This provides us with valuable baseline information and helps us to identify QoL issues to address as soon as a student placement begins. This then provides the starting point of our longitudinal QoL progress tracking as they move through the school.

As part of our own internal reflective practice, we conducted a small-scale action research project to determine the effectiveness of keyworking within the QoL framework. This was designed in conjunction with the National Autistic Society (NAS). A copy of the report is available and provides reassuring evidence that keyworking is an effective way to improve QoL outcomes for students.

Working With Students

Student Council
Student Council provides an additional way of hearing student voice, and over the past year, they have continued to meet on a regular basis despite the Covid-19 restrictions. Online meetings were facilitated by staff and students could talk about their experience of lockdown, online lessons, and activities as well as how they would like to see the school develop in a way that improves their Quality of Life.

Governors continue to be present at all Student Council meetings and issues raised are fed directly into meetings of the Governor Conference Day meetings. Groups of students are also routinely invited to talk about issues of interest to them at each of these meetings.

Food
The new catering arrangements have now been in place for a whole school year and have proved to be very popular.



The presentation and quality of food is regularly praised at Student Council and House meetings, and we are all delighted with the friendliness and creativity of Mark and his team.

'Independence Plus' curriculum
Having worked with our new Independence Plus curriculum for a year, we were keen to elicit the views of staff, families, and students to inform any revisions which could be made to its usefulness to these groups. This work has started and will continue through the current academic year and be ready for full implementation in September 2022.

Student Quality of Life:

"I've had people to talk to at school, and I have realised that I can be really good at conveying my thoughts if I want to."

"The school is quiet and calm, and I don't feel worried. My teachers understand me, and they let me ask lots of questions. They help me a lot."

Duke of Edinburgh award
All students at SPS have the option of joining the scheme and we encourage participation at all levels, Bronze, Silver, and Gold. Unfortunately, participation in activities was very much curtailed this year due to lockdown although these will be restored as restrictions ease on social gatherings. There are also plans for DofE to become an increasingly prominent aspect of our Sixth Form offer for 2021/22.

'Green Power' racing
This project which is based around building and racing energy-efficient cars, promotes the understanding of energy pollution, sustainability, and reducing carbon emissions. It is enjoyed by students of all ages and continues to be a very strong and popular aspect of our school day curriculum and after-school club. It not only provides opportunities to travel and mix with peers from schools across the country and a wide variety of backgrounds but also an insight into potential future employment options.



Swalcliffe Park School

Working With Students

Careers Education
Over the past two and a half years, we have been developing and embedding our curriculum to support meeting the Gatsby Benchmarks, for careers education. At the end of the summer term, we were informed that we had achieved the 'Investors in Careers' quality mark through the CSW Group, who specialise in career preparation for 16-19 year olds. This was the result of a lot of hard work by our Sixth Form staff and has helped us to integrate the 'Gatsby Benchmarks' into our curriculum planning for all our students throughout the school. This means that they will all have access to the information and experiences they need to be able to help them make informed decisions for their next steps after leaving school.

The report states that the school has demonstrated:

"A strong commitment to achieve The Quality in Careers Standard, fully meeting all the accreditation criteria, incorporating the Gatsby Benchmarks." for its careers education, information, advice, and guidance provision.

The Quality in Careers Standard

Accreditation
For the second year running there were no formal exams for GCSE, and 'A-Level and other forms of accreditation due to Covid, and this year students were awarded grades based on school and college-based assessments. It was pleasing to see, in the recent presentation to Governors, that all grades assessed by staff at school were upheld by the awarding bodies meaning that all students achieved their expected grades. This information is available upon request.

Destinations
Once again, all students leaving SPS at the end of the academic year 2020/21 had a destination to go to on leaving school. This included Further Education (FE), Higher Education (HE), training or employment. This is now an established outcome for all our students and is achieved by great efforts being made to work collaboratively with students, families, and local partners to find suitable options based on their interests, qualifications and aspirations.

These are the destinations of our Summer 2021 leavers:

1. Reigate 6th form college – study A levels and BTEC level 3 mix
2. Further education - Banbury college BTEC level 3 ICT
3. Employment – Apprentice SEND TA in a special school
4. Employment – Apprenticeship - Howden Kitchens
5. Online study – A levels
6. University – York university – Chemistry
7. University – Portsmouth – Geography
8. College – Oxford College – Business BTEC level 3
9. College
10. Full-time employment – Sales executive Peugeot
11. Bespoke package – to continue to study level 3 courses.

NAS Autism Accreditation Assessment:

"Swalcliffe Park School staff have an exceptional understanding of the pupils within the school that has enabled relationships to be developed and a thorough understanding of the boys fostered through taking the time to get to know them as individuals, not purely as an autistic person"

Working With Students

Autism Accreditation Assessment, National Autistic Society February 2021:

"Pupils are the centre of everything that happens within the school, their voice is integral to everything which happens within the school. Part of the governance of the school focuses on working with students. Pupils will have their voice at governing body meetings"

Advanced Autism Accreditation, National Autistic Society April 2021:

"The assessment report provides compelling evidence that Swalcliffe Park School is a nurturing environment where the best interests and well-being of the students is paramount. Therapists work closely with and alongside teaching staff to ensure that support incorporates a range of specialist approaches which are tailored towards the individual. The key worker system ensures that students have regular opportunity to share their concerns, issues, and hopes so that these can directly inform support. "

July 2019: Ofsted Education inspection:

- Judgement 'Outstanding'

"The assessment report provides compelling evidence that Swalcliffe Park School is a nurturing environment where the best interests and well-being of the students is paramount. Therapists work closely with and alongside teaching staff to ensure that support incorporates a range of specialist approaches which are tailored towards the individual. The key worker system ensures that students have regular opportunity to share their concerns, issues and hopes so that these can directly inform support"

"Safeguarding is effective. Leaders ensure all safeguarding arrangements in school are fit for purpose. Records are thorough and up to date, and relevant training enables staff to be highly vigilant in their role."

June 2019: Ofsted Residential inspection:

- Judgement 'Outstanding'

"The residential special school provides highly effective services thatconsistently exceed the standards of good. The actions of the school contribute to significantly improved outcomes and positive experiences forchildren and young people."

"Resident pupils say that they feel safe, and that staff care about them."



4. Working with families

Referrals and admissions
The number of families making inquiries for placements has been at a record high over the past year and we have continued to support them through the referral and admission process in a variety of ways. These include open afternoons for groups of prospective parents, as well as advice and signposting to relevant services for individual families. Whilst this process was compromised over the past year by not being able to facilitate many onsite visits, we made some short videos of the school which were accessible through the website as well as being shown at each of the half termly online 'prospective parent' afternoons.

FQoL
All families are strongly encouraged to participate in our Family Quality of Life work. This is a powerful way of hearing 'Family Voice' in a regular and systematic way.
The information we gather through termly family surveys helps to inform how we work together to agree targets for their sons as well as thinking how we can be of best support to individual families through keyworking and whole school events. In addition to this, we continue to use the whole school FQoL data collected through termly surveys to see how we can support our families in 4 main areas identified in the QoL framework, namely School Support (S), Family to Family support (F2F), Home Support (H) and Training (T). Please see our 'Quality of Life' framework for further details.

Keyworking
All families have an allocated keyworker,who has responsibilities for communicating
with families as part of their role. This includes supporting families to complete FQoL surveys and maintaining weekly communication to address issues of importance to them. Our 'keyworking' practice was reviewed as part of an action research project conducted during the year in conjunction with the National Autistic Society.

A copy of the report is available upon request.

Multi-Disciplinary Team (MDT) meetings
These are weekly meetings called by staff or families, for students experiencing particular difficulties or causing concern at home, in school, or in the community. Families can be invited to the meetings so that solutions can be arrived at collaboratively and with all the relevant information and expertise in mind. These meetings continued during lockdown but were held online rather than in person.

Independence Plus
All families are given a copy of the school's Independence Plus curriculum, and this has been extremely well used during the lockdown periods. Progress against this curriculum is now included within Annual Review reports and this is based on evidence from school and what families share with us about what goes on at home.

Newsletters
The half-termly 'Headlines' newsletter continues to provide families with an update on whatactivities are going on in school, individual success stories, and future events. Families are invited to contribute to the Headlines either through submitting information for publication or contributing to policy reviews as they arise. Families also hear about any staffing changes, building developments, or significant events through this medium. Back copies are available on the school website.

Swalcliffe Parents and Carers



Working with families

Governance

There are two elected parent representatives on the Governing Body, who play an active role in providing a family perspective at meetings. They also manage the school's Facebook page, which is a social media forum for families to chat and share information about the school. All Governor Conference Day meeting agendas have a section dedicated to 'Working With Families' to keep this critical aspect of our practice at the forefront of our thinking. This section is also replicated in each of the half-termly CEO Business reports as well as the school improvement plan.

In addition to the above, all policy and job descriptions are now in the process of being reviewed with a 'Working With Families' section.

Family Forum

We have now commenced a range of talks and activities in response to QoL related issues raised which support families and siblings in a range of ways, under the 4 'Whys' for families (S) (F2F (H) and (T).

Progress days and information sharing

In addition to the Annual Review process, the school holds termly 'Progress Day' meetings for all students and their families. These provide opportunities to meet with relevant staff and discuss aspects of progress and future planning. During lockdown, these became online events, as did all Annual Review meetings. In addition to this, all families are now able to access all of their son's progress data online through the school portal.
Feedback on these online events has been very positive, with many families saying that they are easier for them to attend and more time-efficient.

Teams

Just as with curriculum delivery, 'Microsoft Teams' has become an easy way for families to communicate with school staff, for example for keyworking or Annual Review meetings. This will remain part of our normal way of working after the lockdown restrictions are lifted as this is more time and cost-efficient for many families.

Website

New content is updated as and when required and families are signposted to anything of particular importance. Further developments are planned for 2021/22 and we are looking forward to working collaboratively with families on how this will evolve.

Events

Many of our usual events were compromised during the year in compliance with our Covid risk assessment. We were particularly sorry to lose our end of term open day, which is a fun event for immediate and extended family members, but we were able to host a small number of families at a socially distanced event for our school leavers to send them on their way with our very best wishes.

Training

Rather than the usual range of training for families, our Clinical Psychology team prepared a series of eight well-being newsletters that contained a range of tips, strategies, resources, and links on how to stay as healthy as possible during the lockdown. Copies of these can be found in our Covid-19 lessons learned report which was shared with Trustees in October 2020.



Swalcliffe Park School

Working with families

External evaluation:

June 2019: Ofsted Residential inspection:
- Judgement 'Outstanding'

"Parents express great confidence in the staff to keep their children safe."

"The advances that leaders have made in developing an integrated model of care to improve outcomes for the resident pupils, that includes their families, are exceptional."

Autism Accreditation Assessment, National Autistic Society February 2021:

"Consultation with families begins very early in their journey. Relationships are developed with families during the admissions process."

"This is a close relationship, parents know that there is an open line of communication, this will be in the format of the parents choosing."

"Family voice goes throughout everything within the school."

Advanced Autism Accreditation, National Autistic Society April 2021:

"Communication between the school and parents is excellent, both before students' admission and throughout their school careers." **Ofsted**

"The effectiveness of the school's partnership with families is reflected in the positive responses given in the confidential survey conducted by Autism Accreditation, with 100 % of parent/carers rating the school's understanding of their child's autism as always good. Ofsted confirm that pupils make 'remarkable' academic progress and that safeguarding processes are effective."

Family Quality of Life:

"I have had a more positive experience of spending time with (him) at home as he has shown less challenging behaviour."

"The excellent communication from the staff at Swalcliffe, helps us to feel reassured and supported in our efforts. It helps to underline to us that we are doing the right things. We have much more understanding of the range and scope of (son's) needs in areas that we had before not understood with any degree of depth. The balance of focus on areas of development for him, is helping to raise him consistently where he needs to progress, and in particular on the social interaction side."
Our work contributes to the wider body of knowledge about how to enable young people with ASC to stay safe, fulfil their ambitions and enjoy life. As an outward-looking organisation with a reputation for innovation, creativity, and service delivery, we wish to be the first choice for potential students, parents, and their Local Authorities.



5. Working with Partners

The QoL network

This was established as a result of feedback from presentations at national conferences, with a view to helping interested schools to implement the SPS Quality of Life framework within their setting. The network was set up in 2018 and supported by a number of workshops held at SPS.

At the beginning of 2019/20, we kept our participating schools up to date through regular newsletters and then towards the end of the year, we reconvened the online workshops so we could share the new resources we had been developing during the periods of lockdown.

We also shared our Keyworking and QoL action research with the group and offered the project plan to all schools to use in their settings. Presentations recommenced in the Autumn Term 2021, and these will be included within the Annual Review report for 2021/22.



NASS incubator project

Our participation in this project ended in July 2021 and through its support we were able to complete what we had set out to do in terms of resource production. The next phase of the project is to continue building capacity within the QoL network to increase the number of participants.
One important aspect of the project was to investigate intellectual property rights and licensing for the QoL network. We have held an initial meeting with Bates Wells, London, and this work is now in progress.

SPS services

Much of the work of SPS services was suspended during 2021/22 due to Covid restrictions. This includes Autism Education Trust (AET) training for Sixth Forms and colleges, for which we hold a training licence. It is anticipated that this will be back on track during 2021/22 and there will be a range of activities to report on at the end of the next Annual Report.

Village Liaison

At the end of the summer term, an event was convened for members of the public from the village to come into school to look around at the site, hear about the work of the school and ask questions about the new building development. This was a well-attended event with over 20 members of the village, all of whom enjoyed the opportunity to have a look around the school site and chat with staff and Governors.

Links and affiliations

SPS has continued to be an active member of the following organisations:

- Oxfordshire Teaching Schools Alliance (OTSA):We have provided short-term work placements for trainee teachers and contributed to their CPDprogramme.
- National Association of Special Schools (NASS): We attend the annual conference, finance meetings, residential care meetings. The Chief Executive Officer is also a trustee of NASS
- National Autistic Society (NAS): All NAS schools are part of the QoL network, and we have completed one collaborative action research project relating to the effectiveness of keyworking. There is a new CEO for the organisation, and we look forward to continuing our partnership work and strengthening links between our schools.
- South and West Leaders in Special Schools (SWALSS): We attend the annual conference and contribute to the annual training programme. The CEO is a member of the executive board
- National SEND Forum: The CEO represents SWALSS on this national forum
- Warriner Schools Partnership: The Principal attends regular meetings of Headteachers and we provide training to staff from partnership schools.

Operational partnerships

Service level agreements are in place in the following areas, and are subject to annual review:

Function	Company/partner
IT	Blue Planet
Catering	Thomas Franks
Grounds	Green Scythe
Communications	Alternative communications
Careers guidance	Work Experience Services, Warwickshire

Swalcliffe Park School

6.Working with Resources

Trustee Governor meetings

All meetings during this past year have been online due to Covid restrictions. There continued to be two meetings per half term Resources and Conference Days, both of which are open to all members of the Governing Body. This fosters a culture of inclusion and collaboration. All meetings have a Safeguarding focus in addition to the specific theme of the meeting.

Resources

These meetings have an operational focus on staffing, site, and financial management. This allows for financial monitoring and scrutiny of accounts, staffing, and staff wellbeing as well as maintenance of the site. The CEO's business report is submitted in advance of each Resources meeting and is open to questions.

Conference Days

These meetings have a more strategic focus, such as on the development of the site, curriculum initiatives, and specific projects. The meetings are also used to hear student and family voice as well as monitoring aspects of school practice such as progress and outcomes across the 4 'Whys'. Agendas match the 4 headings of Working With Students; Working With Families; Working With Partners; Working With Resources.

Over the year, groups of students were invited to each Conference Day meeting to give their views on particular topics such as preparation for exams, eco projects, online learning and activities, and keyworking. A range of staff were also invited to present at these meetings on aspects of their work such as QoL and keyworking, site development plans, exam, and destination data.

There were no new additions to the Governing Body during 2020/21 and one member retired from the Board at the end of the academic year. Training for Governors included Keeping Children Safe in Education 2020/21.

Staff recruitment

The increased numbers of new students required us to review our staffing establishment. This led to the recruitment of the following additional staff to join the agreed establishment:

- Clinical Psychology Assistants (x2)
- Human Resources and Compliance Manager
- Independence Plus team leader (Sixth Form)
- Learning Support Assistant (2)
- Medical Administrative Support
- Residential Care Worker (2)
- Science teacher

Staff development and Whole school training:

- Safeguarding training (KCSIE 2020)
- Team Teach positive handling 11refresher
- Team Teach Full course Day 1
- First Aid at Work: British Red Cross
- Food Hygiene and safety
- Diabetes training
- QoL training for all staff
- OPUS medication training
- QCF (NVQ) Level 3 residential care
- QCF (NVQ) Level 5 residential care managers
- Fire safety
- E Safety

Specific training courses were supported for individual members of staff which were linked to appraisal targets or to support specific aspects ofschool-related work.



Working with Resources

Finance
Please see the audited accounts in section B of this report.

IT
Further development of the QoL platform has enabled easier and more wide-ranging analysis of student and family QoL data. This will be used to inform how we support students and families. The software is available to all schools participating in the QoL network.

Site developments
In addition to the general maintenance of the site the following developments have been started or completed:

- Creation of a new medical room* on the site of the old school kitchen. Opened Sept 2020
- Addition of 3 new purpose-built quiet rooms for KS 3 students. Opened Sept 2020
- Installation of doors from KS 3 classrooms to quiet rooms Opened Nov 2020
- A new office for OT staff adjoining the OT room. Opened Oct 2020
- Conversion of Maurice House for Sixth Form use: Opened Sept 2021
- Creation of new car parking spaces: Opened Sept 2021

Plans for the redevelopment of the AstroTurf area were also presented for planning permission and approved before the end of the summer term of 2021. This work will commence during the Autumn Term 2021 and hopefully be completed during the Spring Term.
This is a major development which will include:

- 2 new specialist classrooms, one for Science and one for Technology
- A Science prep room
- New changing rooms
- Quiet working spaces for students
- A new staff room and associated quiet working spaces for staff
- New toilets for students, staff, and visitors.
- Conversion of current changing rooms to Education office

External evaluation Health & Safety Auditor's report (January 2020) headline:

"Swalcliffe Park is a residential and day school for boys with autism for students aged between 10-19. The school was founded in 1965, and continues to grow from strength to strength under current stewardship."

Health and Safety report (July 2019) headline:

"Absolutely outstanding. Very nearly a clean sweep this year, only a couple of actions moving forward. It is a pleasure to visit a school with such a positive health and safety culture."

7. Strategic Report

Structure, Governance, Leadership, and Management

Governing document
The Charity is controlled by its Constitution (2018).

Recruitment and appointment of new Trustees
The Board of Trustees requires breadth and depth of experience to carry out its duties effectively and efficiently. When recruiting new Trustees consideration is given to the skills and experience and specific requirements that have been identified by the vacancy.

Organisational structure, Governance, and Leadership
There is a Board of Trustees which includes a Chair, Vice-Chair, two parent Trustee Governors, and one staff Trustee Governor who is the Assistant Principal: Achievement. The Chief Executive Officer and the Principal are also Trustee Governors.

The Trustee Governors are responsible for the overall management and control of Swalcliffe Park CIO. The group meets six times a year for a Business and Resources meeting with a focus on financial management, site management/ development, and human resource management and development. In addition to these meetings, there are three half-day and three whole-day conference meetings which have a focus on strategic development, training, and monitoring of organisational performance.

All Governors are invited to all meetings and there are no sub committees in operation. Where additional pieces of project work are required a temporary 'working group' of willing volunteers is established and then disbanded on completion of the task. All working groups report directly to the Resources and Conference Day meetings.
The work on implementing policies is carried out by the Trustees together with the Senior Leadership Team, which comprises the Chief Executive Officer, Principal, Vice Principal, 5 Assistant Principals. The Principal and senior staff pay is set by the Trustees and is kept under annual review. The criteria used in setting pay includes the nature of the role and responsibilities, the sector salary for comparable positions, and competitor salaries in the region and related work.

Reserves and Financial Health

Our primary source of income is from student fees, with additional amounts received in grants and donations, all of which are directed into providing outstanding education and residential care for our students. We benefit from certain tax exemptions on charitable activities, however, we are unable to reclaim VAT input tax on our costs as our fees are exempt from VAT.

The Trustees regularly review the finances, budgetsand spend against budget, with a monthly cash flow analysis as part of the effective stewardship of the school. This is conducted through half termly Resources meetings, to which all Trustee Governors are invited.

In recent years substantial sums have been invested into refurbishment and improvements to maintain excellent educational and residential facilities for our pupils.

Investment activities are managed in line with the requirements of the Trustee Act 2000. The Governors have appointed Smith Williamson as investment manager. Our investment policy is a medium-risk approach for the growth of the portfolioof investments.

It is the policy of the Charity to hold cash reserves in its unrestricted funds. The Trustees set the level of these reserves at a minimum of £1,500,000 after undertaking an assessment of the Charity's needs.

At the end of the academic year 2020/21 the unrestricted reserves stood at £2,328,033 and restricted reserves stood at £92,865. Free reserves at 31 August 2020 were £1,426,539

Related parties
All Trustees give their time freely and no remuneration or expenses were paid in the year. Any connection between a Trustee or Senior Leader with a third-party contractor must be disclosed to the full Board of Trustees. In the current year, no such relatedparty transactions were disclosed.

Within the structure of the CIO, there is a combinedrole for Governors and Trustees resulting in a flatter, more inclusive structure. This means that the Board of Trustees now contains those former staff Governors. They are unpaid for their role as Trustees.

Fundraising Standards Information
The CIO does not carry out significant fundraising activities and does not use a third-party fundraiser.

Risk management
The Trustees have a duty to identify and review the risks to which the CIO is exposed and to ensure appropriate controls are in place to provide reasonable assurance against fraud and error. There is a documented process to identify and assess potential risks and implement proportionate controls. A formal review of the Charity's risk management process is undertaken on an annual basis by Senior Leaders and a group of Trustees.

This is then shared with the full Board of Trustees.

Strategic Report

The current main risks and plans to manage them are:

Funding
Our financial viability is based on student fees funded by Local Authorities. This risk is managed by enhancing our reputation for the highest quality practice and innovation in order to give Local Authorities and prospective parents confidence in choosing Swalcliffe Park as their preferred school. Showcasing the quality of our work through a range of profile-raising activities is an important aspect of our operational and strategic planning, in conjunction with building relationships with Local Authorities and active cash-flow management. This report highlights the strong referral position the school currently enjoys which has translated into increased student numbers.

Reputation
The school's success is also built on its reputation for the education, therapeutic support, and residential care of our students and work to support families. We manage this risk through policies and best practice in:

- Safeguarding
- Safer Recruitment
- Health and Safety
- Quality of Life framework
- Keyworking
- Teaching and learning
- Therapy support
- Residential care support
- Staff training and development

Quality assurance
The school also places significant reputational value on external evaluations of performance through bodies such as Ofsted and Autism Accreditation. Significant effort is devoted to ensuring the school maintains its current outstanding status and 'Advanced Level' Autism Accreditation (Feb 2021).

A rigorous framework for quality assurance (QA) across the organisation ensures Trustee Governors are satisfied that the major risks identified have been adequately addressed. However, it is recognised that systems can only provide reasonable but not absolute assurance that major risks have been adequately managed.

Governors were invited to join a range of QA activities online including: Referrals meetings; attendance meetings; Student Council meetings; Careers meetings; Daily handover meetings and whole school events such as Progress Days and meetings for Prospective Parents.

Business continuity planning
Maintaining the intellectual capital and sector experience within the organisation was an aspect of risk management that Trustees actively addressed through a strategic review of Governance and Leadership. This resulted in the creation of a new Leadership Team including the creation of 5 Assistant Principals with responsibilities for Referrals; Communication and Independence; Self-Management; Residential Care and Achievement.

Swalcliffe Park School

8. Reference and Administrative Details

Registered office
Swalcliffe Park School
Swalcliffe
Banbury
Oxfordshire
OX15 5EP
01295 780302

Trustees/Governors

Name	Designation
Caroline Adams	
Debbie Andrioli	Parent
Peter Beddowes	Stepped down July 2021
Peter Everett	
Linda Gregson	
Kiran Hingorani	Chief Executive
Rob Piner	Principal
Paula Protherough	Chair
Gill Manthorpe	Vice-Chair
Rachel Sands	
Andrew Sears	Member of staff
Ryan Smith	
Cathy Stoertz	
John Tasker	
Michelle White	Parent

Auditors
Dafferns LLP
One Eastwood
Binley Business Park
Coventry
CV3 2UB

Investment Advisors
Smith Williamson
25 Moorgate
London
EC2R 6AY

9. Statement of Trustees Responsibilities

The Trustees are responsible for preparing the Report of the Trustees and the financial statementsin accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

The law applicable to charities in England and Wales requires the Trustees to prepare financial statements for each financial year whichgive a true and fair view of the state of affairs of the charity and the incoming resources and application of resources, for that period. In preparing those financial statements, the Trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charity SORP 2019 (FRS 102);
- make judgements and estimates that are reasonable and prudent;
- state whether applicable accounting standardshave been followed, subject to any material departures disclosed and explained in the financial statements;
- prepare the financial statements onthe going concern basis unless it is
- inappropriate to presume that the charity will continue in business.

The Trustees are responsible for keeping proper accounting records which disclose withreasonable accuracy at any time the financial position of the charity and to enable them to ensure that the financial statements comply with the Charities Act 2011, the Charities (Accounts and Reports) Regulation 2008, and the provisions of its Constitution (2018). 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.

The trustees are responsible for the maintenance and integrity of the charity and financial information included on the charity's website. Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions

Auditors

The auditors, Dafferns LLP, will be proposed for re-appointment at the forthcoming Annual General Meeting.

Report of the Trustees, incorporating a strategic report approved by order of the Board of Trustees on 25th March 2022 and signed on the board's behalf by:

Kiran Hingorani – Trustee and Chief Executive Officer



10. Report of the Independent Auditors to the Trustees of Swalcliffe Park School CIO

Opinion

We have audited the financial statements of Swalcliffe Park School CIO (the 'charity') 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 charity's affairs as at 31 August 2020 and of its incoming resources and application of resources, including its income and expenditure, for the year thenended;

– have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and

– have been prepared in accordance with the requirements of the Charities Act 2011.

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 Auditors responsibilities for the audit of the financial statements section of our report. We are independent of the charity in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtainedis 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 charity'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 other information comprises the information included in the trustees annual report, other than the financial statements and our auditor's report thereon. The trustees are responsible for the other information contained within the annual report. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon. Our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the course of the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Swalcliffe Park School

Matters on which we are required to report by exception

In the light of the knowledge and understanding of the charitable company and its environment obtained in the course of the audit, we have not identified material misstatements in the Report of the Trustees.

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

– information given in the financial statements is inconsistent in any material respect with the trustees' report; or

– the charity has not kept adequate accounting records; or

– the financial statements are not in agreement with the accounting records and returns; or

– we have not received all the information and explanations we require for our audit.

Responsibilities of Trustees

As explained more fully in the Statement of Trustees Responsibilities set out on page 17, the Trustees 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 financialstatements that are free from material misstatement, whether due to fraud or error.

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

Our responsibilities for the audit of the financial statements

We have been appointed as auditor under section 144 of the Charities Act 2011 and report in accordance with regulations made under section 154 of that Act.

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 is available on the Financial Reporting Council's website at: https://www.frc.org.uk/Our-Work/Audit/Audit-and-assurance/Standards-and-guidance/Standards-and-guidance-for-auditors/Auditors-responsibilities-for-audit/Description-of-auditors-responsibilities-for-audit.aspx. This description forms part of our auditor's report

Use of our report

This report is made solely to the charity's trustees, as a body, in accordance Part 4 of the Charities (Accounts and Reports) Regulations 2008. Our audit work has been undertaken so that we might state to the charity's trustees those matters we are required to state to them in an auditors' 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 charity and the charity's as a body, for our auditwork, for this report, or for the opinions we have formed.

R J Miller

Dafferns LLP (Statutory Auditors)
Chartered Accountants
One Eastwood
Binley Business Park
Coventry
CV3 2UB

Dafferns LLP is eligible to act as an auditor in terms of section 1212 of the Companies Act 2006.

Date: 21 June 2022

11. Statement of Financial Activities

For the year ended 31 August 2021

	Notes	Unrestricted funds £	Restricted funds £	Endowment fund £	Year Ended 31.08.21 Total funds £	Period 31.08.20 Total funds £
INCOME AND ENDOWMENTS FROM						
Donations and legacies	2	60	-	-	60	450
Charitable activities						
Swalcliffe Park School CIO	4	6,230,532	182,000	-	6,412,532	4,838,973
Investment income	3	27,703	-	-	27,703	20,015
Total		6,258,295	182,000	-	6,440,295	4,859,438
EXPENDITURE ON						
Raising funds	5	4,595	-	-	4,595	5,307
Charitable activities						
Swalcliffe Park School CIO	6	5,002,503	97,192	149,102	5,248,797	4,502,850
Other		21,504	-	-	21,504	23,293
Total		5,028,602	97,192	149,102	5,274,896	4,531,450
Net gains/(losses) on investments		80,801	-	-	80,801	981
Remeasurement gain/(loss) on defined benefit pension scheme	17	(409,000)	-	-	(409,000)	(252,570)
NET INCOME		901,494	84,808	(149,102)	837,200	76,399
Transfer between funds		-	-	-	-	-
Net movement in funds		901,494	84,808	(149,102)	837,200	76,399
RECONCILIATION OF FUNDS						
Total fund brought forward		1,426,539	8,057	3,495,376	4,929,972	6,935,573
Defined benefit pension liability introduced 1 September 2020		-	-	-	-	(2,082,000)
TOTAL FUND CARRIED FORWARD		2,328,033	92,865	3,346,274	5,767,172	4,929,972

The notes form part of these financial statements

12. Balance Sheet

At 31 August 2021

	Notes	Unrestricted funds £	Restricted funds £	Endowment fund £	2021 Total funds £	2020 Total funds £
FIXED ASSETS						
Tangible fixed assets	11	1,365,059	–	3,346,274	4,711,333	4,494,144
Investments	12	582,227	–	–	582,227	501,426
Investment property	13	425,000	–	–	425,000	404,172
		2,372,286	–	3,346,274	5,718,560	5,399,742
CURRENT ASSETS						
Debtors	14	1,360,098	–	–	1,360,098	963,657
Cash at bank		3,709,170	92,865	–	3,802,035	2,968,068
		5,069,268	92,865	–	5,162,133	3,931,725
CREDITORS						
Amounts falling due within one year	15	(1,909,521)	–	–	(1,909,521)	(1,859,494)
NET CURRENT ASSETS		3,159,747	92,865	–	3,252,612	2,072,231
TOTAL ASSETS LESS CURRENT LIABILITIES		5,532,033	92,865	3,346,274	8,971,172	7,471,972
Defined benefit pension liability	17	(3,204,000)	–	–	(3,204,000)	(2,542,000)
NET ASSETS		2,328,033	92,865	3,346,274	5,767,172	4,929,972
FUNDS						
Unrestricted funds	18				2,328,033	1,426,539
Restricted funds	18				92,865	8,057
Endowment funds	18				3,346,27	3,495,376
TOTAL FUNDS					5,767,172	4,929,972

The notes form part of these financial statements

13. Cash Flow Statement

For the year ended 31 August 2021

	Notes	Year 31.08.21 £	Year 31.08.20 £
Cash flows from operating activities:			
Cash generated from operations	1	1,443,776	1,104,380
Net cash provided by (used in) operating activities		1,443,776	1,104,380
Cash flows from investing activities:			
Purchase of tangible fixed assets		(637,512)	(445,625)
Purchase of fixed assets investments		–	-
Purchase of investment property		-	(21,456)
Sale of tangible fixed assets		-	67,000
Investment income		27,703	20,015
Net cash provided by (used in) investing activities		(609,809)	(380,066)
Change in and cash equivalents in reporting period		833,967	724,314
Cash and cash equivalents at the beginning of the reporting period		2,968,068	2,243,754
Cash and cash equivalents at the end of the reporting period		3,802,035	2,968,068

The financial statements were approved by the Board of Trustees on 25th March 2022 and were signed on its behalf by:

Gill Manthorpe – Trustee

Paula Prothercough – Trustee

The notes form part of these financial statements

14. Notes to the Cash Flow Statement

For the year ended 31 August 2021

1. Reconciliation of net income to net cash flow from operating activities

	Year 31.8.21 £	Year 31.8.20 £
Net income for the reporting period (as per the statement of financial activities)	837,200	76,399
Adjustments for:		
Depreciation charges	420,323	368,450
(Gain) loss on investments	(80,801)	(981)
(Profit) loss on disposal of fixed assets	-	25,917
Investment income	(27,703)	(20,015)
Defined benefit pension movements less payments	662,000	460,000
Income attributable to endowment	-	-
Investment increase in valuation	(20,828)	
Expenditure attributable to endowment	-	-
Increase in debtors	(396,441)	(263,289)
Increase in creditors	50,026	457,899
Net cash provided by (used in) operating activities	1,443,776	1,104,380

The notes form part of these financial statements

15. Notes to the Financial Statements

For the year ended 31 August 2021

1. Accounting policies

Basis of preparing the financial statements

The financial statements of the charity, which is a public benefit entity under FRS 102, have been prepared in accordance with the Charities SORP (FRS 102) 'Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland issued in October 2019, Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland', and the Charities Act 2011. The financial statements have been prepared under the historical cost convention with the exception of investments which are included at market value, as modified by the revaluation of certain assets.

The financial statements have been prepared to give a 'true and fair' view and have departed from the Charities (Accounts and Reports) Regulation 2008 only to the extent required to provide a 'true and fair' view. This departure has involved following the Accounting and Reporting by Charities: Statement of Recommended Practice applicable to Charities preparing accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland issued in October 2019 rather than the Accounting and Reporting by Charities: Statement of Recommended Practice effective from 1 April 2005 which has since been withdrawn.

The presentation currency of the financial statements is the Pound Sterling (£).

All monetary amounts are rounded to the nearest pound.

Income

All income is recognised in the Statement of Financial Activities once the charity has entitlement to the funds, it is probable that the income will be received and the amount can be measured reliably.

Investment income

Investment income relates to rents incoming from investment property and interest received from financial institutions.

Grants

Capital grants are recognised evenly over the life of the associated asset and capital grants are recognized as and when relevant expenditure is incurred.

Expenditure

Liabilities are recognised as expenditure as soon as there is a legal or constructive obligation committing the charity to that expenditure, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably. Expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all cost related to the category. Where costs cannot be directly attributed to particular headings they have been allocated to activities on a basis consistent with the use of resources.

Allocation and apportionment of costs

Costs have been fully apportioned to the charitable activity.

Tangible fixed assets

Depreciation is provided at the following annual rates in order to write off each asset over its estimated useful life.

Freehold property	2% on cost and Straight line over 20 years
Fixtures and fittings	33%, 25% and 20% reducing balance
Motor vehicles	33% on reducing balance

Investment property

Investment property is shown at most recent valuation. Any aggregate surplus or deficit arising from changes in market value is transferred to a revaluation reserve.

Notes to the Financial Statements

For the year ended 31 August 2021

1. Accounting policies – continued

Taxation

The charity is exempt from corporation tax on its charitable activities

Fund accounting

Unrestricted funds can be used in accordance with the charitable objectives at the discretion of the Trustees. Restricted funds can only be used for particular restricted purposes within the objects of the charity. Restrictions arise when specified by the donor or when funds are raised for particular restricted purposes. Further explanation of the nature and purpose of each fund is included in the notes to the financial statements.

Pension costs and other post-retirement benefits

The charitable company operates a defined contribution pension scheme. Contributions payable to the charitable company's pension scheme are charged to the Statement of Financial Activities in the period towhich they relate.

The charity operates a defined benefit plan for the benefit of its employees. A liability for the charity's obligations under the plan is recognised net of plan assets. The net change in the net defined benefit liability is recognised as the cost of the defined benefit plan during the period. Pension plan assets are measured at fair value and the defined benefit obligation is measured on an actuarial basis using the projected unit method.

2. Donations and legacies

	Year 31.08.21 £	Year 31.08.20 £
Donations	60	450

3. Investment income

	Year 31.08.21 £	Year 31.08.20 £
Rent received	13,638	3,750
Investment Portfolio Income	11,065	4,348
Interest receivable	3,000	11,917
	27,703	20,015

4. Income from charitable activities

	Activity	Year 31.08.21 £	Year 31.08.20 £
Local Authority Fees	Swalcliffe Park School CIO	6,230,532	4,787,421
Other Income	Swalcliffe Park School CIO	19,407	23,050
Grants	Swalcliffe Park School CIO	162,593	28,502
		6,412,532	4,838,973
Grants received included in the above are as follows:			
DFE Grants		93,387	28,502

The notes form part of these financial statements

Swalcliffe Park School

Notes to the Financial Statements

For the year ended 31 August 2021

5. Raising funds

	Year 31.08.21 £	Year 31.08.20 £
Investment management costs		
Portfolio Management	4,595	5,307

6. Charitable activities costs

	Year 31.8.21 £	Year 31.08.20 £
Swalcliffe Park School CIO	5,248,797	4,502,850

7. Support costs

	Governance costs £	Total £
Other resources expended	21,504	23,293

8. Net income/expenditure

Net income/ (expenditure) stated after charging/(crediting)

	Governance costs £	Total £
Auditors remuneration	13,740	9,600
Depreciation – owned assets	420,323	368,450
(Surplus) loss on disposal of fixed asset	-	23,917

9. Trustees' remuneration and benefits

There were no Trustee remuneration or other benefits for the year ended 31 August 2021 nor for the period ended 31 August 2020.

The Trustees who are members of staff are remunerated at market values for their role in the day-to-day operation of the school, they have not received remuneration for their services as a Trustee.

Trustee expenses

There were no Trustees' expenses paid for the year ended 31 August 2021 nor for the period ended 31 August 2020.

The notes form part of these financial statements

Notes to the Financial Statements

For the year ended 31 August 2021

10. Staff costs

	Year 31.08.21 £	Year 31.08.20 £
Wages and salaries	2,672,080	2,281,660
Social security costs	265,079	217,365
Defined contribution pension costs	239,130	158,210
Defined benefit pension operating costs	314,000	265,000
	3,490,289	2,922,235

The key management personnel of the CIO comprise of the CEO, Principal and Vice Principal. The total employee benefit of key management personnel of the CIO was £250,502

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

	Year 31.08.21	Year 31.08.20
Senior Leadership	3	4
Teaching	39	35
Care	31	31
Administration	14	13
	87	83

The number of employees whose employee benefits (excluding employers pension cost) exceeded £60,000 was:

	Year 31.08.21	Year 31.08.20
£70,001 - £80,000	2	1
£101,000 - £110,000	1	2
	3	3

The notes form part of these financial statements

Swalcliffe Park School

Notes to the Financial Statements

For the year ended 31 August 2021

11. Tangible fixed assets

	Freehold property £	Fixtures and fittings £	Motor vehicles £	Total £
COST				
At 31 August 2020	4,587,387	2,082,934	108,129	6,778,450
Additions	368,074	269,438	-	637,512
Disposals	-	-	-	-
At 31 August 2021	4,955,461	2,352,372	108,129	7,415,962
DEPRECIATION				
At 31 August 2020	1,024,142	1,230,552	29,612	2,284,306
Charge for the year	158,777	230,688	30,858	420,323
Eliminated on disposal				-
At 31 August 2021	1,182,919	1,461,240	60,470	2,704,629
NET BOOK VALUE				
At 31 August 2021	3,772,542	891,132	47,659	4,711,333
At 31 August 2020	3,563,245	852,382	78,517	4,494,144

12. Fixed assets investments

	Listed/ unlisted investments £
At 31 August 2020	501,426
Revaluations	80,801
At 31 August 2021	582,227
NET BOOK VALUE	
At 31 August 2021	582,227
At 31 August 2020	501,426

Investments outside the UK totaled £123,132 (2020: £95,953)

The historic cost of these investments was £498,705 (2020: £501,342).

The notes form part of these financial statements

Notes to the Financial Statements

For the year ended 31 August 2021

13. Investment property

	£
MARKET VALUE	
At 31 August 2020	404,172
Revaluation	20,828
At 31 August 2021	425,000

The investment property has been valued by the trustees at 31 August 2021.

14. Debtors: amounts falling due within one year

	2021 £	2020 £
Trade debtors	1,256,837	870,637
Prepayments and accrued income	103,261	93,020
	1,360,098	963,657

15. Creditors: amounts falling due within one year

	2021 £	2020 £
Trade creditors	76,113	224,228
Social security and other taxes	65,396	58,136
Other creditors	-	37,982
Deferred income	1,710,838	1,438,026
Accrued expenses	57,174	101,122
	1,909,521	1,859,494

16. Leasing agreements

Minimum lease payments under non-cancellable operating leases fall due as follows:

	2021 £	2020 £
Within one year	11,620	11,620
Between one and five years	11,900	24,488
	23,520	36,108

The notes form part of these financial statements

Notes to the Financial Statements

For the year ended 31 August 2021

17. Pension commitments

The charity's employees belong to three principal pension schemes; the Teachers' Pension Scheme England and Wales (TPS) for academic and related staff; the Local Government Pension Scheme (LGPS) for non-teaching staff, which is managed by Oxfordshire Pension Fund; and NEST. The first two are multi-employer defined benefit schemes.

The latest actuarial valuation of the TPS related to the year ended 31 March 2016 and of the LGPS 31 March 2019.

Contributions were payable to the schemes which amounted to £nil as at 31 August 2021 (2020 - £32,920) and are included within creditors.

Teachers' Pension Scheme

The TPS is a statutory, contributory, defined benefit scheme, governed by the Teachers' Pension Scheme Regulations 2014. Membership is automatic for full-time teachers. All teachers have the option to opt-out of the TPS following enrolment.

The TPS is an unfunded scheme to which both the member and employers makes contributions, as a percentage of salary – these contributions are credited to the Exchequer. Retirement and other pension benefits are paid by public funds provided by Parliament.

Valuation of the Teachers' Pension Scheme

The Government Actuary, using normal actuarial principles, conducts a formal actuarial review of the TPS in accordance with the Public Service Pensions (Valuations and Employer Cost Cap) Directions 2014 published by HM Treasury every 4 years. The aim of the review is to specify the level of future contributions. Actuarial scheme valuations are dependent on assumptions about the value of future costs, design of benefits and many other factors. The latest actuarial valuation of the TPS was carried out as at 31 March 2016. The valuation report was published by the Department for Education on 5 March 2019. The key elements of the valuation and subsequent consultation are:

- Employer contribution rates set at 23.68% of pensionable pay (including a 0.08% administration levy).
- Total scheme liabilities (pension currently in payment and the estimated cost of future benefits) for service to the effective date of £218,100 million and notional assets (estimated future contributions together with the notional investments held at the valuation date) of £196,100 million, giving a notional past service deficit of £22,000 million.
- The SCAPE rate, set by HMT, is used to determine the notional investment return. The currrent SCARE rate is 2.4% above the rate of CPI, assumed real rate of return is 2.4% in excess of prices and 2% in excess of earnings. The rate of real earnings growth is assumed to be 2.2%. The assumed nominal rate of return including earnings growth is 4.45%.

The next valuation result is due to be implemented from 1 April 2023.

The employer's pension costs paid to TPS in the year amounted to £207,716 (2020 - £134,266)

A copy of the valuation report and supporting documentation is on the techers' Pensions website (https://www.teacherspensions.co.uk/news/employers/2019/04/teachers-pensions-valuation-report.aspx).

Under the definitions set out in FRS102, the TPS is an unfunded multi-employer pension scheme. The charity has accounted for its contriubtions to the scheme as if it were a defined contribution scheme. The charity has set out above the information available on the scheme.

Local Government Pension Scheme

The LGPS is a funded defined benefit pension scheme, with the assets held in separate trustee-administered funds. The employer's contributions totalled £105,548 (2020- £98,570). From 1 April 2020 the agreed contributions rates are 16.3% for employers and an average of 6.5% for employees.

The notes form part of these financial statements

Notes to the Financial Statements

For the year ended 31 August 2021

17. Pension commitments (continued)

The amounts recognised in the balance sheet were as follows:

	Defined benefit pension plan 2021 £	2020 £
Fair value of plan assets	7,120,000	5,941,000
Present value of funded obligations	(10,324,000)	(8,483,00)
Net liability	(3,204,000)	(2,542,000)

The total cost recognised in the year was as follows:

	2021 £	2020 £
Current service costs	314,000	265,000
Net interest from defined benefit liability	45,000	41,000
Total defined benefit cost recognised in Statements of Financial Activities	359,000	306,000

Changes in the fair value of scheme assets were as follows:

	2021 £	2020 £
Opening fair value of schemes assets	5,941,000	5,938,000
Interest income	101,000	113,000
Employer contributions	106,000	98,570
Participants' contributions	46,000	37,000
Estimated benefits paid	(120,000)	(124,000)
Actuarial gains/(losses) –		
Return on assets excluding amounts included in net interest	1,046,000	(121,570)
	7,120,000	5,941,000

Changes in the present value of the defined benefit obligation were as follows:

	2021 £	2020 £
Opening defined benefit obligation	8,483,000	8,020,000
Current service cost	314,000	265,000
Interest cost	146,000	154,000
Participants' contributions	46,000	37,000
Estimated benefits paid	(120,000)	(124,000)
Actuarial gains/(losses) –		
Changes in financial assumptions	1,460,000	172,000
Other experience gains	(124,000)	(41,000)
Changes in demographic assumption	119,000	-
	10,324,000	8,483,000

The notes form part of these financial statements

Notes to the Financial Statements

For the year ended 31 August 2021

17. Pension commitments (continued)

The remeasurements recognised in Statement of Financial Activities are as follows:

	Defined benefit pension plan 2021 £	2020 £
Changes in financial assumptions	(1,460,000)	(172,000)
Other experience gains	124,000	41,000
Changes in demographic assumptions	(119,000)	-
Return of assets excluding amounts included in net interest	1,046,000	(121,570)
	(409,000)	(252,570)

The major categories of scheme assets as percentage of total scheme assets are as follows:

	2021	2020
Equity	74%	70%
Bonds	17%	20%
Property	7%	6%
Cash	2%	4%

Principal actuarial assumptions at the balance sheet date:

	2021	2020
Pension Increase rate (CPI)	2.9%	2.2%
Salary increase rate	2.9%	2.2%
Discount rate	1.65%	1.7%

The mortality assumptions used for longevity (in years) on retirement at age 65 are:

Current pensioners	2021	2020
- Males	22.4 years	22.2 years
- Females	24.7 years	24.3 years

Future pensioners (assumes members aged 45 as at latest formal valuation)

	2021	2020
- Males	23.4 years	22.9 years
- Females	26.3 years	25.6 years

NEST

NEST is a defined contribution scheme for certain employees. The amounts recoginised as an expense in the period was £31,414 (2020- £23,944). At 31 August 2021 there were £nil contributions that had not been paid over to the pension scheme (2020- £5,063).

The notes form part of these financial statements

Notes to the Financial Statements

For the year ended 31 August 2021

18. Movement in funds

	At 01.09.20 £	Net movement in funds £	Transfers between funds £	At 31.08.21 £
Unrestricted funds				
General fund	1,426,539	901,494	-	2,328,033
Restricted funds				
Sports Grant		2,000		2,000
British Council Connecting Classrooms		320		320
Capital Grant and Maintenance Grants		88,308		88,308
FSA Grants	8,057	(5,820)	–	2,237
	8,057	84,808	-	92,865
Endowment funds				
Freehold property	3,495,376	(149,102)	-	3,346,274
TOTAL FUNDS	4,929,972	837,200	–	5,767,172

Net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Gains and losses £	Movement in funds £
Unrestricted funds				
General fund	6,258,295	(5,028,602)	(328,199)	901,494
Restricted funds				
Covid 19 Funding	4,300	(4,300)	–	-
Sports Grant	2,000		–	2000
Teachers Pay and Pensions Grant	64,586	(64,586)		
British Council Connecting Classrooms	320			320
Capital Grant and Maintenance Grants	91,387	(3,079)	–	88,308
EFSA Grants	19,407	(25,227)	–	(5,820)
	182,000	(97,192)	–	84,808
Endowment funds				
Freehold property	–	(149,102)	–	(149,102)
TOTAL FUNDS	6,440,295	(5,274,896)	(328,199)	837,200

The notes form part of these financial statements

Notes to the Financial Statements

For the year ended 31 August 2021

18. Movement in funds - continued

The specific purposes for which the funds are to be applied are as follows:

Covid19 Funding

The Covid 19 fund is a grant received from the DFE solely for the purpose of providing Covid safety measures in the school. The total grant received in the year was £4,300 (£nil 2020)

Sports Grant

The Sports Grant is a grant received from the DFE solely for the purpose of promoting and providing sports equipment and activities in the school. The total grant received in the year was £2.000 (£nil 2020). The grant has been carried forward and will be used to help finance a new bouldering room for the students in the next financial year.

Teachers Pay and Pensions Grants

The Teachers Pay and Pensions Grants are grants received from the DFE to offset the cost of the increase in the teachers' pay scales and the increase in the percentage of the employers contribution into the Teachers Pension Scheme. The total amount received in the financial year was £64,586 (£nil 2020)

British Council Connecting Charities

The grant received from the British Council for £320 (£nil 2020) is for connecting charities 'against single use plastic'. The fund has been carried forward to the next financial year where £230 has been sent to a school in Kathmandu, Nepal for a plastic recycling project and the balance has been repaid to the British Council.

Capital Grant and Maintenance Fund

The Capital Grant fund is grants received from the DFE that are solely for the use for the maintenance and upkeep of the school. The total grants received in the year was £91,387 (£13,259 2020) of which £88,308 has been carried forward to the next financial year.

ESFA Grants

The school receives various funding from the ESFA for pupil premium and pupil placements. The balance of the funding is carried forward to the next financial year.

19. Related party disclosures

There were no related party disclosures during the current and previous financial years.

20. Capital Commitments

There charity has capital commitments of £1,049,883 for building works which commenced in August 2021.

The notes form part of these financial statements

Notes to the Financial Statements

For the year ended 31 August 2021

21. Analysis of the Statement of Financial Activities for the year ended 31 August 2019 by fund type

The 2021 statement of Financial Activity only shows the 2020 comparative data in total. The statement below shows the 2020 comparative date by fund type as well.

	Unrestricted funds £	Restricted funds £	Endowment fund £	Total funds £
INCOME AND ENDOWMENTS FROM				
Donations and legacies	450	-	-	450
Charitable activities				
Swalcliffe Park School CIO	4,756,301	82,672	–	4,838,973
Investment income	20,015	–	–	20,015
Total	4,776,766	82,672	-	4,859,438
EXPENDITURE ON				
Raising funds	5,307	–	–	5,307
Charitable activities				
Swalcliffe Park School CIO	4,234,741	108,792	159,317	4,502,850
Other	23,293	–	–	23,293
Total	4,263,341	108,792	159,317	4,531,450
Net gains/(losses) on investments	981	–	–	981
Remeasurement on defined benefit pension scheme	(252,570)	-	-	(252,570)
NET INCOME	261,836	(26,120)	(159,317)	76,399
Transfer between funds	223,521	(223,521)	–	–
Net movement in funds	485,357	(249,641)	(159,317)	76,399
RECONCILIATION OF FUNDS	3,023,182	257,698	3,654,693	6,935,573
Total fund brought forward				
Defined benefit pension liability introduced	(2,082,000)	-	-	(2,082,000)
TOTAL FUND CARRIED FORWARD	1,426,539	8,057	3,495,376	4,929,972



SWALCLIFFE PARK SCHOOL CIO

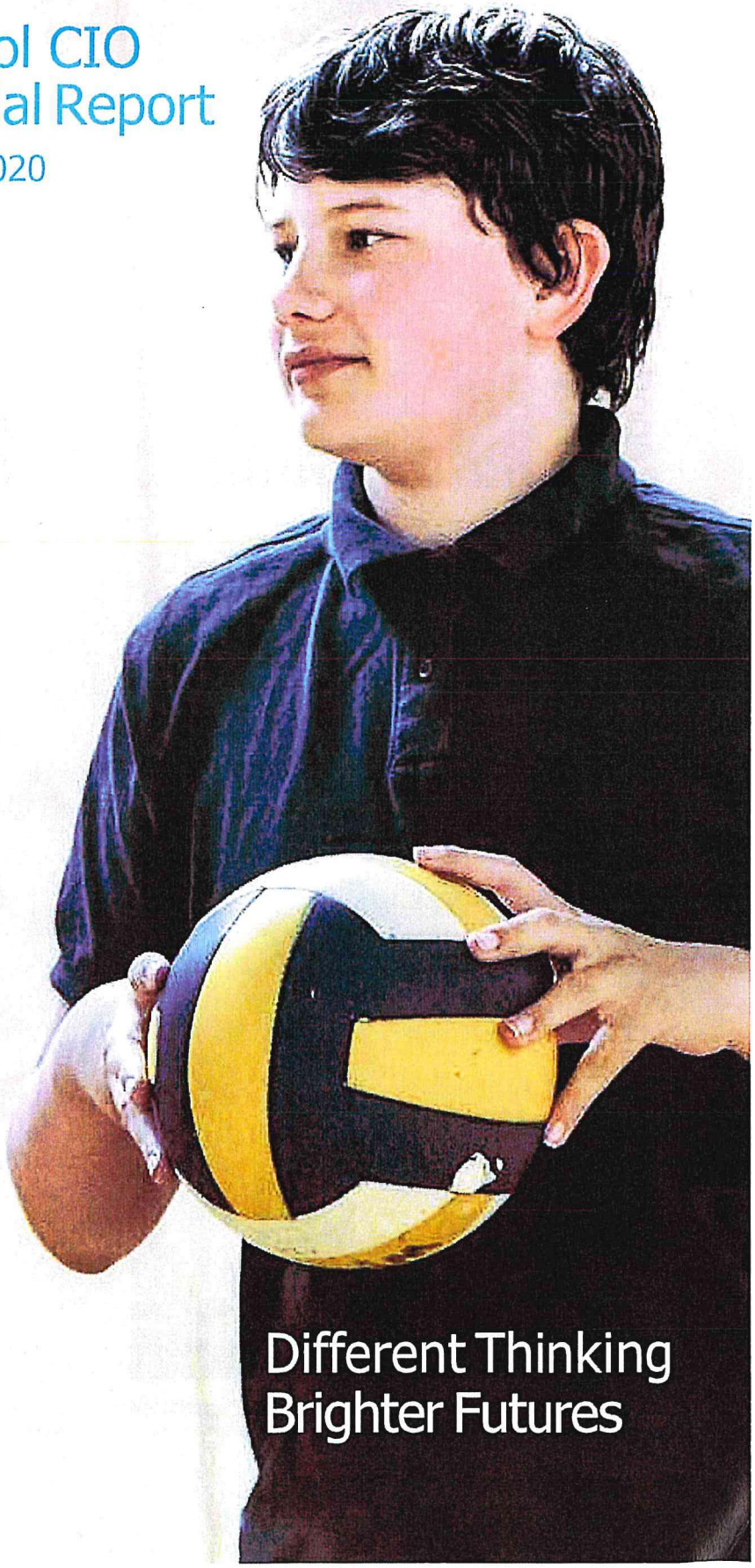
England & Wales - Charity number 1173113

Accounts

Swalcliffe Park School

Swalcliffe Park School CIO Trustees' and Financial Report

For the Year Ended 31 August 2020



Ofsted Outstanding Provider

AUTISM ACCREDITATION

Registered Company No. CE010870
(England and Wales)
Registered Charity No. 1173113

Contents of the Financial Statements

For the Year Ended 31 August 2020

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Report of the Trustees

Introduction

This is the second Annual Report of the CIO and was due to be presented at the AGM in December 2020, however this was delayed due to Covid-19 related issues which had an impact on the audit of accounts. This AGM is now due to take place in June 2021.

Like all organisations, the main issue to contend with during the past year was the Coronavirus pandemic. For this reason, we have compiled a detailed account of our response which is available as a separate document to sit alongside this report.

The Annual Review report for the CIO is an umbrella document for annual self-evaluation and makes reference to information contained in other documents available to Trustees throughout the year as part of the CIO's quality assurance procedures. These include the following which are available upon request:

a. School Improvement Plan 2019/20

b. Exam results and destinations 2019/20

c. Training Plan 2019/20

d. Safeguarding audit 2019/20

e. Covid-19 report: lessons learned

There were no OFSTED inspections in 2019/20 due to the Covid-19 outbreak. A residential inspection was due to take place in the Summer term but this was postponed.

In addition to this our Advanced Level Autism Accreditation Review was also postponed and will take place during 2020/21.

The Trustees have adopted the provisions of the statement f Recommended Practice (SORP) "Accounting and Reporting by Charities" in preparing the annual report and financial statements of the charity.

The financial statements have been prepared in accordance with the accounting policies set out in the notes to the accounts and comply with the charity's governing document, the Charities Act 2011 and Accounting and Reporting Charities SORP applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland published in October 2019. The audited accounts are included separately in this report.

Incorporation

The Charitable Trust was incorporated as a Charitable Incorporated Organisation (CIO) on 19 May 2017 and commenced trading on 1 November 2018.



Charitable Objectives

Our objective is to transform the lives of children and their families by providing specialist education and residential care for young people with disabilities and in particular providing a school at Swalcliffe Park.



Activities

Swalcliffe Park School is a CIO which operates a non- maintained specialist school offering residential and day education for up to 66 boys, aged 10-19 years, who are Autism Spectrum. All students have an Education Health and Care Plan (EHCP) and their placements are sponsored by their home Local Authority (LA). During the period of this report, we were working with 20 LAs.

Our overall aim is to improve the Quality of Life (QoL) of our students and their families now and for the future. We do this by providing 'outstanding' education, therapy and residential care to our students and high levels of support for their families. We achieve this within a safe and caring environment in which all our students can flourish and become happy, healthy and empowered young people, and by developing strong and trusting relationships with their families.

The CIO also operates a range of autism related outreach services including assessment and diagnosis, as well as training, resource sharing and consultancy to schools and colleges.

In overseeing and guiding the work of the CIO, Trustees have given careful consideration to the Charities Commission's public benefit guidance and have ensured that the organisation has continued to be focussed on:

- Ensuring the reputation of the organisation is based on best practice in safeguarding young people
- Maintaining the 'Outstanding' Ofsted judgements for the education, therapeutic and residential provision we offer
- Maintaining our 'Advanced Level' Autism Accreditation status
- Building on our reputation for innovation through the development of our 'Quality of Life' framework
- Raising the profile of the school nationally and internationally through outreach work, conference presentations, research and partnership working
- Developing the academic, vocational and independence strands of the curriculum
- Developing our therapeutic provision in school day and after school and to support outreach work and training
- Maintaining a high roll number which guarantees the financial stability of the school and subsequently underpins all development and progress
- Ensuring the site and facilities are safe and fit for purpose

These aspects of operation can be tracked through self-evaluation of our performance over the past year and the judgements made by external independent evaluators. As in previous years, our work falls under four main headings, and the highlights from the academic year 2019/20 are set out below:

Swalcliffe Park School

Working With Students

Safeguarding: The school was subject to three Ofsted inspections during the Year 2018/19 (two residential and one education). These resulted in Outstanding judgements and provided a strong platform for our Safeguarding practice in 2019/20. In addition to this the school submits and annual safeguarding audit to the Oxfordshire Safeguarding Children's Board (OSCB). Additional safeguarding measures and training were put in place to support safe online teaching while many students were learning from home due to Covid-19. There have been no significant safeguarding concerns raised during the year for this report.

Referrals and admissions: 2019/20 saw a record number of referrals and admissions. As a result of this a request was made to the DfE to increase the number of places available from 55 to 66. This is a significant increase with far reaching implications for staffing and development of the site.

As is always the case with referrals and admissions, a number of placements offers are made subject to the successful outcome of SEND tribunal. This means that the number of places offered can at times exceed the number available. The result of this additional interest in placements was a starting number of 69 students for academic year 2020/21. Details on what the school has done in preparation for this increase in size can be found in the Working With Resources section of this report. This is a increase in numbers is very positive for the school. Whilst there is no single reason for the rapid increase in numbers, the school's growing reputation is inevitably a factor.

QoL: All students participate in the school's Quality of Life (QoL) framework and this is being used to help inform individual student plans, whole school curriculum, operational and strategic planning. A new development for the process this year is that all new students and families joining the school are now completing their baseline survey prior to admission. This helps us to look at the change in QoL for both groups on entry into the school.

There have also been IT developments to support the analysis of QoL data. Additionally, Annual Review reports have been revised to take better account of QoL issues and outcomes. QoL has become an increasingly relevant concept for all students and families in the light of the Covid-19 outbreak and periods of lockdown. We will be conducting a small piece of school-based action research to capture the impact of keyworking during this period.

Keyworking: The introduction of a weekly session on the timetable for every student has proved to be a great success and raised the profile of keyworking as an integral part of how we work. This year, there was also an increased emphasis on family keyworking. Both of these have helped forge trusting relationships with students and their families which became increasingly important during lockdown. Keyworking continued online for many during lockdown and this was supplemented with home visits for some students and families. The role of the keyworker became an increasingly important link with home during this period.

Student voice: Over the past year the student council has continued to meet on a regular basis despite the Covid-19 restrictions which limited the number of students on site at particular times during the year. Online meetings were facilitated by staff and students could talk about their experience of lockdown as well as how they would like to see the school develop.

Food: The new catering arrangements referred to in the previous Annual Report, have been a significant success in terms of the range and quality of the food available on a daily basis. The new facilities mean that students are able to see what is on offer and choose what they would like rather than order in advance. The new catering staff have also been very supportive of boys wanting to try work experience placements in the new kitchen, which is another development within our curriculum.

Curriculum: The main innovation over the past year has been the Covid-19 related move to online learning. Whilst the school remained open to those students who needed it, many spent the periods of lockdown at home. This required all aspects of curriculum including therapy sessions, keyworking and evening activities were delivered online to enable all students keep as connected with the school and each other as much as possible. All students were provided with regular well-being tips to support their physical and mental health and a recovery curriculum put in place when students returned to school during the second half of the summer term.

'Independence Plus' curriculum: The revised 'Independence Plus' curriculum became active in September 2019 and timetabled for all students throughout the school, every Wednesday afternoon. In addition to this all, teaching staff mapped where they could support and reinforce learning through their subject areas. Residential staff also used the curriculum to support the development of independent living skills out of school time. The curriculum became an invaluable resource during lockdown as students could use this with their families at home.

Working With Students

Careers Education: Progress against each of the Gatsby benchmarks is now recorded in all Annual Review reports. The school's careers advisor is available to meet with individual students (Yr 9 and above) each year to help guide decision making in terms of option choices and destinations after leaving school.

Student Quality of Life:

"I've had people to talk to at school, which is a change and I have realised that I can be really good at conveying my thoughts if I want to."

"The school is quiet and calm, and I don't feel worried. My teachers understand me, and they let me ask lots of questions. They help me a lot."



"Young people's views are key to developing the care provided to them individually and as a group."
Ofsted

Duke of Edinburgh award: All students have the option of joining the scheme and we have participation at Bronze, Silver and Gold levels. The completion of certain activities was very much curtailed this year due to lockdown and this will be picked up as restrictions ease on social gatherings. There are plans for this to become increasingly prominent aspect of our Sixth Form offer.

Green power: Prior to the lockdown the group were active in racing and developing the cars. The group has grown over the past year and we have developed our facilities and time available to cope with this additional demand. Some race meetings were attended prior to lockdown but from March onwards all activity was based on the school site. This will continue to be a developing aspect of our school offer.

Sustainability: The student group continue to be active in developing their knowledge of sustainability issues and how we can incorporate these into the future development of the school. They have been involved in discussions about a number of new building developments including refurbishment of existing buildings and creation of new ones, with sustainability in mind.

Accreditation: All forms of accreditation were presented to Trustees at the October Full Governing Body Conference Day: this included results from A Levels, GCSEs, BTECs, functional skills, college courses at Levels 1, 2 and 3. This presentation included the arrangements that had been put in place in lieu of final exams taking place. Further information is available by request.

Destinations: As in previous years, all students had a planned destination on leaving school. This year there were two students out of our 6 leavers, who were accepted to Universities of their choice, Oxford and Bournemouth. As in previous years, there were no NEETS, ie students who were Not in Education, Employment or Training. This information was shared with Trustees at the October Conference Day meeting and a breakdown of destinations is available by request.

External evaluation

Ofsted: The school was subject to three inspections during the academic year 2018/19, which meant that there no inspections during 2019/20. Our annual residential inspection was postponed due to Coronavirus restrictions and will be rescheduled during the academic year 2020/21. In the meantime, the school has continued to have online standard 20 assessments which are shared with Trustees as part of our Quality Assurance procedures.

- September 2018: Residential inspection: Judgement 'Outstanding'
- June 2019: Residential inspection: Judgement 'Outstanding'

"The residential special school provides highly effective services that consistently exceed the standards of good. The actions of the school contribute to significantly improved outcomes and positive experiences for children and young people."

"Resident pupils say that they feel safe and that staff care about them."

- July 2019: Education inspection: Judgement 'Outstanding'

"The leadership team has maintained the outstanding quality of education in the school since the last inspection. Along with other leaders, you provide an exceptionally safe haven where pupils thrive. Your evident commitment and determination to improve the quality of life for pupils and their families are at the heart of everything you do. Pupils make remarkable progress in their learning and development while at the school."

"Safeguarding is effective. Leaders ensure all safeguarding arrangements in school are fit for purpose. Records are thorough and up to date, and relevant training enables staff to be highly vigilant in their role."

Working With Families

Referrals and admissions: Families continue to be supported through the referral and admission process in a variety of ways. These include open afternoons for prospective parents, individual advice on the telephone and in person and sign posting to relevant services. The process was very much compromised during the year as we were not able to facilitate as many onsite visits as usual due to Covid-19 restrictions. In their place some short videos of the school were made available on the website and a number of online prospective parent afternoons were held.

FQoL: All families are strongly encouraged to participate in the Family Quality of Life framework. As a results, over the course of the year approximately 60% of families have completed FQoL surveys. This process now starts prior to joining the school when families are asked to complete a baseline survey, which enables us to capture the initial impact of joining the school. FQoL survey results are used to inform how we work together to prioritise targets for students as well as how we support individual families through keyworking and groups of families through School Support (S), Family to Family support (F2F), Home Support (H) and Training (T).

Keyworking: All families have an allocated keyworker, who has responsibilities for communicating with families as part of their role. These include supporting families to complete FQoL surveys and maintaining weekly communication to address issues of importance to them.

Multi-Disciplinary Team (MDT) meetings: These are weekly meetings called by staff or families, for students causing concern. Families can be invited to the meetings if that is deemed to be helpful to them. These issues can be directly related to family concerns at home, rather than in school. During lockdown times, these meetings were held online.

Independence Plus: All families are given a copy of the school's Independence Plus curriculum, and this has been extremely well used during the lockdown periods. Progress against this curriculum is now included within Annual Review reports and this is based on evidence from school and what families share with us about what goes on at home.

Newsletters: The half termly 'Headlines' newsletter continues to provide families with an update on what activities are going on in school, individual success stories and future events. Families also hear about any staffing changes, building developments or significant events through this medium. Back copies are available on the school website.

Coronavirus briefing updates: The outbreak of Coronavirus was a rapidly evolving situation, leading up to periods of lockdown. This meant it was essential for the school to communicate with families on a regular basis (at least weekly) through a series of briefing updates. These have been collated and can be found in the Covid-19: lessons learned report which is available on request or from the school website. These briefings kept all families up to date with how the school was responding, in line with DfE and NASS guidance, and the impact this would have on them.

In addition to the news updates the Clinical Psychology team produced regular well-being tips for families to help them through this challenging and uncertain period.

Social Media: There is now a school Facebook page which is used as an alternative way of sharing information with those families who prefer to receive news in this format.

There is also a Facebook group which is exclusively for families and which is monitored by our two parent Governors. They feedback comments to the Trustees through the regular half termly Conference Day meetings.

Family Voice: This has been enhanced by the QoL framework and the revised keyworking arrangements. Families are also invited to contribute articles and signpost events in the Headlines newsletter. Under normal circumstances, families would be invited to a range of termly events at school, but unfortunately these had to be severely restricted over the past year. It is hoped that a full programme of onsite events will commence as soon as restrictions are eased.

Progress days and information sharing: In addition to the Annual Review process the school holds termly Progress day meetings for all students and their families. These provide opportunities to meet with relevant staff and discuss aspects of progress and future planning. During lockdown these became online events, as did Annual Review meetings. All families are now able to access all of their son's progress data online through the school portal. Feedback on these online events has been very positive, with many families saying that they are easier for them to attend.

Teams: Just as with curriculum delivery, Microsoft Teams has become an easy way for families to communicate with school staff, for example for keyworking or Annual Review meetings. This will remain part of our normal way of working after the lockdown restrictions are lifted as this is more time and cost efficient for many families.

Governance: There continues to be two parent Governors on the Governing Body. Working With Families is a standing item on the CEO's Business Report, which is submitted to Resources meetings each half term, and on each Conference Day agenda each half term. Working with Families is a stand-alone heading in the School Improvement Plan (SIP) and as a result, an integral aspect of our self-evaluation framework.

Website: New content is updated as and when required and families are signposted to anything of particular importance.

Events: As usual the Christmas show was a great success and well attended by families. However, it was with great regret that we had to cancel our annual Open Day and celebrations for our Leavers due to Covid-19 restrictions.

Training: Rather than the usual range of training for families, our Clinical Psychology team prepared a series of eight well-being newsletters which contained a range of tips, strategies, resources and links on how to stay as healthy as possible during lockdown. Copies of these can be found in our Covid-19 lessons learned report which was shared with Trustees in October 2020.

Parent Quality of Life:

"We all notice on the days (he) attends school his mood lifts noticeably."

"I have had time to relax and look after myself (exercise, better sleep) now (student) is getting the full range of support he needs. I am feeling a lot more optimistic about his future and my anxiety has significantly reduced."



Working With Families

External evaluation

- June 2019: Residential inspection: Judgement 'Outstanding'

"Parents express great confidence in the staff to keep their children safe."

"The advances that leaders have made in developing an integrated model of care to improve outcomes for the resident pupils, that includes their families, are exceptional."

Parent Quality of Life:

"I have had a more positive experience of spending time with (him) at home as he has shown less challenging behaviour."

"The excellent communication from the staff at Swalcliffe, helps us to feel reassured and supported in our efforts. It helps to underline to us that we are doing the right things. We have much more understanding of the range and scope of (son's) needs in areas that we had before not understood with any degree of depth. The balance of focus on areas of development for him, is helping to raise him consistently where he needs to progress, and in particular on the social interaction side."

- July 2019: Residential inspection: Judgement 'Outstanding'

"Alongside formal learning, pupils benefit extensively from other experiences that help them to understand their own needs, preparing them well for life outside school.

This approach enables pupils to succeed, and successfully improves quality of life, alongside that of their families.

Through the evident expertise and success, you have won parents' overwhelming trust and confidence with one stating that 'staff go above and beyond to accommodate my son's individual needs."





Working With Partners

Our work contributes to the wider body of knowledge about how to enable young people with ASC to

stay safe, fulfil their ambitions and enjoy life.

As an organisation with a reputation for innovation,

creativity and service delivery,

we wish to be the first choice for potential students, their parents and their Local Authorities.

The QoL network: This was established as a result of feedback from presentations at national conferences, with a view to helping schools to implement the SPS Quality of Life framework.

Two workshops were held in February and May for delegates from a range of schools, colleges and organisations. In addition to SPS based workshops we were invited into three specialist schools (Cheshire, Yorkshire and London) to deliver whole school training on QoL.

We also started writing half termly QoL newsletters for participating schools to keep them up to date with developments and these, along with other QoL network information, are available on the website.

QoL Conference presentations:

- World Psychiatry Conference: Prague: August 2018: Poster presentation
- NASS Annual Conference: Grantham: October 2018: Oral presentation
- Research SEND: Manchester: November 2018: Oral presentation
- UCL Inclusive Education Conference: London: March 2019: Oral presentation
- Asia Pacific Autism Conference: Singapore: June 2019: Oral presentation

NASS collaboration: In June 2019 our QoL framework was selected as one of nine NASS incubator projects for 2019/20. This is a collaboration between NASS and the Young Foundation with a view to identifying innovation from special schools which can be scaled up for use in the wider education world including mainstream schools. This project commenced in September 2019.

SPS services: This was established during the summer term 2019 with a view to offering training, autism assessment and diagnosis, resource development and consultancy services. The QoL network is part of SPS services.

Warriner Partnership training: During 2018/19 we provided free training to our local partnership schools. The schools decided the training they would like and we delivered this at SPS over the course of the year. The Partnership have recorded their thanks for this support and guidance.

Communication:	Communication Friendly Environments Developing Social Interaction
Achievement:	Tracking Non-Academic Progress
Self-Management:	Introduction to Autism and Mental Health Understanding Emotional Regulation Understanding Sensory Regulation

Links and affiliations: SPS has continued to be an active member of the following organisations:

- Oxfordshire Teaching Schools Alliance (OTSA): We have provided short-term work placements for trainee teachers and contributed to the CPD programme
- National Association of Special Schools (NASS): We attend annual conference, finance meetings, residential care meetings. The Chief Executive Officer is a trustee of NASS
- National Autistic Society (NAS): We attend the annual conference and have been invited to give poster presentations in previous years. We will be looking to develop our relationship with NAS during 2019/20 through the QoL network
- South and West Leaders in Special Schools (SWALSS): We attend the annual conference. Kiran Hingorani is a member of the executive board
- National SEND Forum: The CEO represents SWALSS on this forum
- Warriner Schools Partnership: The Principal attends regular meetings of Headteachers

Operational partnerships: Service level agreements are in place in the following areas, and are subject to annual review:

Function	Company/partner
IT	Blue Planet
Catering	Thomas Franks
Grounds	Green Scythe
Communications	Alternative communications
HR	Citation
Payroll	MCA
Careers guidance	Adviza



Independent monitoring and evaluation

School Improvement Advisor for Education: Will Morgan (Head Teacher of an Outstanding mainstream high school and School Inspector): termly visits with reports to the Trustees after each visit

Standard 20: Natalie Potter (Barnardo's High Close School): six visits per year with reports to Trustees after each visit

Independent visitor: Sara Mullen: monthly visits

Health and Safety: Annual audit from Oxfordshire County Council (July 2020). This was postponed and will be rescheduled

Financial audit: Annual audit from MCA Banbury Ltd (Dafferns LLP from Jan 2021): see auditor's report included in this document

Therapy Improvement Advisor: Nicola Kenney (SaLT) has agreed to support the monitoring and development of the school's therapeutic provision

Independent monitoring and evaluation

Ofsted Education inspection report July 2019

"Governors know and understand the school tremendously well. They share your passion and determination to improve outcomes for pupils. Governors strive continually to keeptheir knowledge up to date"

Working With Resources

Trustee Governor meetings: As in previous years, there are two meetings per half term, both of which are open to all members of the Governing Body. This fosters a culture of inclusion and collaboration. All meetings have a Safeguarding focus in addition to the specific theme of the meeting.

Resources: These meetings have an operational focus on staffing, site and financial management. This allows for financial monitoring and scrutiny of accounts, staffing and staff wellbeing as well as the maintenance of the site. The CEO's business report is submitted in advance of each Resources meeting and is open to questions.

Conference Days: These meetings have a more strategic focus, such as on the development of the site, curriculum initiatives and specific projects. The meetings are also used for monitoring purposes to hear student and family voice as well as monitoring aspects of school practice such as progress and outcomes across the 4 Whys.

Over the year, groups of students were invited to each Conference Day meeting to give their views on particular topics. A range of staff were also invited to present on aspects of their work such as QoL, site development plans, exam and destination data.

There were no new additions to the Governing Body during 2019/20. Training for Governors included the Open University Understanding Autism distance learning course.

Finance: Please see the audited accounts on page 21 of this document.

IT: Further development of the QoL platform has enabled easier and more wide-ranging analysis of student and family QoL data. This will be used to inform how we support students and families. The software is available to all schools participating in the QoL network.

Site developments: In addition to the general maintenance of the site the following developments took place, some of which have been completed and some of which are nearing completion* at the time of writing:

- Creation of a new Sixth Form Centre building on the main school site, which was previously a residential house. Opened Sept 2020
- Creation of a new medical room* on the site of the old school kitchen. Opened Sept 2020
- Conversion of the old laundry* into a new commercial kitchen
- Creation of a new laundry* within the main house building
- Addition of 3 new purpose-built quiet rooms for KS 3 students. Opened Sept 2020
- A new office for OT staff adjoining the OT room. Opened Oct 2020
- Additional therapy rooms created within the school building

Staff recruitment: The increased numbers of new students required us to review our staffing establishment. This led to the recruitment of a number of new staff including teachers, Clinical Psychologist, Occupational Therapist, Learning Support Assistants and additional admin support. A copy of the staffing structure is available upon request. The additional staff meant that we started the new academic year in September 2021 with three Speech and Language Therapists, three Clinical Psychologists and three Occupational Therapists.

Staff development and Whole school training

- Safeguarding training (KCSIE 2019)
- Team Teach positive handling 11refresher
- Team Teach Full course Day 1
- First Aid at Work: British Red Cross
- Food Hygiene and safety
- Diabetes training
- QoL training for all staff
- OPUS medication training
- QCF (NVQ) Level 3 residential care
- QCF (NVQ) Level 5 residential care managers
- Fire safety
- E Safety

Specific training courses were supported for individual members of staff which were linked to appraisal targets or to support specific aspects of school related work.



External evaluation Health & Safety Auditor's report (January 2020) headline:

"Swalcliffe Park is a residential and day school for boys with autism for students aged between 10-19. The school was founded in 1965, and continues to grow from strength to strength under current stewardship."

Health and Safety report (July 2019) headline:

"Absolutely outstanding. Very nearly a clean sweep this year, only a couple of actions moving forward. It is a pleasure to visit a school with such a positive health and safety culture."

Strategic Report

Structure, Governance, Leadership and Management

Governing document

The Charity is controlled by its Constitution (2018).

Recruitment and appointment of new Trustees

The Board of Trustees requires breadth and depth of experience to carry out its duties effectively and efficiently. When recruiting new Trustees consideration is given to the skills and experience and specific requirements that have been identified by the vacancy.

Organisational structure, Governance and Leadership

There is a Board of Trustees which includes a Chair, Vice Chair, two parent Trustees and three staff Trustees (Chief Executive Officer, Principal and Assistant Head of Education).

The Trustees are responsible for the overall management and control of Swalcliffe Park CIO. The group meets six times a year for a Business and Resources meeting with a focus on financial management, site management/development and human resource management and development. In addition to these meetings there are three half day and three whole day conference meetings which have a focus on strategic development, training and monitoring of organisational performance. All Governors are invited to all meetings and there are no sub committees in operation. Where additional pieces of project work are required a temporary 'working group' of willing volunteers is established and then disbanded on completion of the task. All working groups report directly to the Resources and Conference Day meetings.

The work on implementing policies is carried out by the Trustees together with the Senior Leadership Team, which comprises of the Chief Executive Officer, Principal, Vice Principal, and Lead on Referrals. The Principal and senior staff pay is set by the Trustees and is kept under annual review. The criteria used in setting pay includes the nature of the role and responsibilities, the sector salary for comparable positions and competitor salaries in the region and related work.

Reserves and Financial Health

Our principle source of income is from fees, grants and donations and is directed into providing outstanding education and residential care for our students. We benefit from certain tax exemptions on charitable activities, however, we are unable to reclaim VAT input tax on our costs as our fees are exempt from VAT.

The Trustees regularly review the finances, budgets and spend against budget with a monthly cash flow analysis as part of the effective stewardship of the school.

In recent years substantial sums have been invested into refurbishment and improvements to maintain excellent educational and residential facilities for our pupils.

Investment activities are managed in line with the requirements of the Trustee Act 2000. The Governors have appointed Smith Williamson as investment manager. Our investment policy is a medium-risk approach for the growth of the portfolio of investments.

It is the policy of the Charity to hold cash reserves in its unrestricted funds. The Trustees set the level of these reserves at a minimum of £1,500,000 after undertaking an assessment of the Charity's needs.

At the end of the year the unrestricted reserves stood at £1,426,539 and restricted reserves stood at £8,057. Free reserves at 31 August 2020 were £1,358,670.

Related parties

All Trustees give their time freely and no remuneration or expenses were paid in the year. Any connection between a Trustee or Senior Leader with a third-party contractor must be disclosed to the full Board of Trustees. In the current year no such related party transactions were disclosed.

Within the structure of the CIO there is a combined role for Governors and Trustees resulting in a flatter more inclusive structure. This means that the Board of Trustees now contains those former staff Governors. They are unpaid for their role as Trustees.

Fundraising Standards Information

The CIO does not carry out significant fundraising activities and does not use a third party fundraiser.

Risk management

The Trustees have a duty to identify and review the risks to which the CIO is exposed and to ensure appropriate controls are in place to provide reasonable assurance against fraud and error. There is a documented process to identify and assess potential risks and implement proportionate controls. A formal review of the Charity's risk management process is undertaken on an annual basis by Senior Leaders and a group of Trustees. This is then shared with the full Board of Trustees.

The current main risk and plans to manage them are:

- Funding: Our financial viability is based on student fees funded by Local Authorities This risk is managed by enhancing our reputation for the highest quality practice and innovation in order to give Local Authorities and prospective parents confidence in choosing Swalcliffe Park as their preferred school. Showcasing the quality of our work through a range of profile-raising activities is an important aspect our operational and strategic planning, in conjunction with building relationships with Local Authorities and active cash-flow management.

- Reputation: The school's success is also built on its reputation for the care and well-being of our students and work to support families. We manage this risk through policies and best practice in:

  - Safeguarding
  - Safer Recruitment
  - Health and Safety
  - Quality of Life framework
  - Teaching and learning
  - Therapy support
  - Residential care support
  - Key working

- Quality assurance: The school also places significant reputational value on external evaluations of performance though bodies such as Ofsted and Autism Accreditation. Significant effort is devoted to ensuring the school maintains its current outstanding status and advanced level Autism Accreditation.

- Business continuity planning: Maintaining the intellectual capital and sector experience within the organisation was an aspect of risk management that Trustees actively addressed through a strategic review of Governance and Leadership. This resulted in the creation of a new position of CEO and enabled internal progression for the Vice Principal and Head of Residential Care within the Leadership Team.

  Work related to the processing of referral files was also considered within this restructure and identified key personnel from within school staff to shadow current post holders.

A rigorous framework for quality assurance (QA) across the organisation ensures Trustees are satisfied that the major risks identified have been adequately addressed. However, it is recognised that systems can only provide reasonable but not absolute assurance that major risks have been adequately managed.



Reference and Administrative Details

Registered Company number
CE010870 (England and Wales)

Registered Charity number
1173113

Registered office
Swalcliffe Park School
Swalcliffe
Banbury
Oxfordshire
OX15 5EP
01295 780302

Trustees/Governors

Name	Designation
Caroline Adams	
Debbie Andrioli	Parent
Peter Beddowes	
Peter Everett	
Linda Gregson	
Kiran Hingorani	Chief Executive
Gill Manthorpe	Vice Chair
Rob Piner	Principal
Paula Protherough	Chair
Rachel Sands	
Andrew Sears	Member of staff
Ryan Smith	
Cathy Stoertz	
John Tasker	
Michelle White	Parent

Auditors
Dafferns LLP
One Eastwood
Binley Business Park
Coventry
CV3 2UB

Investment Advisors
Smith Williamson
25 Moorgate
London
EC2R 6AY

Statement of Trustees' Responsibilities

The Trustees are responsible for preparing the Report of the Trustees and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

The law applicable to charities in England and Wales requires the Trustees to prepare financial statements for each financial year whichgive a true and fair view of the state of affairs of the charity and of the incoming resources and application of resources, for that period. In preparing those financial statements, the Trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charity SORP 2019 (FRS 102);
- make judgements and estimates that are reasonable and prudent;
- state whether applicable accounting standardshave 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 Trustees are responsible for keeping proper accounting records which disclose with reasonable accuracy at any time the financial position of the charity and to enable them to ensure that the financial statements comply with the Charities Act 2011, the Charities (Accounts and Reports) Regulation 2008 and the provisions of its Constitution (2018). They are also responsible for safeguarding the assets of the charity and hence fortaking reasonable steps for the prevention and detection of fraud and other irregularities.

The trustees are responsible for the maintenance and integrity of the charity and financial information included on the charity's website. Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions

Auditors
The auditors, Dafferns LLP, will be proposed for re-appointment at the forthcoming Annual General Meeting.

Report of the Trustees, incorporating a strategic report approved by order of the Board of Trustees on 24 June 2021 and signed on the board's behalf by:

Kiran Hingorani – Trustee and Chief Executive Officer

Report of the Independent Auditors to the Trustees of Swalcliffe Park School CIO

Opinion

We have audited the financial statements of Swalcliffe Park School CIO (the 'charity') 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 charity's affairs as at 31 August 2020 and of its incoming resources and application of resources, including its income and expenditure, for the year thenended;

– have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and

– have been prepared in accordance with the requirements of the Charities Act 2011.

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 Auditors responsibilities for the audit of the financial statements section of our report. We are independent of the charity in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtainedis 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 charity'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 other information comprises the information included in the trustees annual report, other than the financial statements and our auditor's report thereon. The trustees are responsible for the other information contained within the annual report. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon. Our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the course of the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Matters on which we are required to report by exception

In the light of the knowledge and understanding of the charitable company and its environment obtained in the course of the audit, we have not identified material misstatements in the Report of the Trustees.

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

– information given in the financial statements is inconsistent in any material respect with the trustees' report; or

– the charity has not kept adequate accounting records; or

– the financial statements are not in agreement with the accounting records and returns; or

– we have not received all the information and explanations we require for our audit.

Responsibilities of Trustees

As explained more fully in the Statement of Trustees Responsibilities set out on page 17, the Trustees 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 financialstatements that are free from material misstatement, whether due to fraud or error.

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

Our responsibilities for the audit of the financial statements

We have been appointed as auditor under section 144 of the Charities Act 2011 and report in accordance with regulations made under section 154 of that Act.

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 is available on the Financial Reporting Council's website at: https://www.frc.org.uk/Our-Work/Audit/Audit-and-assurance/Standards-and-guidance/Standards-and-guidance-for-auditors/Auditors-responsibilities-for-audit/Description-of-auditors-responsibilities-for-audit.aspx. This description forms part of our auditor's report

Use of our report

This report is made solely to the charity's trustees, as a body, in accordance Part 4 of the Charities (Accounts and Reports) Regulations 2008. Our audit work has been undertaken so that we might state to the charity's trustees those matters we are required to state to them in an auditors' 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 charity and the charity's as a body, for our auditwork, for this report, or for the opinions we have formed.

Dafferns LLP

Dafferns LLP (Statutory Auditors)
Chartered Accountants
One Eastwood
Binley Business Park
Coventry
CV3 2UB

Dafferns LLP is eligible to act as an auditor in terms of section 1212 of the Companies Act 2006.

Date: 24 June 2021

Statement of Financial Activities

For the year ended 31 August 2020

	Notes	Unrestricted funds £	Restricted funds £	Endowment fund £	Year Ended 31.08.20 Total funds £	Period 31.08.19 Total funds £
INCOME AND ENDOWMENTS FROM						
Donations and legacies	2	450	–	–	450	6,369,642
Charitable activities						
Swalcliffe Park School CIO	4	4,756,301	82,672	–	4,838,973	3,900,235
Investment income	3	20,015	–	–	20,015	11,314
Total		4,776,766	82,672	–	4,859,438	10,281,191
EXPENDITURE ON						
Raising funds	5	5,307	–	–	5,307	1,074
Charitable activities						
Swalcliffe Park School CIO	6	4,234,741	108,792	159,317	4,502,850	3,315,989
Other		23,293	–	–	23,293	34,231
Total		4,263,341	108,792	159,317	4,531,450	3,351,294
Net gains/(losses) on investments		981	–	–	981	5,676
Remeasurement gain/(loss) on defined benefit pension scheme	17	(252,570)	–	–	(252,570)	–
NET INCOME		261,836	(26,120)	(159,317)	76,399	6,935,573
Transfer between funds	18	223,521	(223,521)	–	–	1,074
Net movement in funds		485,357	(249,641)	(159,317)	76,399	6,935,573
RECONCILIATION OF FUNDS						
Total fund brought forward		3,023,182	257,698	3,654,693	6,935,573	–
Defined benefit pension liability introduced 1 September 2019		(2,082,000)	–	–	(2,082,000)	–
TOTAL FUND CARRIED FORWARD		1,426,539	8,057	3,495,376	4,929,972	6,935,573

The notes form part of these financial statements

Balance Sheet

At 31 August 2020

	Notes	Unrestricted funds £	Restricted funds £	Endowment fund £	2020 Total funds £	2019 Total funds £
FIXED ASSETS						
Tangible fixed assets	11	998,768	–	3,495,376	4,494,144	4,509,886
Investments	12	501,426	–	–	501,426	500,445
Investment property	13	404,172	–	–	404,172	382,715
		1,904,366	–	3,495,376	5,399,742	5,393,046
CURRENT ASSETS						
Debtors	14	963,657	–	–	963,657	700,368
Cash at bank		2,960,010	8,057	–	2,968,068	2,243,754
		3,923,667	8,057	–	3,931,725	2,944,122
CREDITORS						
Amounts falling due within one year	15	(1,859,494)	–	–	(1,859,494)	(1,401,595)
NET CURRENT ASSETS		2,064,173	8,057	–	2,072,231	1,542,527
TOTAL ASSETS LESS CURRENT LIABILITIES		3,968,539	8,057	3,495,376	7,471,972	6,935,573
Defined benefit pension liability	17	(2,542,000)	–	–	(2,542,000)	–
NET ASSETS		1,426,539	8,057	3,495,376	4,929,972	6,935,573
FUNDS						
Unrestricted funds	18				1,426,539	3,023,182
Restricted funds	18				8,057	257,698
Endowment funds	18				3,495,376	3,654,693
TOTAL FUNDS					4,929,972	6,935,573

Gill Manthorpe – Trustee

Paula Protherough – Trustee

The notes form part of these financial statements

Cash Flow Statement

For the year ended 31 August 2020

	Notes	Year 31.08.20 £	Year 31.08.19 £
Cash flows from operating activities:			
Cash generated from operations	1	1,104,380	(666,401)
Net cash provided by (used in) operating activities		1,104,380	(666,401)
Cash flows from investing activities:			
Purchase of tangible fixed assets		(445,625)	(204,482)
Purchase of fixed assets investments		–	(494,769)
Purchase of investment property		(21,456)	(82,715)
Sale of tangible fixed assets		67,000	28,553
Investment income		20,015	8,875
Net cash provided by (used in) investing activities		(380,066)	(744,538)
Cash flows from financing activities:			
Income attributable to endowment		–	3,770,113
Expenditure attributable to endowment		–	(115,420)
Net Cash provided (used in) financing activities		–	3,654,693
Change in cash and cash equivalents in reporting period		724,314	2,234,754
Cash and cash equivalents at the beginning of the reporting period		2,243,754	–
Cash and cash equivalents at the end of the reporting period		2,968,068	2,243,754

The financial statements were approved by the Board of Trustees on 24 June 2021 and were signed on its behalf by:

The notes form part of these financial statements

Notes to the Cash Flow Statement

For the year ended 31 August 2020

1. Reconciliation of net income to net cash flow from operating activities

	Year 31.8.20 £	Year 31.8.19 £
Net income for the reporting period (as per the statement of financial activities)	76,399	6,935,573
Adjustments for:		
Depreciation charges	368,450	291,463
(Gain) loss on investments	(981)	(5,676)
(Profit) loss on disposal of fixed assets	25,917	(1,424)
Investment income	(20,015)	(8,875)
Defined benefit pension movements less payments	460,000	–
Income attributable to endowment	–	(3,770,113)
Expenditure attributable to endowment	–	115,420
Donation from Trust	–	(5,320,808)
Revaluation Reserve from Trust	–	(999,836)
Bank balance from Trust	–	2,061,486
Increase in debtors	(263,289)	(510,823)
Increase in creditors	457,899	547,212
Net cash provided by (used in) operating activities	1,104,380	(666,401)

The notes form part of these financial statements

Notes to the Financial Statements

For the year ended 31 August 2020

1. Accounting policies

Basis of preparing the financial statements

The financial statements of the charity, which is a public benefit entity under FRS 102, have been prepared in accordance with the Charities SORP (FRS 102) 'Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland issued in October 2019, Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland', and the Charities Act 2011. The financial statements have been prepared under the historical cost convention with the exception of investments which are included at market value, as modified by the revaluation of certain assets.

The financial statements have been prepared to give a 'true and fair' view and have departed from the Charities (Accounts and Reports) Regulation 2008 only to the extent required to provide a 'true and fair' view. This departure has involved following the Accounting and Reporting by Charities: Statement of Recommended Practice applicable to Charities preparing accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland issued in October 2019 rather than the Accounting and Reporting by Charities: Statement of Recommended Practice effective form 1 April 2005 which has since been withdrawn.

The presentation currency of the financial statements is the Pound Sterling (£).

All monetary amounts are rounded to the nearest pound.

Income

All income is recognised in the Statement of Financial Activities once the charity has entitlement to the funds, it is probable that the income will be received and the amount can be measured reliably.

Investment income

Investment income relates to rents incoming from investment property and interest received from financial institutions.

Grants

Capital grants are recognised evenly over the life of the associated asset and capital grants are recognized as and when relevant expenditure is incurred.

Expenditure

Liabilities are recognised as expenditure as soon as there is a legal or constructive obligation committing thecharity to that expenditure, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably. Expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all cost related to the category. Where costs cannot be directly attributed to particular headings they have been allocated to activities on a basisconsistent with the use of resources.

Allocation and apportionment of costs

Costs have been fully apportioned to the charitable activity.

Tangible fixed assets

Depreciation is provided at the following annual rates in order to write off each asset over its estimated useful life.

Freehold property	2% on cost and Straight line over 20 years
Fixtures and fittings	33%, 25% and 20% reducing balance
Motor vehicles	33% on reducing balance

Investment property

Investment property is shown at most recent valuation. Any aggregate surplus or deficit arising fromchanges in market value is transferred to a revaluation reserve.

Notes to the Financial Statements

For the year ended 31 August 2020

1. Accounting policies – continued

Taxation

The charity is exempt from corporation tax on its charitable activities

Fund accounting

Unrestricted funds can be used in accordance with the charitable objectives at the discretion of the Trustees. Restricted funds can only be used for particular restricted purposes within the objects of the charity. Restrictions arise when specified by the donor or when funds are raised for particular restricted purposes. Further explanation of the nature and purpose of each fund is included in the notes to the financial statements.

Pension costs and other post-retirement benefits

The charitable company operates a defined contribution pension scheme. Contributions payable to the charitable company's pension scheme are charged to the Statement of Financial Activities in the period towhich they relate.

The charity operates a defined benefit plan for the benefit of its employees. A liability for the charity's obligations under the plan is recognised net of plan assets. The net change in the net defined benefit liability is recognised as the cost of the defined benefit plan during the period. Pension plan assets are measured at fair value and the defined benefit obligation is measured on an actuarial basis using the projected unit method.

2. Donations and legacies

	Year 31.08.20 £	Year 31.08.19 £
Donations	450	6,369,642

3. Investment income

	Year 31.08.20 £	Year 31.08.19 £
Rent received	3,750	20
Investment Portfolio Income	4,348	2,419
Interest receivable	11,917	8,875
	20,015	11,314

4. Income from charitable activities

	Activity	Year 31.08.20 £	Year 31.08.19 £
Local Authority Fees	Swalcliffe Park School CIO	4,787,421	3,739,835
Other Income	Swalcliffe Park School CIO	23,050	8,946
Grants	Swalcliffe Park School CIO	28,502	151,454
		4,838,973	3,900,235

Grants received included in the above are as follows:

DFE Grants	28,502	151,454

The notes form part of these financial statements

Swalcliffe Park School

Notes to the Financial Statements

For the year ended 31 August 2020

5. Raising funds

	Year 31.08.20 £	Year 31.08.19 £
Investment management costs		
Portfolio Management	5,307	1,074

6. Charitable activities costs

	Year 31.8.20 £	Year 31.08.19 £
Swalcliffe Park School CIO	4,502,850	3,315,989

7. Support costs

	Governance costs £	Total £
Other resources expended	23,293	23,293

8. Net income/expenditure

Net income/ (expenditure) stated after charging/(crediting)

	Governance costs £	Total £
Auditors remuneration	9,600	10,880
Depreciation – owned assets	368,450	291,465
(Surplus) loss on disposal of fixed asset	23,917	(1,424)

9. Trustees' remuneration and benefits

There were no Trustee remuneration or other benefits for the year ended 31 August 2020 nor for the period
ended 31 August 2019.
The Trustees who are members of staff are remunerated at market values for their role in the day-to-day operation
of the school, they have not received remuneration for their services as a Trustee.

Trustee expenses

There were no Trustees' expenses paid for the year ended 31 August 2020 nor for the period ended 31 August 2019.

The notes form part of these financial statements

Notes to the Financial Statements

For the year ended 31 August 2020

10. Staff costs

	Year 31.08.20 £	Year 31.08.19 £
Wages and salaries	2,281,660	1,749,888
Social security costs	217,365	168,665
Defined contribution pension costs	158,210	209,170
Defined benefit pension operating costs	265,000	-
	2,922,235	2,127,723

The key management personnel of the CIO comprise of the CEO, Principal, Vice Principal and Leads on Referrals. The total employee benefit of key management personnel of the CIO are £292,008

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

	Year 31.08.20	Year 31.08.19
Senior Leadership	4	4
Teaching	35	29
Care	31	28
Administration	13	14
	83	75

The number of employees whose employee benefits (excluding employers pension cost) exceeded £60,000 was:

	Year 31.08.20	Year 31.08.19
£70,001 - £80,000	1	1
£90,001 - £100,000	2	1
	3	2

The notes form part of these financial statements

Swalcliffe Park School

Notes to the Financial Statements

For the year ended 31 August 2020

11. Tangible fixed assets

	Freehold property £	Fixtures and fittings £	Motor vehicles £	Total £
COST				
At 31 August 2019	4,533,368	2,003,778	101,638	6,638,784
Additions	67,869	284,627	93,129	445,625
Disposals	(13,850)	(205,471)	(86,638)	(305,959)
At 31 August 2020	4,587,387	2,082,934	108,129	6,778,450
DEPRECIATION				
At 31 August 2019	878,675	1,215,733	34,490	2,128,898
Charge for the year	149,793	192,025	26,632	368,450
Eliminated on disposal	(4,326)	(177,206)	(31,510)	(213,042)
At 31 August 2020	1,024,142	1,230,552	29,612	2,284,306
NET BOOK VALUE				
At 31 August 2020	3,563,245	852,382	78,517	4,494,144
At 31 August 2019	3,654,693	788,045	67,148	4,509,886

12. Fixed assets investments

	Listed/ unlisted investments £
At 31 August 2019	500,445
Revaluations	981
At 31 August 2020	501,426
NET BOOK VALUE	
At 31 August 2020	501,426
At 31 August 2019	500,445

Investments outside the UK totaled £95,953 (2019: £103,650)

The historic cost of these investments was £501,342 (2019: £494,769).

The notes form part of these financial statements

Notes to the Financial Statements

For the year ended 31 August 2020

13. Investment property

	£
MARKET VALUE	
At 31 August 2019	382,715
Additions	21,457
At 31 August 2020	404,172

The investment property has been valued by the trustees at 31 August 2020.

14. Debtors: amounts falling due within one year

	2020 £	2019 £
Trade debtors	870,637	660,025
Prepayments and accrued income	93,020	40,343
	963,657	700,368

15. Creditors: amounts falling due within one year

	2020 £	2019 £
Trade creditors	224,228	59,894
Social security and other taxes	58,136	51,800
Other creditors	37,982	33,434
Deferred income	1,438,026	1,201,520
Accrued expenses	101,122	54,947
	1,859,494	1,401,595

16. Leasing agreements

Minimum lease payments under non-cancellable operating leases fall due as follows:

	2020 £	2019 £
Within one year	11,620	16,351
Between one and five years	24,488	35,607
	36,108	51,958

The notes form part of these financial statements

Swaldcliffe Park Scnool

Notes to the Financial Statements

For the year ended 31 August 2020

17. Pension commitments

The charity's employees belong to three principal pension schemes; the Teachers' Pension Scheme England and Wales (TPS) for academic and related staff; the Local Government Pension Scheme (LGPS) for non-teaching staff, which is managed by Oxfordshire Pension Fund; and NEST. The first two are multi-employer defined benefit schemes.

The latest actuarial valuation of the TPS related to the year ended 31 March 2016 and of the LGPS 31 March 2019.

Contributions amounting to £32,920 were payable to the schemes at 31 August 2020 (2019 - £28,862) and are included within creditors.

Teachers' Pension Scheme

The TPS is a statutory, contributory, defined benefit scheme, governed by the Teachers' Pension Scheme Regulations 2014. Membership is automatic for full-time teachers. All teachers have the option to opt-out of the TPS following enrolment.

The TPS is an unfunded scheme to which both the member and employers makes contributions, as a percentage of salary – these contributions are credited to the Exchequer. Retirement and other pension benefits are paid by public funds provided by Parliament.

Valuation of the Teachers' Pension Scheme

The Government Actuary, using normal actuarial principles, conducts a formal actuarial review of the TPS in accordance with the Public Service Pensions (Valuations and Employer Cost Cap) Directions 2014 published by HM Treasury every 4 years. The aim of the review is to specify the level of future contributions. Actuarial scheme valuations are dependent on assumptions about the value of future costs, design of benefits and many other factors. The latest actuarial valuation of the TPS was carried out as at 31 March 2016. The valuation report was published by the Department for Education on 5 March 2019. The key elements of the valuation and subsequent consultation are:

- Employer contribution rates set at 23.68% of pensionable pay (including a 0.08% administration levy).
- Total scheme liabilities (pension currently in payment and the estimated cost of future benefits) for service to the effective date of £218,100 million and notional assets (estimated future contributions together with the notional investments held at the valuation date) of £196,100 million, giving a notional past service deficit of £22,000 million.
- The SCAPE rate, set by HMT, is used to determine the notional investment return. The currrent SCARE rate is 2.4% above the rate of CPI, assumed real rate of return is 2.4% in excess of prices and 2% in excess of earnings. The rate of real earnings growth is assumed to be 2.2%. The assumed nominal rate of return including earnings growth is 4.45%.

The next valuation result is due to be implemented from 1 April 2023.

The employer's pension costs paid to TPS in the year amounted to £134,266 (2019 - £91,366)

A copy of the valuation report and supporting documentation is on the techers' Pensions website (https://www.teacherspensions.co.uk/news/employers/2019/04/teachers-pensions-valuation-report.aspx).

Under the definitions set out in FRS102, the TPS is an unfunded multi-employer pension scheme. The charity has accounted for its contriubtions to the scheme as if it were a defined contribution scheme. The charity has set out above the information available on the scheme.

Local Government Pension Scheme

The LGPS is a funded defined benefit pension scheme, with the assets held in separate trustee-administered funds. The employer's contributions totalled £98,570 (2019- £102,911).The agreed contribution rates until 31 March 2020 was 18.1% for employers and 5.5-12.5% for employees. From 1 April 2020 the agreed contributions rates are 16.3% for employers and an average of 6.5% for employees.

Up until 31 August 2019 the scheme had been accounted for as a defined contribution scheme. From 1 September 2019 the charity's share of the scheme has been established and is now accounted for as a defined benefit scheme with the net liability position as at 1 September 2019 being shown as an exceptional item in the statement of financial activities.

The notes form part of these financial statements

Notes to the Financial Statements

For the year ended 31 August 2020

17. Pension commitments (continued)

The amounts recognised in the balance sheet were as follows:

	Defined benefit pension plan 2020 £	2019 £
Fair value of plan assets	5,941,000	-
Present value of funded obligations	(8,483,000)	-
Net liability	(2,542,000)	-

The total cost recognised in the year was as follows:

	2020 £	2019 £
Current service costs	265,000	-
Net interest from defined benefit liability	41,000	-
Total defined benefit cost recognised in Statements of Financial Activities	306,000	-

Changes in the fair value of scheme assets were as follows:

	2020 £	2019 £
Opening fair value of schemes assets	5,938,000	-
Interest income	113,000	-
Employer contributions	98,570	-
Participants' contributions	37,000	-
Estimated benefits paid	(124,000)	-
Actuarial gains/(losses)		
- Return on assets excluding amounts included in net interest	(121,570)	-
Total defined benefit cost recognised in Statements of Financial Activities	5,941,000	-

Changes in the present value of the defined benefit obligation were as follows:

	2020 £	2019 £
Opening defined benefit obligation	8,020,000	-
Current service cost	265,000	-
Interest cost	154,000	-
Participants' contributions	37,000	-
Estimated benefits paid	(124,000)	-
Actuarial gains/(losses)		
- Changes in financial assumptions	172,000	-
- Other experience gains	(41,000)	-
Total defined benefit cost recognised in Statements of Financial Activities	8,483,000	-

The notes form part of these financial statements

Notes to the Financial Statements

For the year ended 31 August 2020

17. Pension commitments (continued)

The remeasurements recognised in Statement of Financial Activities are as follows:

	Defined benefit pension plan 2020 £	2019 £
Changes in financial assumptions	(172,000)	-
Other experience gains	41,000	-
Return of assets excluding amounts included in net interest	(121,570)	-
	(252,570)	-

The major categories of scheme assets as percentage of total scheme assets are as follows:

	2020	2019
Equity	70%	-
Bonds	20%	-
Property	6%	-
Cash	4%	-

Principal actuarial assumptions at the balance sheet date:

	2020	2019
Pension Increase rate (CPI)	2.2%	-
Salary increase rate	2.2%	-
Discount rate	1.7%	-

The mortality assumptions used for longevity (in years) on retirement at age 65 are:

	2020	2019
Current pensioners		
- Males	22.2 years	-
- Females	24.3 years	-
Future pensioners (assumes members aged 45 as at latest formal valuation)		
- Males	22.9 years	-
- Females	25.6 years	-

NEST

NEST is a defined contribution scheme for certain employees. The amounts recoginised as an expense in the period was £23,944 (2019- £14,893). At 31 August 2020 there were £5,063 of contributions that had not been paid over to the pension scheme (2019- £4,361).

The notes form part of these financial statements

Notes to the Financial Statements

For the year ended 31 August 2020

18. Movement in funds

	At 01.09.19 £	Net movement in funds £	Transfers between funds £	At 31.08.20 £
Unrestricted funds				
General fund	941,182	261,836	223,521	1,426,539
Restricted funds				
Ingenious Media new building fund	190,051	(10,664)	(179,387)	–
Pottersbury Lodge	39,970	(9,144)	(30,826)	–
Capital Grant and Maintenance Grants	27,677	(14,369)	(13,308)	–
EFSA Grants	–	8,057	–	8,057
	257,698	(26,120)	(223,521)	8,057
Endowment funds				
Freehold property	3,654,693	(159,317)	–	3,495,376
TOTAL FUNDS	4,853,573	76,399	–	4,929,972

Net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Gains and losses £	Movement in funds £
Unrestricted funds				
General fund	4,776,766	(4,263,341)	(251,589)	261,836
Restricted funds				
Ingenious Media new building fund	–	(10,664)	–	(10,664)
Pottersbury Lodge	–	(9,144)	–	(9,144)
Capital Grant and Maintenance Grants	22,059	(36,428)	–	(14,369)
EFSA Grants	60,613	(52,556)	–	8,057
	82,672	(108,792)	–	(26,120)
Endowment funds				
Freehold property	–	(159,317)	–	(159,317)
TOTAL FUNDS	4,859,438	(4,531,450)	(251,589)	76,399

The notes form part of these financial statements

Notes to the Financial Statements

For the year ended 31 August 2020

18. Movement in funds - continued

The specific purposes for which the funds are to be applied are as follows:

Ingenious Media New Building Fund

The ingenious Media New Building Fund was transferred to the CIO from Swalcliffe Park School Trust on 1 November 2018. This was a donation to the charity for the construction of a new expressive art studio which was capitalised in fixed assets and being depreciated over 50 years.

Pottersbury Lodge Fund

The Pottersbury Lodge fund was a donation to the charity from a special school that was closed during the year for the acquisition of various items of activity equipment which are capitalised in fixed assets and being depreciated over four years.

Capital Grant Fund

The Capital Grant fund is grants from the DFE that are solely for the use for the maintenance and upkeep of the school and is depreciated over four years, this being the life of these assets and included in fixed asset.

19. Related party disclosures

There were no related party disclosures during the current and previous financial years.

The notes form part of these financial statements

Notes to the Financial Statements

For the year ended 31 August 2020

20. Analysis of the Statement of Financial Activities for the year ended 31 August 2019 by fund type

The 2020 statement of Financial Activity only shows the 2019 comparative data in total. The statement below shows the 2019 comparative date by fund type as well.

	Notes	Unrestricted funds £	Restricted funds £	Endowment fund £	Total funds £
INCOME AND ENDOWMENTS FROM					
Donations and legacies		2,359,235	240,294	3,770,113	6,369,642
Charitable activities					
Swaldiffe Park School CIO		3,868,424	31,811	–	3,900,235
Investment income		11,314	–	–	11,314
Total		6,238,973	272,105	3,770,113	10,281,191
EXPENDITURE ON					
Raising funds		1,074	–	–	1,074
Charitable activities					
Swaldiffe Park School CIO		3,182,454	18,115	115,420	3,315,989
Other		34,231	–	–	34,231
Total		3,217,759	18,115	115,420	3,351,294
Net gains/(losses) on investments		5,676	–	–	5,676
NET INCOME		3,026,890	253,990	3,654,693	6,935,573
Transfer between funds		(3,707)	3,707	–	–
Net movement in funds		3,023,183	257,697	3,654,693	6,935,573
RECONCILIATION OF FUNDS					
Total fund brought forward		–	–	–	–
TOTAL FUND CARRIED FORWARD		3,023,182	257,698	3,654,693	6,935,573

The notes form part of these financial statements

