

THE SOUTHOVER PARTNERSHIP

England & Wales · Charity number 1175243

Details

Other names	THE SOUTHOVER FOUNDATION
Status	Registered
Legal form	Charitable company
Company number	10539109
Registered	2017-10-19
Register	View on the Charity Commission register

Contact

Address	The Southover Partnership Kingsbury Manor 288 Kingsbury Road London NW9 9HA
Phone	02084460300
Email	info@southoverpartnership.com
Website	www.southoverpartnership.com

Activities

Objects: 5. OBJECTS5.1 The objects for which the Charity is established (“the Objects”) are5.1.1 The advancement of education in the United Kingdom for the public benefit for relevant students:(i) by providing educational services of all types both within schools of all types and at home for relevant students;(ii) by training teachers and educationalists in the range of skills and techniques required to teach relevant students;5.1.2 To advance such other charitable purposes (according to the laws of England and Wales) as the Trustees see fit from time to time which advance education for the public benefit in the field of special educational needs.5.2 In this article and the expressions‘relevant students’ means children with special educational needs between the ages of 8 and 19; and‘special educational needs’ has the meaning given to it by section 20 of the Children and Families Act 2014 and section 6 of the Equality Act 2010.

Activities: The Southover Partnership provides education for children on the autistic spectrum and those with social, emotional and mental health needs. We are a special school for secondary aged pupils, an outreach service that provides support in school for children from 4-19 who have special needs and a home tuition service for children who are unable to attend their own school because of complex needs.

Classification

- **How:** Makes Grants To Organisations, Provides Other Finance, Provides Buildings/facilities/open Space, Provides Services, Provides Advocacy/advice/information
- **What:** Education/training
- **Who:** Children/young People, Other Defined Groups

Geography

- Barnet
- Brent
- Enfield

Finances

Period end	Income	Expenditure	Assets	Employees
2025-08-31	£4,133,541	£3,891,023	£1,393,478	89
2024-08-31	£3,883,250	£3,442,041	£1,048,514	98
2023-08-31	£3,405,922	£3,340,561	£607,305	105
2022-08-31	£3,175,747	£2,922,204	£541,944	107
2021-08-31	£2,773,474	£2,914,585	£288,401	119
2020-08-31	£2,872,138	£2,858,740	£429,512	112

Trustees

Name	Role	Appointed
Alexis Corzberg		2025-02-21
Andrina Collymore		2023-08-01
Beverley Vincent		2024-09-01
Jeni McClean		2025-01-13
Katie Adams		2023-01-26
NEIL TAYLOR		2024-01-31
Natalie Grazin		2023-05-10
Robin James Ralph Goad		2026-06-23
Sara Pollins		2025-01-13
Sharron Grant		2024-11-08
Zarina Casey		2023-08-01

Accounts

Company registration number 10539109 (England and Wales)

Charity registration number 1175243 (England and Wales)

THE SOUTHOVER PARTNERSHIP
ANNUAL REPORT AND FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2025

THE SOUTHOVER PARTNERSHIP

LEGAL AND ADMINISTRATIVE INFORMATION

Trustees	N Taylor (Chair) K Adams N Grazin A Collymore Z Casey J McClean A Corzberg S Pollins B Vincent S Grant	(Appointed 13 January 2025) (Appointed 21 February 2025) (Appointed 13 January 2025) (Appointed 1 October 2024) (Appointed 8 November 2024)
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Charity number 1175243

Company number 10539109

Registered office Kingsbury Manor
288 Kingsbury Road
Roe Green Park
London
NW9 9HA

Website www.southoverpartnership.com

PROFESSIONAL ADVISERS

Auditor Warner Wilde Limited
4 Marigold Drive
Bisley
Woking
Surrey
GU24 9SF

Bankers Lloyds Bank Plc
39 Threadneedle Street
London
EC2R 8AU

Solicitors Hill Dickinson LLP
Portland House
New Bridge Street St W
Newcastle
NE1 8AP

Stone King LLP
Upper Borough Court
Upper Borough Wells
Bath
BA1 1RG

THE SOUTHOVER PARTNERSHIP

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THE SOUTHOVER PARTNERSHIP
MESSAGE FROM THE CHAIR, NEIL TAYLOR
FOR THE YEAR ENDED 31 AUGUST 2025

Dear Friends and Supporters,

In my second year as Chair of the Board of Trustees for The Southover Partnership, I am pleased to present the annual report for the year 2024/25.

The year was a period of consolidation for the school as Angela Moore, our new Executive Head Teacher, did not commence in her role until January 2025.

Much of our focus for the year was to improve our approach to Safeguarding and we were delighted to have addressed the issues raised in the Independent Schools Inspectorate (ISI) inspection within a short space of time and to have been rated as fully compliant with the Independent Schools Standards.

A key priority for the year was to find a new home for the school based at Southgate Progressive Synagogue and we spent several months negotiating a new lease with the Finchley Progressive Synagogue so that during the Summer of 2025 we were able to move to their newly refurbished premises. We thank our new landlords for their patience and support with which they assisted us in moving into the Synagogue for the beginning of the new term. We would also like to take the opportunity to thank the Trustees of Southgate Progressive Synagogue for hosting the school over many years, having grown from a very small provision to a sizeable provision.

Given the rapidly falling demand for our Outreach service and the increasing number of alternative home tuition organisations in the market, we took the decision to integrate these young people, with whom we are continuing to work, into the Schools.

We have consolidated our financial position further over the past year due to careful budget management, thus allowing us to accumulate reserves for the school. We focused on strengthening our finances, including ensuring we were reducing our aged debt. The Finance, Risk and Audit Committee provided support in increasing financial rigour and discipline, safeguarding the Southover Partnership's long-term sustainability and maximising the impact of our work. Our Strategic Risk Register, which was regularly reviewed by each of the Committees, ensured that we had a live document identifying our most significant risks, and creating controls and plans to mitigate those risks.

As part of the ongoing governance review that we undertook, we set ourselves the goal of increasing the membership of the Board, recruiting people with the range of skills and experience that we needed to provide effective oversight and to support the Senior Leadership Team (SLT) to achieve the charity's goals. We were delighted to appoint Beverley Vincent, Sharron Grant, Jeni McClean, Sara Pollins and Alexis Corzberg to the Board and we are extremely grateful for the added value they have brought to the school. Furthermore, as we have embedded the new subcommittees of the Board, we recruited additional people to enhance the quality of the scrutiny the committees provide. We were delighted that Karishma Badal, Daniel Century and Adam Wharton volunteered their expertise and we thank them for the time and energy they invest in the school. In the future we are planning to recruit a staff member as an observer on the Board to provide a voice for the workforce.

We embarked upon a substantive strategic review over a period of seven months, consulting with over 100 of our stakeholders, with view to creating the foundations for a more coherent, ambitious and sustainable school. Building on our Theory of Change, we affirmed our commitment to the children and families who choose Southover, with a pledge to provide a safe, relational and ambitious education delivered with

**THE SOUTHOVER PARTNERSHIP
TRUSTEES' REPORT (INCLUDING DIRECTOR'S REPORT) (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2025**

consistency and integrity within a sustainable organisational model. We have positioned ourselves so that we can withstand SEND system pressures, to be able to respond to the new opportunities presented by changes in Government policy on special education and to ensure we can continue to transform the lives of our young people.

On behalf of the students, their parents/carers and Trustees, I would also like to take the opportunity to express my deepest appreciation to Angela, the SLT and staff for the professionalism, dedication, compassion and care with which they approach their work. The support and direction they provide in order that the students can fulfil their ambitions and be the best versions of themselves is an example to us all.

I would also like to thank all our parents/carers for their collaboration, co-operation and patience. We know we have much to do to improve our communication with them as they are key partners in the work we do with the students. We cannot achieve our goals for the students without the support they provide.

Finally, a big thank you to all those people whose favours I have called upon and who without hesitation volunteered to assist us with good advice and counsel over the past year.

It continues to be the utmost honour and privilege to be Chair of the Southover Partnership. The students inspire me every day. There are not many causes more important than being involved with a charity committed to addressing the challenges faced by young people with significantly disrupted educational histories. I look forward to seeing the school make a significant impact on the lives of our students and preparing them for life beyond school.

With the deepest gratitude and inspiration,

Neil Taylor
Chair of the Board of Trustees, The Southover Partnership
22nd March 2026

THE SOUTHOVER PARTNERSHIP

TRUSTEES' REPORT (INCLUDING DIRECTOR'S REPORT) (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2025

The trustees present their annual report and financial statements for the year ended 31 August 2025.

The financial statements have been prepared in accordance with the accounting policies set out in note 1 to the financial statements and comply with the charity's governing document, the Companies Act 2006 and "Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) " (effective 1 January 2019).

Objectives and Activities

Our objects are primarily the advancement of education in the United Kingdom for the public benefit for relevant students:

- by providing educational services of all types both within schools and at home
- by training teachers and educationalists in the range of skills and techniques

Executive Headteacher Summary of Key Achievements and Developments Past Year 2024 – 2025

Our Vision

We grow happy and successful young people ready for all the possibilities the world has to offer.

Our Values

Trust

- We build positive relationships with each other
- We feel safe, valued and heard
- We communicate in an open and honest way
- We create a safe space for all students to grow socially and academically

Believe

- We all believe that we deserve happy, successful futures
- We believe we are valued members of a community
- We believe we can improve our confidence and resilience

Succeed

- We make positive, healthy friendships and relationships
- We are prepared for our next steps, beyond The Southover Partnership
- We are prepared for adulthood and life outside of school
- We are proud of ourselves and each other

THE SOUTHOVER PARTNERSHIP TRUSTEES' REPORT (INCLUDING DIRECTOR'S REPORT) (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2025

This academic year has concluded with a period of sustained delivery, consolidation, and forward planning. Across the Spring and Summer Term, the school has demonstrated clear momentum in strengthening leadership, stabilising systems, improving educational quality, and preparing for the next phase of development.

The completion of external examinations, moderation processes, and qualification pathways marked a successful end to the academic cycle, with positive outcomes for students across all sites. The external validation of the Independent Schools Inspectorate in July 2025 which found the school to have met all standards, remains a pivotal milestone, providing confidence in the school's trajectory and enabling a sharper focus on future improvement rather than compliance.

Alongside educational delivery, the organisation managed significant operational change, including senior appointments, estate transitions, staffing restructure, and a Strategic Review, all while maintaining a clear focus on student outcomes and wellbeing.

Leadership, Governance and Organisational Development

Leadership capacity continued to strengthen throughout the year. The Senior Leadership Team is now operating with increased confidence, clarity, and coherence, supported by stable governance structures and regular trustee engagement. The induction and integration of the Chief Finance and Operations Officer significantly enhanced operational oversight, financial planning, and estates management, allowing educational leaders to focus more sharply on teaching, learning, and safeguarding.

The programme of trustee visits commenced, increasing visibility and strengthening relationships between trustees, leaders, and staff. In parallel, the establishment of additional trustee committees, including a new Marketing and Fundraising Committee, reflected a strategic response to longer-term sustainability.

An in depth Strategic Review commenced, led by an external consultant. The review is being informed by staff and parent feedback, stakeholder engagement, and internal evaluation. This work is shaping decisions around structure, workforce, systems, and priorities for the next phase of development. The review will be completed in December 2025.

Safeguarding, Student Welfare and Well-being

Safeguarding remains embedded as a core organisational strength. Oversight arrangements are robust, with daily Designated Safeguarding Lead's monitoring daily, regular trustee scrutiny, and scheduled compliance checks ensuring consistency and accountability. Safeguarding data is routinely analysed and shared with the Safeguarding and Inclusion Working Party, supporting informed challenge and accountability.

The embedding of trauma-informed practice continued, with training delivered incrementally and refined through evaluation. Sessions on Pathological Demand Avoidance and Oppositional Defined Disorder supported staff to personalise approaches and respond more effectively to complex need profiles. Additional training on lawful and proportionate positive handling strengthened staff confidence and compliance.

Online safety systems continued to be strengthened across sites, with digital filtering and monitoring approaching full implementation. Behaviour systems were refreshed through a collaboratively developed policy, supporting consistency, clarity, and shared ownership across staff groups.

**THE SOUTHOVER PARTNERSHIP
TRUSTEES' REPORT (INCLUDING DIRECTOR'S REPORT) (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2025**

Curriculum, Teaching and Learning

Curriculum development accelerated significantly this year. The Subject Leader Strategic Day marked a turning point in aligning curriculum intent, pedagogy, leadership development, and assessment. Subject leaders are now working with shared templates for long-term planning, schemes of work, and learning checklists, reducing duplication and workload while improving clarity and consistency.

The introduction of the “Southover Essentials” provided a clear, evidence-informed framework for effective teaching, which underpinned the Continuing Professional Development programme. This approach helped to build leadership capacity while ensuring professional development is rooted in the school’s context and strengths.

Subject monitoring cycles were embedded, providing leaders with a detailed understanding of provision quality and enabling targeted support. Planning sessions within departments supported strategic decisions into classroom practice, ensuring that curriculum improvements were enacted rather than remaining aspirational.

Work on the whole-school timetable and annual calendar progressed, providing greater structure around assessment, moderation, pastoral activity, and Continuing Professional Development, and offering staff increased predictability and clarity.

Assessment, Data and Reporting

Assessment systems were simplified and sharpened to better serve teaching and learning. Agreement was reached on a streamlined assessment “master sheet” that supports subject-specific analysis, tracking of coursework and qualifications, and earlier identification of gaps or concerns.

Staff training focused on ensuring that assessment approaches, including those used at Key Stage 3, are applied consistently and meaningfully. Reporting to parents remained qualitative and narrative-led, but with increasing clarity about qualifications achieved and pathways being pursued, supporting more informed dialogue with families.

Baseline and standardised assessment data was collated and used to inform planning for September, ensuring that teaching and intervention strategies will be responsive to students’ starting points and needs.

Careers and Preparation for Adulthood

Careers education and preparation for adulthood have continued to expand in scope, ambition, and coherence. Students have been supported through college taster days, open events, job fairs, and apprenticeship awareness activities, ensuring they are well informed about post-school pathways.

Curriculum-linked careers learning has been strengthened through educational visits and employer engagement, helping students to understand the relevance of their learning to future opportunities. Virtual and in-person work experience opportunities are being explored to widen access and flexibility.

THE SOUTHOVER PARTNERSHIP TRUSTEES' REPORT (INCLUDING DIRECTOR'S REPORT) (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2025

Personal development activities, such as future vision planning and life-skills workshops, supported students to articulate aspirations and understand the steps needed to achieve them. Partnerships with external organisations continued to grow, enhancing the breadth and quality of provision.

Student Voice and Enrichment

Student Voice continues to be an important driver of school improvement and community identity. Students have influenced decisions around facilities, uniform/dress code and enrichment, with further meetings planned to increase opportunities for inclusive participation across all sites.

A rich programme of trips, visits, and celebratory activities has supported student engagement, wellbeing, and cultural capital. End-of-year events and recognition activities have provided opportunities to celebrate achievement, resilience, and personal growth.

Attendance and Engagement

Attendance remains a key strategic priority. While there were signs of improvement in some areas, leaders recognise that attendance levels are not yet where they need to be. Attendance has therefore been identified as a core focus within the forthcoming School Improvement Plan.

Staffing, Professional Development and Capacity Building

The end of the academic year brought significant staffing change, including planned redundancies within Outreach and natural turnover across sites. These changes have been managed with sensitivity, clear communication, and support for staff wellbeing, including access to external support and redeployment opportunities where possible.

Recruitment remains challenging in some areas, though several successful appointments have strengthened capacity ahead of September. Professional development continues to be a strong feature, with staff achieving Qualified Teacher Status, completing Early Career Teacher programmes, and progressing through national professional qualifications.

Investment in leadership development and internal progression remains central to the school's workforce strategy.

Special Educational Needs and Disabilities Provision

Education, Health and Care Plan Annual Reviews were all completed within time scales, with improved scheduling, reduced cancellations, and positive parental engagement. Work is underway to further refine review processes to ensure they are meaningful, efficient, and family-centred.

The Therapy Team continued to provide high-quality support to students and staff, with Continuing Professional Development focused on environmental adaptation and therapeutic classroom design enhancing inclusion and engagement. Impact reporting will inform future provision planning.

THE SOUTHOVER PARTNERSHIP TRUSTEES' REPORT (INCLUDING DIRECTOR'S REPORT) (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2025

Preparation for adulthood within Special Educational Needs and Disabilities provision has been strengthened through earlier careers engagement, transition planning, and collaboration with external advisors and post-16 providers.

Infrastructure, Facilities and Operations

Significant operational progress was made in preparing for a site transition and addressing legacy estate issues. Preparations for the move from Southgate Progressive Synagogue to Finchley Progressive Synagogue were completed well in advance, with agreements in place, enhancement works completed, and detailed logistical planning to minimise disruption.

At Kingsbury Manor, engagement with heritage bodies and the local authority continued regarding long-term estate issues, while planning and building control processes for temporary structures are progressing. Leaders continued to balance compliance, financial prudence, and educational impact in decision-making.

Across all sites, summer works were undertaken to ensure readiness for the new academic year.

Community Engagement and External Relationships

Engagement with parents, carers, commissioners, and partners continued to strengthen. Surveys, school events, and celebrations supported communication and trust, while visits from local authority representatives enhanced the understanding of the school's offer and streamlined referral processes.

The Annual Celebration Afternoon provided an opportunity to recognise achievement, thank stakeholders, and reinforce a shared sense of community.

Challenges, Risks and Forward Planning

Key challenges remain, including recruitment, attendance, estate complexity, and financial pressures such as aged debt. These risks are clearly identified, actively monitored, and addressed through strategic planning, governance oversight, and the ongoing Strategic Review.

The forthcoming School Improvement Plan for 2025–26, supported by external partners, will provide a clear framework for addressing these priorities.

Conclusion

This has been a demanding and transformational year for The Southover Partnership. Despite significant challenge and change, the school community has demonstrated resilience, professionalism, and a shared commitment to improvement. Systems are stronger, leadership capacity has grown, and the foundations for future success are firmly in place.

**THE SOUTHOVER PARTNERSHIP
TRUSTEES' REPORT (INCLUDING DIRECTOR'S REPORT) (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2025**

With continued trustee support, a clear strategic direction, and an engaged staff team, the school is well positioned to build on this progress and continue delivering positive outcomes for its students in the year ahead.

Angela Moore

Executive Headteacher

**Student Results Outcomes August 2025 External Examinations:
Attainment (112 entries in total)**

GCSE Results:

19 GCSEs were taken

- 95% passed at grades 9-1
- 42% passed at grades 9-4
- 37% passed at grades 9-5

One student achieved a grade 8 in Art and Design, one Year 10 student achieved a grade 7 in English Language and another student achieved a grade 7 in Art and Design which are all significant achievements.

Summary – 13 students/19 qualifications

Exam Entries *(not number of students)	Attaining below indicative progression grade/level	Attaining at indicative progression grade/level	Attaining beyond indicative progression grade/level	Attaining at indicative progression grade/level or above
19	13	3	3	6
	68%	16%	16%	32%

GCSE progress against expected outcomes (19 Entries)

Level	Subject	Below	At	Above	At or above	Absent
GCSE	Maths – 5 entries	5	0	0	0	0
	English Language – 1 entry	0	0	1	1	0
	English Literature – 1 entry	0	1	0	0	0
	Geography -6 entries	6	0	0	0	0
	Biology – 1 entry	0	1	0	1	0
	Chemistry - 1 entry	1	0	0	0	0
	Art & Design - 3 entries	0	1	2	3	0
	Food Preparation & Nutrition – 1 entry	1	0	0	0	0
	Totals	13	3	3	5	
	%	68%	16%	16%	26%	0%

THE SOUTHOVER PARTNERSHIP
TRUSTEES' REPORT (INCLUDING DIRECTOR'S REPORT) (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2025

Progress in other qualifications including functional skills and BTECs (Total of 103 Entries)

Entries	Attaining below indicative progression grade/level	Attaining at indicative progression grade/level	Attaining above indicative progression grade/level	Attaining at or above indicative progression grade/level	Absent/did not sit exam
93	17	63	5	68	8
	18%	68%	5%	73%	9%

Destination

Destinations	Higher Education/Further Education or Training	Employment	NEET (Not in Education, Employment or Training)	Unknown	Total
Leavers	9	1		1-Move countries	11

Financial Review

The charity continued to rely primarily on income generated from its charitable activities, with fees from education services representing the vast majority of total income. Total income for the year increased by 6.4% to £4.13m (2024: £3.88m), reflecting continued demand for the charity's specialist provision.

Total expenditure rose to £3.89m (2024: £3.34m), driven mainly by increased staffing, premises and operational costs associated with service delivery. Staff costs remained the most significant area of expenditure, reflecting the people-intensive nature of the charity's work.

Although average staffing levels reduced during the year, overall staff costs increased. Employee numbers fell from 98 in 2024 to 89 in 2025, primarily due to a significant reduction in outreach provision. Demand for home tuition declined during the year, as a result outreach staffing reduced accordingly.

The increase in staff costs is largely attributable to remuneration changes implemented during the year. Most staff progressed by one scale point, followed by a further 5.5% pay uplift applied across all salaries. In addition, redundancy costs of over £45k were incurred during the year, contributing to the overall increase in staff costs despite lower headcount.

THE SOUTHOVER PARTNERSHIP
TRUSTEES' REPORT (INCLUDING DIRECTOR'S REPORT) (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2025

The number of employees earning salaries in excess of £60k also increased. This reflects the impact of the 5.5% pay award, which resulted in several members of the Senior Leadership Team exceeding the disclosure threshold. There were also temporary salary adjustments during the year, including for the Acting Executive Headteacher and a Senior Leader covering responsibility for two sites. A new permanent Executive Headteacher was appointed in January 2025.

Overall, while staff numbers decreased, the combination of pay progression, across-the-board pay increases, redundancy costs, and temporary leadership arrangements explains the apparent variance in staff cost disclosures year on year.

The charity reported a surplus for the year of £243k (2024: £441k). While lower than the prior year, Trustees consider this a positive outcome in the context of continued investment in staffing, operational capacity and infrastructure.

Total unrestricted funds at 31 August 2025 were £1.39m (2024: £1.15m), with net current assets of £1.14m (2024: £0.95m). Cash balances at the year end were £0.58m (2024: £1.01m), with the reduction largely reflecting timing differences in receipts and payments, including movements in debtors and deferred income.

The charity's reserves policy is to maintain unrestricted funds equivalent to three months of expenditure. Trustees are satisfied that reserves remain within this range and provide an appropriate level of financial resilience.

The Trustees have reviewed the charity's financial position and cash flow forecasts and are satisfied that the charity remains a going concern.

Structure, governance and management

The Charity is a company limited by guarantee without share-capital.

The Trustees are the directors of The Southover Partnership. The following Trustees have served throughout the year except where indicated:

N B Taylor	(date of appointment 31 January 2024) (appointed Chair on 1 April 2024)
K Adams	(date of appointment 26 January 2023)
Z Casey	(date of appointment 1 August 2023)
A Collymore	(date of appointment 1 August 2023)
N Grazin	(date of appointment 10 May 2023)
Tet Hin Chai	(date of resignation 18 November 2024)
E Samarasinghe	(date of resignation 18 November 2024)

THE SOUTHOVER PARTNERSHIP
TRUSTEES' REPORT (INCLUDING DIRECTOR'S REPORT) (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2025

For the purpose of the signing of this report, the following Trustee appointments should be noted:

B Vincent	(date of appointment 1 September 2024)
S Grant	(date of appointment 8 November 2024)
J McClean	(date of appointment 13 January 2025)
S Pollins	(date of appointment 13 January 2025)
A Corzberg	(date of appointment 21 February 2025)

None of the Trustees has any beneficial interests in the company. All the Trustees are members of the company and guarantee to contribute £1 in the event of a winding up.

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

Six committees have been created to provide support to the Board. Meeting at least four times a year they provide more detailed scrutiny of the charity's activities as follows:

1. The Finance, Audit and Risk Committee i) assists the Board in fulfilling its oversight responsibilities for the financial reporting process, the system of Internal Control, the audit process, and the process for monitoring compliance with laws and regulations and ii) provides expert oversight of Southover Partnership's long term financial plan, operational issues and budgetary decisions.
2. The Nominations and Remuneration Committee i) lead the process for Board Committee appointments and make recommendations to the Board on the appointment of new Board and Board Committee members and ii) develop and recommend to the Board, the Charity policy on leadership team remuneration.
3. The Operations and People Committee oversees i) the maintenance and development of the school site and premises/facilities, including ensuring that effective Health & Safety practices and security measures are in place and ii) staffing policies, practices and arrangements; culture and processes of volunteering; performance-related pay arrangements.
4. The Teaching and Learning Committee reviews and make recommendations to the Board and the Executive Head Teacher on the teaching and learning at Southover Partnership. They will assist the Board in fulfilling its oversight responsibilities for pupil achievement, curriculum, quality of teaching, assessment, behaviour, attendance, safeguarding and Special Educational Needs and Disabilities provision
5. The Safeguarding and Inclusion Committee assists the Board in fulfilling its oversight responsibilities for safeguarding, inclusion, behaviour and well-being across the charity. It provides detailed scrutiny of safeguarding and child protection arrangements, behaviour, attendance and exclusions, inclusion and equality, pastoral care and mental health, and support for vulnerable groups, ensuring appropriate policies are in place, effectively implemented, compliant with statutory requirements, and that risks are identified, mitigated and reported to the Board.

THE SOUTHOVER PARTNERSHIP
TRUSTEES' REPORT (INCLUDING DIRECTOR'S REPORT) (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2025

6. The Marketing and Fundraising Committee assists the Board in fulfilling its oversight responsibilities for the charity's marketing, communications and fundraising activities. It provides detailed scrutiny of strategies to strengthen the charity's brand and engagement, and develop sustainable fundraising initiatives, while monitoring effectiveness, ensuring alignment with the charity's values and legal obligations, and reporting progress and outcomes to the Board.

Auditor

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

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

Neil Taylor

[Neil Taylor \(May 22, 2026 14:06:22 GMT+1\)](#)

N B Taylor
Chair

Date: 22/05/2026

THE SOUTHOVER PARTNERSHIP

STATEMENT OF TRUSTEES' RESPONSIBILITIES

FOR THE YEAR ENDED 31 AUGUST 2025

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

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

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

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

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

THE SOUTHOVER PARTNERSHIP

INDEPENDENT AUDITOR'S REPORT

TO THE TRUSTEES OF THE SOUTHOVER PARTNERSHIP

Opinion

We have audited the financial statements of The Southover Partnership (the 'charity') for the year ended 31 August 2025 which comprise the statement of financial activities, the balance sheet, the statement of cash flows and notes to the financial statements, including significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 *The Financial Reporting Standard applicable in the UK and Republic of Ireland* (United Kingdom Generally Accepted Accounting Practice).

In our opinion, the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 August 2025 and of its incoming resources and application of resources, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the *Auditor's responsibilities for the audit of the financial statements* section of our report. We are independent of the charity in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

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

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

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

Other information

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

We have nothing to report in this regard.

Matters on which we are required to report by exception

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

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

THE SOUTHOVER PARTNERSHIP

INDEPENDENT AUDITOR'S REPORT (CONTINUED)

TO THE TRUSTEES OF THE SOUTHOVER PARTNERSHIP

Responsibilities of trustees

As explained more fully in the statement of trustees' responsibilities, the trustees, who are also the directors of the charity for the purpose of company law, are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error. In preparing the financial statements, the trustees are responsible for assessing the charity's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to liquidate the charitable company or to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements

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

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

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

THE SOUTHOVER PARTNERSHIP

INDEPENDENT AUDITOR'S REPORT (CONTINUED) TO THE TRUSTEES OF THE SOUTHOVER PARTNERSHIP

Our approach to identifying and assessing the risks of material misstatement in respect of irregularities, including fraud and non-compliance with laws and regulations, was as follows:

The engagement partner ensured that the engagement team collectively had the appropriate competence, capabilities and skills to identify or recognise non-compliance with applicable laws and regulations;

We identified the laws and regulations applicable to the charity through discussions with trustees and other management, and from our knowledge and experience of the charity and education sector;

We focused on specific laws and regulations which we considered may have a direct material effect on the financial statements or the operations of the charity, the Charities Act 2011, taxation legislation, data protection, employment, environmental and health and safety legislation;

We assessed the extent of compliance with the laws and regulations identified above through making enquiries of management; and identified laws and regulations were communicated within the audit team regularly and the team remained alert to instances of non-compliance throughout the audit.

We assessed the susceptibility of the company's financial statements to material misstatement, including obtaining an understanding of how fraud might occur, by:

- making enquiries of management as to where they considered there was susceptibility to fraud, their knowledge of actual, suspected and alleged fraud;
- considering the internal controls in place to mitigate risks of fraud and non-compliance with laws and regulations; and
- testing controls with walk through procedures and substantive transaction testing;

To address the risk of fraud through management bias and override of controls, we:

- performed analytical procedures to identify any unusual or unexpected relationships; tested journal entries to identify unusual transactions;
- assessed whether judgements and assumptions made in determining any accounting estimates were indicative of potential bias;
- investigated the rationale behind significant or unusual transactions; and

In response to the risk of irregularities and non-compliance with laws and regulations, we designed procedures which included, but were not limited to:

- agreeing financial statement disclosures to underlying supporting documentation;
- reading the minutes of meetings of those charged with governance;
- enquiring of management as to actual and potential litigation and claims;
- reviewing correspondence with HMRC and relevant regulators such as the Charity Commisison

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

THE SOUTHOVER PARTNERSHIP

INDEPENDENT AUDITOR'S REPORT (CONTINUED)

TO THE TRUSTEES OF THE SOUTHOVER PARTNERSHIP

Use of our report

This report is made solely to the charity's trustees, as a body, in accordance with 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 trustees as a body, for our audit work, for this report, or for the opinions we have formed.



F J Wilde (Senior Statutory Auditor)
Warner Wilde Limited

22/05/2026
.....

Chartered Certified Accountants
Statutory Auditor

4 Marigold Drive
Bisley
Woking
Surrey
GU24 9SF

Warner Wilde Limited is eligible for appointment as auditor of the charity by virtue of its eligibility for appointment as auditor of a company under section 1212 of the Companies Act 2006.

THE SOUTHOVER PARTNERSHIP

STATEMENT OF FINANCIAL ACTIVITIES INCLUDING INCOME AND EXPENDITURE ACCOUNT

FOR THE YEAR ENDED 31 AUGUST 2025

	Notes	Unrestricted funds 2025 £	Unrestricted funds 2024 £
Income from:			
Donations and legacies	3	3,023	5,128
Charitable activities	4	4,130,518	3,878,122
Total income		<u>4,133,541</u>	<u>3,883,250</u>
Expenditure on:			
Raising funds	5	5,633	-
Charitable activities	6	3,885,390	3,339,595
Total expenditure		<u>3,891,023</u>	<u>3,339,595</u>
Net income and movement in funds		242,518	543,655
Reconciliation of funds:			
Fund balances at 1 September 2024		<u>1,150,960</u>	<u>607,305</u>
Fund balances at 31 August 2025		<u>1,393,478</u>	<u>1,150,960</u>

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

THE SOUTHOVER PARTNERSHIP

BALANCE SHEET

AS AT 31 AUGUST 2025

	Notes	2025 £	£	2024 £	£
Fixed assets					
Tangible assets	12		256,664		200,190
Current assets					
Debtors	13	2,460,610		1,328,300	
Cash at bank and in hand		583,221		1,010,751	
		<u>3,043,831</u>		<u>2,339,051</u>	
Creditors: amounts falling due within one year	14	<u>(1,907,017)</u>		<u>(1,388,281)</u>	
Net current assets			1,136,814		950,770
Total assets less current liabilities			<u>1,393,478</u>		<u>1,150,960</u>
The funds of the charity					
Unrestricted funds	17		1,393,478		1,150,960
			<u>1,393,478</u>		<u>1,150,960</u>

The company is entitled to the exemption from the audit requirement contained in section 477 of the Companies Act 2006, for the year ended 31 August 2025.

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

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

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

The financial statements were approved by the trustees on **22/05/2026**

Neil Taylor

[Neil.Taylor..\(May.22, 2026 14:06:22 GMT+1\)](#)

N Taylor (Chair)

Trustee

THE SOUTHOVER PARTNERSHIP

STATEMENT OF CASH FLOWS

FOR THE YEAR ENDED 31 AUGUST 2025

	Notes	2025 £	£	2024 £	£
Cash flows from operating activities					
Cash (absorbed by)/generated from operations	20		(321,409)		634,741
Investing activities					
Purchase of tangible fixed assets		(115,781)		(135,879)	
Proceeds on disposal of tangible fixed assets		9,660		-	
Net cash used in investing activities			(106,121)		(135,879)
Net cash used in financing activities			-		-
Net (decrease)/increase in cash and cash equivalents			(427,530)		498,862
Cash and cash equivalents at beginning of year			1,010,751		511,889
Cash and cash equivalents at end of year			583,221		1,010,751

THE SOUTHOVER PARTNERSHIP

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 AUGUST 2025

1 Accounting policies

Charity information

The Southover Partnership is a private company limited by guarantee incorporated in England and Wales. The registered office is Kingsbury Manor, 288 Kingsbury Road, Roe Green Park, London, NW9 9HA.

1.1 Basis of preparation

The financial statements have been prepared in accordance with the charity's governing document, the Companies Act 2006, FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland" ("FRS 102") and the Charities SORP "Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)" (effective 1 January 2019). The charity is a Public Benefit Entity as defined by FRS 102.

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

The financial statements have been prepared under the historical cost convention. The principal accounting policies adopted are set out below.

1.2 Going concern

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

1.3 Charitable funds

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

Restricted funds are subject to specific conditions by donors or grantors as to how they may be used. The purposes and uses of the restricted funds are set out in the notes to the financial statements.

Endowment funds are subject to specific conditions by donors that the capital must be maintained by the charity.

1.4 Income

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

Cash donations are recognised on receipt. Other donations are recognised once the charity has been notified of the donation, unless performance conditions require deferral of the amount. Income tax recoverable in relation to donations received under Gift Aid or deeds of covenant is recognised at the time of the donation.

Legacies are recognised on receipt or otherwise if the charity has been notified of an impending distribution, the amount is known, and receipt is expected. If the amount is not known, the legacy is treated as a contingent asset.

1.5 Expenditure

Liabilities are recognised when either a legal or constructive obligation is identified.

1.6 Tangible fixed assets

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

THE SOUTHOVER PARTNERSHIP

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2025

1 Accounting policies

(Continued)

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

Leasehold land and buildings	Over the life of the lease
Fixtures and fittings	10% straight line
Computers	3 years straight line
Motor vehicles	3 years straight line

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

1.7 Impairment of fixed assets

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

1.8 Cash and cash equivalents

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

1.9 Financial instruments

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

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

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

Basic financial assets

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

Basic financial liabilities

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

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

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

THE SOUTHOVER PARTNERSHIP

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2025

1 Accounting policies

(Continued)

Derecognition of financial liabilities

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

1.10 Employee benefits

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

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

1.11 Retirement benefits

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

2 Critical accounting estimates and judgements

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

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

3 Income from donations and legacies

	Unrestricted funds 2025 £	Unrestricted funds 2024 £
Donations and gifts	923	3,028
Grants	2,100	2,100
	<u>3,023</u>	<u>5,128</u>

4 Income from charitable activities

	Unrestricted funds 2025 £	Unrestricted funds 2024 £
Charitable activities		
Fees from education services	<u>4,130,518</u>	<u>3,878,122</u>

THE SOUTHOVER PARTNERSHIP

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2025

5 Expenditure on raising funds

	Unrestricted funds 2025 £	Unrestricted funds 2024 £
Fundraising and publicity		
Other fundraising costs	5,633	-
	<u> </u>	<u> </u>

6 Expenditure on charitable activities

	Charitable activities 2025 £	Charitable activities 2024 £
Direct costs		
Staff costs	2,372,571	2,123,021
Depreciation and impairment	49,647	25,656
Staff costs and DBS	84,627	115,310
Student educational materials, therapy and other costs	288,763	124,004
Premises costs	500,115	379,860
Software, licences and website costs	56,697	64,846
Exam costs	5,864	4,073
Legal fees	24,195	23,962
Insurances	46,102	39,063
Bad debt provision	4,718	108,501
Agency and freelance staff	85,165	-
	<u>3,518,464</u>	<u>3,008,296</u>
Share of support and governance costs (see note 7)		
Support	351,806	319,097
Governance	15,120	12,202
	<u>3,885,390</u>	<u>3,339,595</u>
Analysis by fund		
Unrestricted funds	<u>3,885,390</u>	<u>3,339,595</u>

THE SOUTHOVER PARTNERSHIP

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2025

7 Support costs allocated to activities

	2025 £	2024 £
Staff costs	269,828	261,161
Office and administrative costs	81,978	57,936
Governance costs	15,120	12,202
	<u>366,926</u>	<u>331,299</u>
Analysed between:		
Charitable activities	<u>366,926</u>	<u>331,299</u>

	2025 £	2024 £
Governance costs comprise:		
Audit fees	8,700	8,620
Trustee meeting costs	187	310
Accounting	6,233	3,272
	<u>15,120</u>	<u>12,202</u>

8 Net movement in funds

	2025 £	2024 £
The net movement in funds is stated after charging/(crediting):		
Fees payable for the audit of the charity's financial statements	8,700	8,620
Depreciation of owned tangible fixed assets	<u>49,648</u>	<u>25,656</u>

9 Trustees

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

10 Employees

The average monthly number of employees during the year was:

	2025 Number	2024 Number
Administration and support	8	6
Teaching	75	85
Leadership	6	7
	<u>89</u>	<u>98</u>
Total	<u>89</u>	<u>98</u>

THE SOUTHOVER PARTNERSHIP

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2025

10 Employees

(Continued)

Employment costs	2025 £	2024 £
Wages and salaries	2,371,987	2,167,470
Social security costs	224,694	175,110
Other pension costs	45,718	41,602
	<u>2,642,399</u>	<u>2,384,182</u>

Redundancy payments were made to 8 employees during the financial year totalling £45,210.

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

	2025 Number	2024 Number
£60,001 - £70,000	1	-
£70,001 - £80,000	3	2
£80,001 - £90,000	1	-
	<u>5</u>	<u>2</u>

Contributions totalling £4,852 (2024: £2,443) were made to defined contribution pension schemes on behalf of employees whose emoluments exceed £60,000.

Remuneration of key management personnel

The remuneration of key management personnel was as follows:

	2025 £	2024 £
Aggregate compensation	<u>483,726</u>	<u>453,174</u>

Key Management Personnel comprise the Trustees and Senior Leadership Team. The total cost of Key Management Personnel includes employer's national insurance and pension contributions.

11 Taxation

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

THE SOUTHOVER PARTNERSHIP

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2025

12 Tangible fixed assets

	Leasehold land and buildings	Fixtures and fittings	Computers	Motor vehicles	Total
	£	£	£	£	£
Cost					
At 1 September 2024	319,544	70,126	104,780	3,183	497,633
Additions	39,408	14,200	62,173	-	115,781
Disposals	(31,537)	(26,388)	(53,820)	(778)	(112,523)
At 31 August 2025	327,415	57,938	113,133	2,405	500,891
Depreciation and impairment					
At 1 September 2024	153,663	60,089	80,508	3,183	297,443
Depreciation charged in the year	26,450	3,171	20,027	-	49,648
Eliminated in respect of disposals	(28,697)	(25,751)	(47,638)	(778)	(102,864)
At 31 August 2025	151,416	37,509	52,897	2,405	244,227
Carrying amount					
At 31 August 2025	175,999	20,429	60,236	-	256,664
At 31 August 2024	165,880	10,037	24,273	-	200,190

13 Debtors

	2025 £	2024 £
Amounts falling due within one year:		
Trade debtors	2,380,551	1,264,036
Prepayments and accrued income	80,059	64,264
	2,460,610	1,328,300

14 Creditors: amounts falling due within one year

	Notes	2025 £	2024 £
Other taxation and social security		298,315	34,429
Deferred income	15	1,359,886	1,052,369
Trade creditors		143,411	279,424
Other creditors		8,601	8,069
Accruals		96,804	13,990
		1,907,017	1,388,281

THE SOUTHOVER PARTNERSHIP

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2025

15 Deferred income

	2025 £	2024 £
Other deferred income	1,359,886	1,052,369

Deferred income is included in the financial statements as follows:

	2025 £	2024 £
Deferred income is included within:		
Current liabilities	1,359,886	1,052,369
Movements in the year:		
Deferred income at 1 September 2024	1,052,369	889,247
Released from previous periods	(1,052,369)	(889,247)
Resources deferred in the year	1,359,886	1,052,369
Deferred income at 31 August 2025	1,359,886	1,052,369

16 Retirement benefit schemes

	2025 £	2024 £
Defined contribution schemes		
Charge to profit or loss in respect of defined contribution schemes	45,718	41,602

The charity operates a defined contribution pension scheme for all qualifying employees. The assets of the scheme are held separately from those of the charity in an independently administered fund.

17 Unrestricted funds

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

	At 1 September 2024 £	Incoming resources £	Resources expended £	At 31 August 2025 £
General funds	1,150,960	4,133,541	(3,891,023)	1,393,478
Previous year:				
	At 1 September 2023 £	Incoming resources £	Resources expended £	At 31 August 2024 £
General funds	607,305	3,883,250	(3,339,595)	1,150,960

THE SOUTHOVER PARTNERSHIP

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2025

18 Operating lease commitments

Lease

Leases comprise two property leases and two car leases.

One property lease is negotiated over a term of 15 years from April 2018 with a break clause at 5 and 10 years. The lease includes a provision for five-yearly upward rent review according to prevailing market conditions. The second property lease is negotiated over a term of three years from September 2024.

Car leases are negotiated over a term of 3 years from February 2025.

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

	2025 £	2024 £
Within one year	75,506	44,784
Between two and five years	247,467	160,000
In over five years	135,333	146,667
	<u>458,306</u>	<u>351,451</u>

19 Related party transactions

There were no disclosable related party transactions in the current financial year.

In the prior financial year, the charity used the services of a company linked to a previous employee's husband. Transactions for electrical work totalled £12,736.

20 Cash (absorbed by)/generated from operations	2025 £	2024 £
Surplus for the year	242,518	543,655
Adjustments for:		
Depreciation and impairment of tangible fixed assets	49,647	25,656
Movements in working capital:		
(Increase) in debtors	(1,132,310)	(320,425)
Increase in creditors	211,219	222,733
Increase in deferred income	307,517	163,122
Cash (absorbed by)/generated from operations	<u>(321,409)</u>	<u>634,741</u>

21 Analysis of changes in net funds

The charity had no material debt during the year.

THE SOUTHOVER PARTNERSHIP

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2025

22 Prior period adjustment

Changes to the balance sheet

	At 31 August 2024		
	As previously reported	Adjustment	As restated
	£	£	£
Fixed assets			
Tangible assets	97,744	102,446	200,190
Capital funds			
Income funds			
Unrestricted funds	1,048,514	102,446	1,150,960
Total equity	1,048,514	102,446	1,150,960

Changes to the profit and loss account

	Period ended 31 August 2024		
	As previously reported	Adjustment	As restated
	£	£	£
Charitable activities	3,442,041	(102,446)	3,339,595
Net movement in funds	441,209	102,446	543,655

Accounts

Charity registration number 1175243 (England and Wales)

Company registration number 10539109

THE SOUTHOVER PARTNERSHIP
ANNUAL REPORT AND FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2024

THE SOUTHOVER PARTNERSHIP

LEGAL AND ADMINISTRATIVE INFORMATION

Trustees	N Taylor (Chair)	(Appointed 31 January 2024)
	K Adams	
	N Grazin	
	A Collymore	
	Z Casey	(Appointed 6 September 2023)
	J McClean	(Appointed 13 January 2025)
	A Corzberg	(Appointed 21 February 2025)
	S Pollins	(Appointed 13 January 2025)
	B Vincent	(Appointed 1 September 2024)
	S Grant	(Appointed 7 November 2024)

Charity number 1175243

Company number 10539109

Registered office Kingsbury Manor
288 Kingsbury Road
Roe Green Park
London
NW9 9HA

Website www.southoverpartnership.com

PROFESSIONAL ADVISERS

Auditor Warner Wilde Limited
4 Marigold Drive
Bisley
Woking
Surrey
GU24 9SF

Bankers Lloyds Bank Plc
39 Threadneedle Street
London
EC2R 8AU

Solicitors Hill Dickinson LLP
Portland House
New Bridge Street St W
Newcastle
NE1 8AP

Stone King LLP
Upper Borough Court
Upper Borough Wells
Bath
BA1 1RG

THE SOUTHOVER PARTNERSHIP

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THE SOUTHOVER PARTNERSHIP
MESSAGE FROM THE CHAIR, NEIL TAYLOR
FOR THE YEAR ENDED 31 AUGUST 2024

Dear Friends and Supporters,

As the new Chair of the Board of Trustees for The Southover Partnership, I am pleased to present the annual report for the year 2023/24.

The year was a period of transition for the school, not least due to the departure of Lynn Yap as Chair and Kief Ho, our Executive Head Teacher, who both left The Southover Partnership at the end of the Spring term of 2024 following short tenures. We wish to thank both for their contributions and service to The Southover Partnership.

The Board of Trustees immediately set about recruiting a new Executive Head Teacher during the Summer term. We had an impressive pool of candidates to select from and we were delighted to appoint Angela Moore who has extensive experience as a senior educational leader and in particular working with our young people. Given her notice period Angela started in her role at the earliest opportunity on 1st January 2025. In the meantime, we were very grateful to Jonathan Harper, Head of School at Hutton Grove, for stepping up as Interim Executive Head Teacher and we want to express our deepest appreciation to him for doing so during such a period of transition.

We undertook a significant governance review to ensure that we operate in accordance with the best charity governance practice. We embarked upon a rigorous recruitment process for additional Trustees and committee members, based on a portfolio approach that would ensure we recruited the right people with the necessary skills and experience. Within the context of a new Governance Framework that we formulated for the charity, we established four new Committees with detailed Terms of Reference: Nominations and Remuneration; Teaching and Learning; Finance, Audit and Risk and People and Operations. We also undertook a review of our Articles of Association to ensure they are now aligned with the current aims and objectives of the charity and consequently submitted an application to the Charity Commission for consent to amend our Articles, with a view to several amendments being proposed to the objects and trustee benefit provisions of the Articles. Further to the year-end we have been advised as to the success of our application, and we received consent from the Charity Commission.

Our key priority for the year was to find a new home for the Hutton Grove School as our landlords Finchley Progressive Synagogue were embarking upon a year long refurbishment programme. After a long and difficult search for alternative premises we identified the Martin B Cohen Centre in Edgware, which has proven to be a very suitable location, appreciated by staff, families and the students. We thank our new landlords, Jewish Care, for the speed and collaboration with which they assisted us in moving to the new Centre in time for the beginning of the new term.

With gratitude to our previous colleagues, we have consolidated our financial position further over the past year due to careful budget management, thus allowing us to begin to consider how we can establish reserves for the school. Financially, we have been focusing on strengthening our finances and are in the process of establishing a robust and comprehensive finance policy that establishes clear guidelines for responsible resource management. These measures ensure increased financial rigour and discipline, safeguarding The Southover Partnership's long-term sustainability and maximising the impact of our work.

Further to the end of the financial year, we bade farewell to two of our trustees, Emma Samarasinghe and William Chia and our staff representative Heather Stephens, whose contributions to the Board during their tenure were invaluable and on a personal note I would like to thank them for the support they provided me as the new Chair. I would also like to take the opportunity of expressing my deepest appreciation to my colleague

THE SOUTHOVER PARTNERSHIP
MESSAGE FROM THE CHAIR, NEIL TAYLOR (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2024

Trustees, both those that preceded me and those that we have subsequently recruited, and committee members, for their tremendous energy, support, guidance and contribution to the development of the School.

Southover is at a key point in its development, with a new Executive Head and a largely new Senior Leadership Team, alongside a largely new Board of Trustees. The school's founding ethos of a nurturing, therapeutic school based on attachment theory remains strongly evident across much of the school's practice and provides a valuable foundation. However, we now have the opportunity to take a step back and undertake a strategic review with a view to understanding what the School would look like in 3-5 years, addressing the challenges of the changing SEND agenda, the financial constraints of commissioners, the changing nature of need and demand, the opportunities of developing our unique offer and being ever more cost effective.

On behalf of the students, their parents/carers and Trustees, I would also like to take the opportunity to express my deepest appreciation to the Leadership Team and staff for the professionalism, dedication, compassion and care with which you approach your work and the support and direction you provide in order that the students can fulfil their ambitions and be the best versions of themselves.

I would also like to thank all our parents/carers for their collaboration and co-operation. They are key partners to the work we do with the students, and we could not do that without the support they provide.

Finally a big thank you to all those people whose favours I have called upon and who without hesitation volunteered to assist us with good advice and counsel over the past year.

When I took on the role of Chair, soon after I became a Trustee, I was not sure what I was letting myself in for. However, fulfilling this role is proving to be the utmost honour and privilege. The students inspire me every day. There are not many causes more important than being involved with a charity committed to addressing the challenges faced by young people with significantly disrupted educational histories and I look forward to seeing the school make a significant impact on the lives of our students and preparing them for life beyond school.

With the deepest gratitude and inspiration,

Neil Taylor
Chair of the Board of Trustees, Southover Partnership
23rd April 2025

THE SOUTHOVER PARTNERSHIP

TRUSTEES' REPORT (INCLUDING DIRECTOR'S REPORT) (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2024

The trustees present their annual report and financial statements for the year ended 31 August 2024.

The financial statements have been prepared in accordance with the accounting policies set out in note 1 to the financial statements and comply with the charity's governing document, the Companies Act 2006 and "Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) " (effective 1 January 2019).

Objectives and activities

Our objects are primarily the advancement of education in the United Kingdom for the public benefit for relevant students:

- by providing educational services of all types both within schools and at home
- by training teachers and educationalists in the range of skills and techniques

Our Vision

The Southover Partnership offers a safe, highly personalised and nurturing learning environment where students are able to develop socially, academically and emotionally, in order to engage and achieve to be happy, independent, well educated, socially confident and successfully productive members of our society.

Our Mission

The Southover Partnership's mission is to be one of the best and most respected providers of special educational needs advice and support, with every one of our services underpinned by the highest expectations, giving our students a sense of security and belonging in a warm and nurturing environment enabling them to achieve and flourish.

It has been providing its students with special education needs between the ages of 8 and 19. To further this, our aims are as follows:

- to ensure that its students have the opportunity to reach their full potential regardless of their learning abilities
- to sustain outstanding learning and assessment within a culture of professional practice which seeks continuous improvements as part of a reflective culture
- to promote positive relationships and behaviour so that students are able to develop self-esteem and a positive sense of self thus enabling positive mental health
- to sustain leadership and governance to further enhance the school's systems for self-improvement and increase the capacity of all staff to take a role in leadership and management

**THE SOUTHOVER PARTNERSHIP
TRUSTEES' REPORT (INCLUDING DIRECTOR'S REPORT) (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2024**

This will be carried out within a values-framework of:

TRUST:

We build positive relationships with each other
We feel safe, valued and heard
We communicate in an open and honest way
We create a safe space for all students to grow socially and academically

BELIEVE:

We believe that we deserve happy and successful futures
We believe we are valued members of a community
We believe we can improve our confidence and resilience

SUCCEED:

We make positive, healthy friendships and relationships
We are prepared for our next steps beyond The Southover Partnership
We are prepared for adulthood
We are proud of ourselves and each other

Past Year

Southover has endured a year of considerable uncertainty, but due to the hard work of trustees, staff and positive links with the school community, it remains in a strong position on which to build a positive future.

The Spring Term 2024 saw the departure of the Chair of Trustees (Lynn Yap) and the previous Executive Headteacher (Kief Ho.) There has also been significant change within the school's senior leadership team this year with three Heads of School leaving. All these positions were filled quickly with experienced leaders who have made a positive and significant impact on the organisation in a short space of time. The new leadership appointments have also provided the opportunity to re-evaluate the school's ethos, practice and values and this process is still underway. In September, the staff created a new Vision and Values for The Southover Partnership which has been shared with all stakeholders.

We have undertaken a tightening of all safeguarding procedures, introducing CPOMs, an online safeguarding software, to track both behaviour and safeguarding concerns. This information is reviewed in leadership team meetings, weekly safeguarding meetings at the individual schools and by the trust board termly.

We are producing a Preparation for Adulthood program, building on a successful program of supported college placements, supported internships and career pathways so that each student and their family/carer are aware of their pathways.

We have organised many events to support Spiritual, Moral, Social, and Cultural (SMSC) such as World Book Day, World Maths Day and World Food Day as well as raising money for Red Nose Day and BBC Children In Need. Through the student council, the students have decided on wellbeing trips that are voted for by

THE SOUTHOVER PARTNERSHIP
TRUSTEES' REPORT (INCLUDING DIRECTOR'S REPORT) (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2024

members of the student body. The students have benefited from educational visits to various London museums and other venues, as part of the drive to increase the student's cultural capital.

Currently, Southover has 55 pupils on-roll, including those in our Outreach provision, and we are supported by 87 staff members.

Student Results Outcomes August 2024 External Examinations:

Attainment (126 entries in total)

GCSE Results:

23 GCSEs were taken

100% passed at grades 9-1

47% passed at grades 9-4

26% passed at grades 9-5

One student achieved a grade 8 in Maths which is a significant achievement.

Summary – 32 students/126 qualifications

Exam Entries *(not number of students)	Attaining below indicative progression grade/level	Attaining at indicative progression grade/level	Attaining beyond indicative progression grade/level	Attaining at indicative progression grade/level or above
126	11	106	11	116
	8%	84%	8%	92%

GCSE progress against expected outcomes (23 Entries – 1 Absent student)

Level	Subject	Below	At	Above	At or above	Absent
GCSE	Maths	7	3	1	4	
	English Language	1	1	1	2	
	Photography			2	2	
	Geography	1	2		2	1
	Chemistry	1				1
	Physics		1		1	1
	Totals	10	7	4	11	
	%	43%	30%	17%	47%	1%

Progress in other qualifications including functional skills and BTECs (Total of 103 Entries)

Entries	Attaining below indicative progression grade/level	Attaining at indicative progression grade/level	Attaining above indicative progression grade/level	Attaining at or above indicative progression grade/level	Absent/did not sit exam
103	13	54	29	81	8
	13%	51%	28%	79%	8%

**THE SOUTHOVER PARTNERSHIP
TRUSTEES' REPORT (INCLUDING DIRECTOR'S REPORT) (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2024**

Destinations

Destinations	Higher Education/Further Education or training	Employment	NEET(Not in Education, Employment or Training)	Total
Leavers	6	0	0	6

Financial review

It is the policy of the charity that unrestricted funds which have not been designated for a specific use should be maintained at a level equivalent to three months of annual expenditure. The trustees considers that the reserves are adequate at this level to ensure that the charity's current activities are sustainable. The charity is looking to increase its reserves with a view to being able to invest in its long-term strategy.

The charity continued to rely on its charitable activities as its main income stream. These constitute the vast majority of its total income for the past few years.

The main sources of income for 2024 were generated from its teaching activities, which improved by 14% (2023: 6.9%) to reach £3.88m from £3.39m in 2023. The school continued with a structured and student-centred approach of its on-site and offsite offerings including its Outreach programmes.

Despite an increase of 3% (2023: 14.3%) in total charitable expenditure to £3.44m in 2024 from £3.34m in 2023, this was more than adequately offset by the revenue these activities had generated, resulting in a surplus for the year of £441k (2023: £65k).

The total staff costs in 2024 decreased by 2.9% or about £71k bringing the total to £2.38m, which equates to 61.3% (2023: 72.3%) of total income.

The Trustees assisted by the School's Senior Leadership Team are pleased to report positive financial improvements over the years. They managed to achieve the following in 2024:

- Reserves (total assets less current liabilities) – 73% increase to £1.05m (2023: £0.61m).
- Cash at bank and in-hand – 97% increase to £1.01m (2023: £0.51m).

Risk

At each meeting, the Board reviews its strategic risk register, which identifies and assesses the level of risk across teaching and learning, governance, facilities, finance, people and strategic issues. The trustees have assessed the major risks to which the charity is exposed and are satisfied that systems are in place to mitigate exposure to the major risks. The Trustees have identified the following risks for ongoing scrutiny as notwithstanding the mitigating controls they still present a high risk:

- ISI inspection assesses the school to be inadequate in meeting the requirement for an appropriate curriculum and assesses the school to not meeting standards in respect of the requirement for effective teaching, learning and assessment. The Teaching and Learning Committee will be focusing on assuring the consistency and rigour of assessment processes across subjects, the quality of teaching through the scrutiny of data.

THE SOUTHOVER PARTNERSHIP
TRUSTEES' REPORT (INCLUDING DIRECTOR'S REPORT) (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2024

- Major Disaster which results in one of the school's being unfit for purpose (e.g. major fire, roof damaged in storm). The Operations and People Committee will be focused on assuring the quality of health and safety training, safety drills and regular auditing and disaster recovery planning.
- Cash flow sensitivities contribute to inability to meet commitments particularly in relation to the introduction of VAT requirements into independent schools as LAs could struggle to pay VAT on fees in timely manner. The Finance, Audit and Risk Committee will ensure cash flow projections are produced and major sensitivities identified; that reporting arrangements reviewed to ensure; adequate information flow from managers.
- Significant risks of inadequate staffing leading to 'unsafe' service delivery due to low staff ratio, leaving classes without qualified teachers. Pay structures are being reviewed, opportunities for CPD and career progression are being identified, and new recruitment marketing channels are being explored.
- Under-developed CPD leading to staff not performing at their highest potential and inconsistency across sites and between staff in their pedagogy. Investment in supporting tutors and Teaching Assistants to obtain Teaching qualifications is being increased and a rolling programme of internal cross site CPD is being developed based on improving pedagogy and an audit of staff strengths and areas for improvement.
- Major incident such as safeguarding or abuse affecting the school's reputation and financial standing leading to risk of adverse publicity, litigation and criminal charges. In mitigation comprehensive risk assessments are in place as well as policies and procedures. All managers are fully aware of their statutory and organisation reporting obligations and culture encouraged to default to over reporting of incidents. Regular review of all safeguarding alerts is undertaken by the senior management team with oversight to be provided by the Teaching and Learning Committee. All staff are trained in safeguarding policies and procedures. A Whistleblowing policy is widely disseminated. Insurance and legal support is also in place.

Structure, governance and management

The Charity is a company limited by guarantee without share-capital.

The Trustees are the directors of The Southover Partnership. The following Trustees have served throughout the year except where indicated:

N B Taylor	(date of appointment 31 January 2024) (appointed Chair on 1 April 2024)
L Yap	(date of resignation 1 April 2024)
K Adams	(date of appointment 26 January 2023)
Z Casey	(date of appointment 1 August 2023)
A Collymore	(date of appointment 1 August 2023)
N Grazin	(date of appointment 10 May 2023)
W Chai	(date of resignation 18 November 2024)
E Samarasinghe	(date of resignation 18 November 2024)
H Stephens	(date of resignation 17 January 2024)

THE SOUTHOVER PARTNERSHIP TRUSTEES' REPORT (INCLUDING DIRECTOR'S REPORT) (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2024

For the purpose of the signing of this report, the following Trustee appointments should be noted:

B Vincent	(date of appointment 1 September 2024)
S Grant	(date of appointment 7 November 2024)
J McClean	(date of appointment 13 January 2025)
S Pollins	(date of appointment 13 January 2025)
A Corzberg	(date of appointment 21 February 2025)

None of the Trustees has any beneficial interests in the company. All the Trustees are members of the company and guarantee to contribute £1 in the event of a winding up.

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

Four committees have been created to provide support to the Board. Meeting at least four times a year they provide more detailed scrutiny of the charity's activities as follows:

1. The Finance, Audit and Risk Committee i) assists the Board in fulfilling its oversight responsibilities for the financial reporting process, the system of Internal Control, the audit process, and the process for monitoring compliance with laws and regulations and ii) provides expert oversight of Southover Partnership's long term financial plan, operational issues and budgetary decisions.
2. The Nominations and Remuneration Committee a) lead the process for Board Committee appointments and make recommendations to the Board on the appointment of new Board and Board Committee members and ii) develop and recommend to the Board, the Charity policy on leadership team remuneration.
3. The Operations and People Committee oversees i) the maintenance and development of the school site and premises/facilities, including ensuring that effective Health & Safety practices and security measures are in place and ii) staffing policies, practices and arrangements; culture and processes of volunteering; performance-related pay arrangements.
4. The Teaching and Learning Committee reviews and make recommendations to the Board and the Executive Head Teacher on the teaching and learning at Southover Partnership. They will assist the Board in fulfilling its oversight responsibilities for pupil achievement, curriculum, quality of teaching, assessment, behaviour, attendance, safeguarding and SEND provision

Future Plans

The Board have embarked upon a strategic review, based on a consultation with its key stakeholders, with view to formulating a 3-5 year plan. In the context of increased need, the changing nature of the school's student population, the lack of clarity as to the Government's SEND agenda, and Local Authority financial constraints, the Board of Trustees are aware of the need to set a clear strategic direction for the school, to ensure the School is an employer of choice, that we improve its financial sustainability and that we are able to recruit the best staff so we can provide the highest quality of education.

Over the next year our Southgate School will be moving to newly refurbished premises and we will be equipping our schools with the latest technology to enhance the quality of teaching and learning in the context of developing a long term ICT strategy.

**THE SOUTHOVER PARTNERSHIP
TRUSTEES' REPORT (INCLUDING DIRECTOR'S REPORT) (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2024**

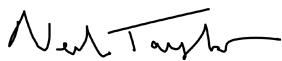
We will be looking to integrate our Outreach service into the School and to consider we can repurpose this offer to meet unmet need.

We will continue to improve the quality of our planned curriculum, including the implementation of the Preparation for Adulthood plan for each student; develop the quality and consistency of teaching delivery; implement a robust quality of education monitoring programme with view to ensuring students' progress towards their EHCP Long Term outcomes. We will take a more robust approach to safeguarding, focus on improving staff recruitment and retention ensuring funding enables us to provide the relevant provision in a cost effective manner.

Auditor

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

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



N B Taylor
Chair

Date: 23rd May 2025

THE SOUTHOVER PARTNERSHIP

STATEMENT OF TRUSTEES' RESPONSIBILITIES

FOR THE YEAR ENDED 31 AUGUST 2024

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

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

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

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

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

THE SOUTHOVER PARTNERSHIP

INDEPENDENT AUDITOR'S REPORT

TO THE TRUSTEES OF THE SOUTHOVER PARTNERSHIP

Opinion

We have audited the financial statements of The Southover Partnership (the 'charity') for the year ended 31 August 2024 which comprise the statement of financial activities, the balance sheet, the statement of cash flows and notes to the financial statements, including significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 *The Financial Reporting Standard applicable in the UK and Republic of Ireland* (United Kingdom Generally Accepted Accounting Practice).

In our opinion, the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 August 2024 and of its incoming resources and application of resources, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the *Auditor's responsibilities for the audit of the financial statements* section of our report. We are independent of the charity in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

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

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

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

Other information

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

We have nothing to report in this regard.

Matters on which we are required to report by exception

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

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

THE SOUTHOVER PARTNERSHIP

INDEPENDENT AUDITOR'S REPORT (CONTINUED)

TO THE TRUSTEES OF THE SOUTHOVER PARTNERSHIP

Responsibilities of trustees

As explained more fully in the statement of trustees' responsibilities, the trustees, who are also the directors of the charity for the purpose of company law, are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error. In preparing the financial statements, the trustees are responsible for assessing the charity's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to liquidate the charitable company or to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements

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

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

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

THE SOUTHOVER PARTNERSHIP

INDEPENDENT AUDITOR'S REPORT (CONTINUED) TO THE TRUSTEES OF THE SOUTHOVER PARTNERSHIP

Our approach to identifying and assessing the risks of material misstatement in respect of irregularities, including fraud and non-compliance with laws and regulations, was as follows:

The engagement partner ensured that the engagement team collectively had the appropriate competence, capabilities and skills to identify or recognise non-compliance with applicable laws and regulations;

We identified the laws and regulations applicable to the charity through discussions with trustees and other management, and from our knowledge and experience of the charity and education sector;

We focused on specific laws and regulations which we considered may have a direct material effect on the financial statements or the operations of the charity, the Charities Act 2011, taxation legislation, data protection, employment, environmental and health and safety legislation;

We assessed the extent of compliance with the laws and regulations identified above through making enquiries of management; and identified laws and regulations were communicated within the audit team regularly and the team remained alert to instances of non-compliance throughout the audit.

We assessed the susceptibility of the company's financial statements to material misstatement, including obtaining an understanding of how fraud might occur, by:

- making enquiries of management as to where they considered there was susceptibility to fraud, their knowledge of actual, suspected and alleged fraud;
- considering the internal controls in place to mitigate risks of fraud and non-compliance with laws and regulations; and
- testing controls with walk through procedures and substantive transaction testing;

To address the risk of fraud through management bias and override of controls, we:

- performed analytical procedures to identify any unusual or unexpected relationships; tested journal entries to identify unusual transactions;
- assessed whether judgements and assumptions made in determining any accounting estimates were indicative of potential bias;
- investigated the rationale behind significant or unusual transactions; and

In response to the risk of irregularities and non-compliance with laws and regulations, we designed procedures which included, but were not limited to:

- agreeing financial statement disclosures to underlying supporting documentation;
- reading the minutes of meetings of those charged with governance;
- enquiring of management as to actual and potential litigation and claims;
- reviewing correspondence with HMRC and relevant regulators such as the Charity Commisison

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

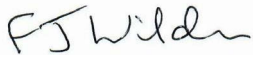
THE SOUTHOVER PARTNERSHIP

INDEPENDENT AUDITOR'S REPORT (CONTINUED)

TO THE TRUSTEES OF THE SOUTHOVER PARTNERSHIP

Use of our report

This report is made solely to the charity's trustees, as a body, in accordance with 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 trustees as a body, for our audit work, for this report, or for the opinions we have formed.



F J Wilde (Senior Statutory Auditor)
Warner Wilde Limited

27 May 2025

Chartered Certified Accountants
Statutory Auditor

4 Marigold Drive
Bisley
Woking
Surrey
GU24 9SF

Warner Wilde Limited is eligible for appointment as auditor of the charity by virtue of its eligibility for appointment as auditor of a company under section 1212 of the Companies Act 2006.

THE SOUTHOVER PARTNERSHIP

STATEMENT OF FINANCIAL ACTIVITIES INCLUDING INCOME AND EXPENDITURE ACCOUNT

FOR THE YEAR ENDED 31 AUGUST 2024

	Notes	Unrestricted funds 2024 £	Unrestricted funds 2023 £
Income and endowments from:			
Donations and legacies	3	5,128	11,890
Charitable activities	4	3,878,122	3,388,113
Other income	5	-	5,919
Total income		3,883,250	3,405,922
Expenditure on:			
Charitable activities	6	3,442,041	3,340,561
Total expenditure		3,442,041	3,340,561
Net income and movement in funds		441,209	65,361
Reconciliation of funds:			
Fund balances at 1 September 2023		607,305	541,944
Fund balances at 31 August 2024		1,048,514	607,305

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

THE SOUTHOVER PARTNERSHIP

BALANCE SHEET

AS AT 31 AUGUST 2024

	Notes	2024 £	£	2023 £	£
Fixed assets					
Tangible assets	12		97,744		89,967
Current assets					
Debtors	13	1,328,300		1,007,875	
Cash at bank and in hand		1,010,751		511,889	
		<u>2,339,051</u>		<u>1,519,764</u>	
Creditors: amounts falling due within one year	14	<u>(1,388,281)</u>		<u>(1,002,426)</u>	
Net current assets			950,770		517,338
Total assets less current liabilities			<u>1,048,514</u>		<u>607,305</u>
The funds of the charity					
Unrestricted funds	17		1,048,514		607,305
			<u>1,048,514</u>		<u>607,305</u>

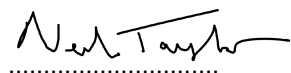
The company is entitled to the exemption from the audit requirement contained in section 477 of the Companies Act 2006, for the year ended 31 August 2024.

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

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

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

The financial statements were approved by the trustees on 22nd May 2025



N Taylor (Chair)
Trustee

Company registration number 10539109 (England and Wales)

THE SOUTHOVER PARTNERSHIP

STATEMENT OF CASH FLOWS

FOR THE YEAR ENDED 31 AUGUST 2024

	Notes	2024 £	£	2023 £	£
Cash flows from operating activities					
Cash generated from operations	20		531,144		341,487
Investing activities					
Purchase of tangible fixed assets		(32,282)		(11,504)	
Net cash used in investing activities			(32,282)		(11,504)
Net cash generated from financing activities			-		-
Net increase in cash and cash equivalents			498,862		329,983
Cash and cash equivalents at beginning of year			511,889		181,906
Cash and cash equivalents at end of year			1,010,751		511,889

THE SOUTHOVER PARTNERSHIP

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 AUGUST 2024

1 Accounting policies

Charity information

The Southover Partnership is a private company limited by guarantee incorporated in England and Wales. The registered office is Kingsbury Manor, 288 Kingsbury Road, Roe Green Park, London, NW9 9HA.

1.1 Accounting convention

The financial statements have been prepared in accordance with the charity's governing document, the Companies Act 2006, FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland" ("FRS 102") and the Charities SORP "Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)" (effective 1 January 2019). The charity is a Public Benefit Entity as defined by FRS 102.

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

The financial statements have been prepared under the historical cost convention. The principal accounting policies adopted are set out below.

1.2 Going concern

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

1.3 Charitable funds

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

Restricted funds are subject to specific conditions by donors or grantors as to how they may be used. The purposes and uses of the restricted funds are set out in the notes to the financial statements.

Endowment funds are subject to specific conditions by donors that the capital must be maintained by the charity.

1.4 Income

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

Cash donations are recognised on receipt. Other donations are recognised once the charity has been notified of the donation, unless performance conditions require deferral of the amount. Income tax recoverable in relation to donations received under Gift Aid or deeds of covenant is recognised at the time of the donation.

Legacies are recognised on receipt or otherwise if the charity has been notified of an impending distribution, the amount is known, and receipt is expected. If the amount is not known, the legacy is treated as a contingent asset.

1.5 Expenditure

Liabilities are recognised when either a legal or constructive obligation is identified.

Expenses include VAT where applicable as the company cannot reclaim it.

THE SOUTHOVER PARTNERSHIP

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2024

1 Accounting policies

(Continued)

1.6 Tangible fixed assets

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

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

Leasehold land and buildings	Over the life of the lease
Fixtures and fittings	10% straight line
Computers	3 years straight line
Motor vehicles	3 years straight line

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

1.7 Impairment of fixed assets

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

1.8 Cash and cash equivalents

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

1.9 Financial instruments

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

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

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

Basic financial assets

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

THE SOUTHOVER PARTNERSHIP

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2024

1 Accounting policies

(Continued)

Basic financial liabilities

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

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

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

Derecognition of financial liabilities

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

1.10 Employee benefits

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

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

1.11 Retirement benefits

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

2 Critical accounting estimates and judgements

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

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

3 Income from donations and legacies

	Unrestricted funds 2024 £	Unrestricted funds 2023 £
Donations and gifts	3,028	3,922
Grants	2,100	7,968
	<u>5,128</u>	<u>11,890</u>

THE SOUTHOVER PARTNERSHIP

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2024

4 Income from charitable activities

	Unrestricted funds 2024 £	Unrestricted funds 2023 £
Charitable activities		
Fees from education services	3,878,122	3,388,113

5 Other income

	Unrestricted funds 2024 £	Unrestricted funds 2023 £
Other income	-	5,919

6 Expenditure on charitable activities

	Charitable activities 2024 £	Charitable activities 2023 £
Direct costs		
Staff costs	2,123,021	2,185,492
Depreciation and impairment	24,505	23,459
Staff costs and DBS	115,310	51,845
Student educational materials, therapy and other costs	124,004	144,603
Premises costs	483,457	331,956
Software, licences and website costs	64,846	65,971
Exam costs	4,073	3,568
Legal fees	23,962	8,909
Insurances	39,063	35,568
Bad debt provision	108,501	142,385
	3,110,742	2,993,756
Share of support and governance costs (see note 7)		
Support	319,097	310,743
Governance	12,202	36,062
	3,442,041	3,340,561
Analysis by fund		
Unrestricted funds	3,442,041	3,340,561

THE SOUTHOVER PARTNERSHIP

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2024

7 Support costs allocated to activities

	2024 £	2023 £
Staff costs	261,161	269,363
Office and administrative costs	57,936	41,380
Governance costs	12,202	36,062
	<u>331,299</u>	<u>346,805</u>
Analysed between:		
Charitable activities	<u>331,299</u>	<u>346,805</u>

	2024 £	2023 £
Governance costs comprise:		
Audit fees	8,620	11,289
Trustee meeting costs	310	9,023
Accounting	3,272	15,750
	<u>12,202</u>	<u>36,062</u>

8 Net movement in funds

	2024 £	2023 £
The net movement in funds is stated after charging/(crediting):		
Fees payable for the audit of the charity's financial statements	8,620	11,289
Depreciation of owned tangible fixed assets	<u>24,505</u>	<u>23,459</u>

9 Trustees

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

10 Employees

The average monthly number of employees during the year was:

	2024 Number	2023 Number
Administration and support	6	6
Teaching	85	91
Leadership	<u>7</u>	<u>8</u>
Total	<u>98</u>	<u>105</u>

THE SOUTHOVER PARTNERSHIP

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2024

10 Employees

(Continued)

Employment costs	2024 £	2023 £
Wages and salaries	2,167,470	2,238,606
Social security costs	175,110	169,824
Other pension costs	41,602	46,425
	<u>2,384,182</u>	<u>2,454,855</u>

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

	2024 Number	2023 Number
70,001 - 80,000	2	-
80,001 - 90,000	-	1
	<u></u>	<u></u>

Contributions totalling £2,443(2023: £6,661) were made to defined contribution pension schemes on behalf of employees whose emoluments exceed £60,000.

Remuneration of key management personnel

The remuneration of key management personnel was as follows:

	2024 £	2023 £
Aggregate compensation	<u>453,174</u>	<u>388,766</u>

Key Management Personnel comprise the Trustees and Senior Leadership Team. The total cost of Key Management Personnel includes employer's national insurance and pension contributions.

11 Taxation

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

THE SOUTHOVER PARTNERSHIP

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2024

12 Tangible fixed assets

	Leasehold land and buildings	Fixtures and fittings	Computers	Motor vehicles	Total
	£	£	£	£	£
Cost					
At 1 September 2023	215,947	69,535	73,090	29,054	387,626
Additions	-	591	31,691	-	32,282
Disposals	-	-	-	(25,871)	(25,871)
At 31 August 2024	215,947	70,126	104,781	3,183	394,037
Depreciation and impairment					
At 1 September 2023	138,964	57,057	72,584	29,054	297,659
Depreciation charged in the year	13,549	3,032	7,924	-	24,505
Eliminated in respect of disposals	-	-	-	(25,871)	(25,871)
At 31 August 2024	152,513	60,089	80,508	3,183	296,293
Carrying amount					
At 31 August 2024	63,434	10,037	24,273	-	97,744
At 31 August 2023	76,983	12,478	506	-	89,967

13 Debtors

	2024 £	2023 £
Amounts falling due within one year:		
Trade debtors	1,264,036	943,872
Prepayments and accrued income	64,264	64,003
	1,328,300	1,007,875

14 Creditors: amounts falling due within one year

	Notes	2024 £	2023 £
Other taxation and social security		34,429	30,068
Deferred income	15	1,052,369	889,247
Trade creditors		279,424	60,880
Other creditors		8,069	1,141
Accruals		13,990	21,090
		1,388,281	1,002,426

THE SOUTHOVER PARTNERSHIP

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2024

15 Deferred income

	2024 £	2023 £
Other deferred income	1,052,369	889,247

Deferred income is included in the financial statements as follows:

	2024 £	2023 £
Deferred income is included within:		
Current liabilities	1,052,369	889,247
Movements in the year:		
Deferred income at 1 September 2023	889,247	690,506
Released from previous periods	(889,247)	(690,506)
Resources deferred in the year	1,052,369	889,247
Deferred income at 31 August 2024	1,052,369	889,247

16 Retirement benefit schemes

	2024 £	2023 £
Defined contribution schemes		
Charge to profit or loss in respect of defined contribution schemes	41,602	46,425

The charity operates a defined contribution pension scheme for all qualifying employees. The assets of the scheme are held separately from those of the charity in an independently administered fund.

17 Unrestricted funds

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

	At 1 September 2023 £	Incoming resources £	Resources expended £	At 31 August 2024 £
General funds	607,305	3,883,250	(3,442,041)	1,048,514
Previous year:				
	At 1 September 2022 £	Incoming resources £	Resources expended £	At 31 August 2023 £
General funds	541,944	3,405,922	(3,340,561)	607,305

THE SOUTHOVER PARTNERSHIP

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2024

18 Operating lease commitments

Lease

The property lease is negotiated over a term of 15 years from April 2018 with a break clause at 5 and 10 years. The lease includes a provision for five-yearly upward rent review according to prevailing market conditions. Minibus leases are negotiated over a term of 5 years from 2020.

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

	2024 £	2023 £
Within one year	44,784	44,784
Between two and five years	160,000	164,784
In over five years	146,667	186,667
	<u>351,451</u>	<u>396,235</u>

19 Related party transactions

The charity used the services of a company linked to a previous employee's husband. Transactions for electrical work in the financial year totalled £12,736 (2023: £16,981).

20 Cash generated from operations	2024 £	2023 £
Surplus for the year	441,209	65,361
Adjustments for:		
Depreciation and impairment of tangible fixed assets	24,505	23,459
Movements in working capital:		
(Increase)/decrease in debtors	(320,425)	103,605
Increase/(decrease) in creditors	222,733	(49,679)
Increase in deferred income	163,122	198,741
Cash generated from operations	<u>531,144</u>	<u>341,487</u>

21 Analysis of changes in net funds

The charity had no material debt during the year.

Accounts

Charity registration number 1175243

Company registration number 10539109 (England and Wales)

THE SOUTHOVER PARTNERSHIP
ANNUAL REPORT AND FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2023

THE SOUTHOVER PARTNERSHIP

LEGAL AND ADMINISTRATIVE INFORMATION

Trustees	N Taylor (Chair)	(Appointed 1 April 2024)
	E Samarasinghe	
	T H Chia	
	K Adams	(Appointed 26 January 2023)
	N Grazin	(Appointed 1 July 2023)
	A Collymore	(Appointed 1 August 2023)
	Z Casey	(Appointed 6 September 2023)

Charity number 1175243

Company number 10539109

Registered office Kingsbury Manor
288 Kingsbury Road
Roe Green Park
London
NW9 9HA

Website www.southoverpartnership.com

PROFESSIONAL ADVISERS

Auditor Warner Wilde Limited
4 Marigold Drive
Bisley
Woking
Surrey
GU24 9SF

Bankers Lloyds Bank Plc
39 Threadneedle Street
London
EC2R 8AU

Solicitors Martin Shepherd Solicitors LLP
753 High Road
North Finchley
London
N12 8LG

THE SOUTHOVER PARTNERSHIP

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THE SOUTHOVER PARTNERSHIP

MESSAGE FROM THE CHAIR, LYNN YAP

FOR THE YEAR ENDED 31 AUGUST 2023

Dear Friends and Supporters,

As the Chair of the Board of Trustees for The Southover Partnership, I am pleased to present the annual report for the year 2023.

The Southover Partnership has remained steadfast in its commitment to providing unparalleled support and education to children with special needs. Through the dedication of our staff and the innovative approaches to teaching and therapeutic services, we have witnessed remarkable achievements and milestones further described below. We continue to strengthen our relationship with our local authority partners so that we are enabled to ensure every student, regardless of the complexities of their needs, has access to education and the prospects of a more promising future.

This year, we've expanded our curriculum, enhanced our therapy services, and enriched our students' educational experiences with a variety of engaging activities and career development opportunities. Our schools have thrived, thanks to the collective effort of our team, who have worked tirelessly to refine our educational model and ensure the best possible outcomes for our pupils.

Achievements:

- Introduction of three new curriculum leaders and development of a comprehensive curriculum handbook.
- Expansion of therapy services with a dedicated team, focusing on the seamless integration of teaching and therapy.
- Successful organization of events aimed at promoting Spiritual, Moral, Social, and Cultural development, along with career development workshops.
- Our student body has grown to 59 pupils, supported by a committed team of 99 staff members, providing a testament to our community's dedication.
- Our students' outcomes in external examinations have been outstanding, with a 100% pass rate in A Levels and GCSEs, highlighting the effectiveness of our personalized learning approaches. The feedback from our community - students, parents, and staff - has been overwhelmingly positive, underscoring the impact of our work on their lives.

Kief Ho, our Executive Head Teacher, will be leaving The Southover Partnership at the end of the Spring term of 2024. We extend our heartfelt gratitude for his tremendous efforts and dedication throughout his tenure. The Board of Trustees is committed to finding a new Executive Head Teacher to seamlessly continue our mission.

Financially, we focused on strengthening our financial foundation. We successfully implemented a new finance system to enhance transparency and streamline processes. This is complemented by a comprehensive finance policy that establishes clear guidelines for responsible resource management. These measures ensure increased financial rigour and discipline, safeguarding The Southover Partnership's long-term sustainability and maximising the impact of our work.

This year, we bid farewell to two of our trustees, Jeffrey Kay and Christiane Sungu. Their contributions to the Board and service to The Southover Partnership whose contributions have been invaluable. This year saw significant strides in bringing greater diversity to the Board, reflecting our commitment to inclusivity. We are delighted to welcome three new trustees: Natalie Grazin who joins as parent trustee, Zarina Casey and Andrina Collymore. Each brings fresh and unique perspectives from their professional backgrounds and renewed energy.

I will be stepping down as Chair with effect from 28 March 2024. An interim Co-Chair structure is in place while the Board is actively searching for a new Chair. It has been an honour to serve in this capacity, and I am deeply grateful for the opportunity to have been a part of such a meaningful endeavour.

**THE SOUTHOVER PARTNERSHIP
TRUSTEES' REPORT (INCLUDING DIRECTOR'S REPORT) (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2023**

The achievements of the past year are a reflection of the collective effort of our entire community. Our staff's dedication, the support from our stakeholders, and the unwavering commitment of our partners and parents have been the cornerstone of our success. As I prepare to pass the baton, I do so with confidence, knowing that The Southover Partnership is in capable hands and will continue to make a significant impact on the lives of our students and their families.

In closing, I wish to express my deepest gratitude to everyone associated with The Southover Partnership. Your support, dedication, and belief in our mission have been the driving force behind our accomplishments. Together, we have created an environment where all children are valued and respected, and where they have the opportunity to reach their full potential.

Thank you for your continued support and commitment to our cause. It has been a privilege to work alongside you all.

Thank you for your support.

With gratitude and inspiration,

Lynn Yap
Outgoing Chair of the Board of Trustees
The Southover Partnership
28 February 2024

THE SOUTHOVER PARTNERSHIP TRUSTEES' REPORT (INCLUDING DIRECTOR'S REPORT) (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2023

The trustees present their annual report and financial statements for the year ended 31 August 2023.

The financial statements have been prepared in accordance with the accounting policies set out in note 1 to the financial statements and comply with the charity's governing document, the Companies Act 2006 and "Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) " (effective 1 January 2019).

Objectives and activities

The charity's objects are primarily the advancement of education in the United Kingdom for the public benefit for relevant students:

- by providing educational services of all types both within schools and at home
- by training teachers and educationalists in the range of skills and techniques

Our Vision

The Southover Partnership offers a safe, highly personalised and nurturing learning environment where students are able to develop socially, academically and emotionally, in order to engage and achieve to be happy, independent, well educated, socially confident and successfully productive members of our society.

Our Mission

The Southover Partnership's mission is to be one of the best and most respected providers of special educational needs advice and support, with every one of our services underpinned by the highest expectations, giving our students a sense of security and belonging in a warm and nurturing environment enabling them to achieve and flourish.

It has been providing its students with special education needs between the ages of 8 and 19. To further this, the charity aims to carry out the following:

- to ensure that its students have the opportunity to reach their full potential regardless of their learning abilities
- to sustain outstanding learning and assessment within a culture of professional practice which seeks continuous improvements as part of a reflective culture
- to promote positive relationships and behaviour so that students are able to develop self-esteem and a positive sense of self thus enabling positive mental health
- to sustain leadership and governance to further enhance the school's systems for self-improvement and increase the capacity of all staff to take a role in leadership and management

This will be carried out within a values-framework of:

R esilience
E mpathy
S ocial confidence
P ersistence
E quity
C ommunication
T eamwork

THE SOUTHOVER PARTNERSHIP TRUSTEES' REPORT (INCLUDING DIRECTOR'S REPORT) (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2023

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

Report of the Executive Headteacher, Kief Ho

Southover has continued to develop and grow with the utmost care, expertise, and dedication from our staff members. This year, we have achieved significant milestones in our curriculum and therapeutic offerings. We have recruited three new curriculum leaders, and our senior leadership team has worked diligently to refine our curriculum model. As a result, we have collectively developed a comprehensive curriculum handbook that outlines the "why," "how," and "what" of our curriculum. Our commitment to providing the best possible quality and outcomes for our pupils remains unwavering. We have embraced a small school model that is rooted in attachment theory, therapeutic approaches, and individualised Education, Health and Care (EHC) plans. Over the past year, we have also made significant strides in expanding our therapy services. We have recruited a team of highly skilled therapists and support staff who receive ongoing professional development. To ensure seamless integration of teaching and therapy, each pupil has been offered therapeutic assessments.

In addition to our advancements in education and therapy, we have expanded our provision of Spiritual, Moral, Social, and Cultural (SMSC) and Careers input for our pupils. We have organized various events and activities such as Mental Health Week, World Food Day, a Halloween Story Writing Competition, an Author Event, and a Voiceover competition. Furthermore, we have supported our students' career development through workshops from the Amazing Apprenticeships Programme, Supported Internships, CV writing workshops, and both partial and impartial careers guidance provided by our Deputy SENCO and an external Level 6 careers adviser.

Currently, Southover has 59 pupils on-roll, including those in our Outreach provision, and we are supported by 99 staff members. We have also introduced multiple platforms for our Southover parents and carers to engage with us, such as our half-termly get-together, training sessions on Occupational Therapy, Speech and Language Therapy, and Counselling, as well as a Parent WhatsApp Group. As a growing organisation, we remain committed to providing ongoing high-quality provision for our pupils with Social, Emotional, and Mental Health needs.

Student Results Outcomes August 2023

External Examinations: Attainment (110 entries in total)

A Levels

One student took three GCE A-Levels this year in Maths, Graphic Communication and Physics. He achieved a 100% pass rate.

GCSE Results

21 GCSEs were taken, 100% passed at grades 9-1, 62% of grades were passes at grades 9-4 and 14% at grades 9-5. One student achieved a grade 8 in English Language. In addition to English Language and Mathematics, subjects taken included Physics, Chemistry, Art and Design, Art and Design – Graphic Communication History and English Literature.

**THE SOUTHOVER PARTNERSHIP
TRUSTEES' REPORT (INCLUDING DIRECTOR'S REPORT) (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2023**

Other Results

Accreditations were also gained in BTEC Level 1 Introductory Awards, Functional Skills Level 1 and 2, AQA Unit Award Scheme, NCFE qualifications, Functional Skills Entry Level and Entry Level qualifications.

External Examinations: Progress

Reporting by groups (Ethnicity, EAL, etc is not appropriate due to the small number of students for most exams (very often 1 or 2). We are also only able to publish this level of analysis for each subject if the number of students entered is more than 10.

Summary - all subjects:

Exam Entries <i>*(not number of students)</i>	Attaining below indicative progression grade/level	Attaining at indicative progression grade/level	Attaining beyond indicative progression grade/level:	Attaining at indicative progression grade/level or above
79	8	38	33	71
	10%	48%	42%	90%

Summary – A Levels (3 Entries):

Attaining below indicative progression grade/level	Attaining at indicative progression grade/level	Attaining beyond indicative progression grade/level:	Attaining at indicative progression grade/level or above
1	1	1	2
33.3%	33.3%	33.3%	66.6%

Summary – GCSEs (21 Entries):

1 absent student

Attaining below indicative progression grade/level	Attaining at indicative progression grade/level	Attaining beyond indicative progression grade/level:	Attaining at indicative progression grade/level or above
9	9	2	11
43%	43%	9%	52%

**THE SOUTHOVER PARTNERSHIP
TRUSTEES' REPORT (INCLUDING DIRECTOR'S REPORT) (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2023**

Progress GCSE

Level	Exam Board	Subject	below	at	above	at + above	Absent
GCSE	Edexcel	Maths	2	6	0	6	1
GCSE	AQA	English Language	2	0	2	2	
GCSE	Edexcel	Art & Design	2	0	0	0	
GCSE	AQA	English Literature	1	0	0	0	
GCSE	OCR	History	1	0	0	0	
GCSE	AQA	Chemistry	1	2	0	2	
GCSE	AQA	Physics	0	1	0	1	
Totals			9	9	2	11	1
%							
% at indicative progression grade/level or above						55%	

Progress non-GCSE

Total of 83 Entries

Attaining below indicative progression grade/level	Attaining at indicative progression grade/level	Attaining beyond indicative progression grade/level:	Attaining at indicative progression grade/level or above
5	70	8	78
6%	84%	10%	94%

5.2.3. Destinations

	Destinations			Total
	HE / FE or training	Employment	NEET/not confirmed	
Normal Leaving age/ end of Key stage	5	1	1	7

**THE SOUTHOVER PARTNERSHIP
TRUSTEES' REPORT (INCLUDING DIRECTOR'S REPORT) (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2023**

A selection of what others who know us well say about us at Southover (2023-2024)

1. Students

Student 1: *'I didn't think I would miss Southover, but it is a bit sad to leave next year for college. Staff are really friendly and supportive.'*

Student 2: *'I've been to four schools and this is by far my favourite.'*

Student 3: *'It is small and the teachers are cool – 4.5/5 stars.'*

Student 4: *'The staff create a supportive and positive environment for us all.'*

2. Southover parents / carers

Parent 1: *'We are grateful and thankful for all the dedicated and devoted staff for helping our son with complex needs and behavioural difficulties. We would like to highlight that the school's leadership team has highly trained specialist staff with the approach of "Team around the child" and ensure the child's overall development and educational needs are met.'*

Parent 2: *'Southover has been a lifesaver for me and [child]. Any issue or suggestions we have/make have been taken on board and addressed. I think Southover is amazing.'*

Parent 3: *'I am really happy with Southover Since [child] started to now, he is a completely different child. He is now more confident and has found what he is good at. The encouragement and support the school provides has had a positive impact not just for him but for our whole family. We really like the school.'*

Parent 4: *'My child never felt exciting about going to school until she started at Southover. The team is amazing and I cannot thank them enough.'*

3. Southover staff

Staff A: *'...I am more than happy with the leadership and clarity and all the 'important' things a school values...'*

Staff B: *'... our work is valued by the wellness day and all the new opportunities to further our knowledge and career with CPD courses and being able to obtain a QTS with the school. I believe Southover it's a great place to work.'*

THE SOUTHOVER PARTNERSHIP

TRUSTEES' REPORT (INCLUDING DIRECTOR'S REPORT) (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2023

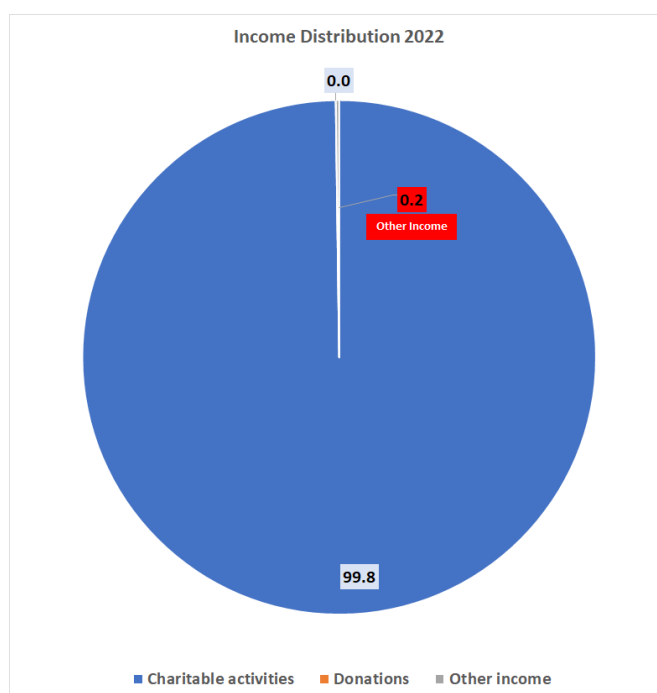
Staff C: *'There has been enormous energy and drive towards the creation of managements systems...'*

Staff D: *'Easily the friendliest place I have ever worked at. Everyone including SLT are here for the children, and this is what Southover is about.'*

Financial review

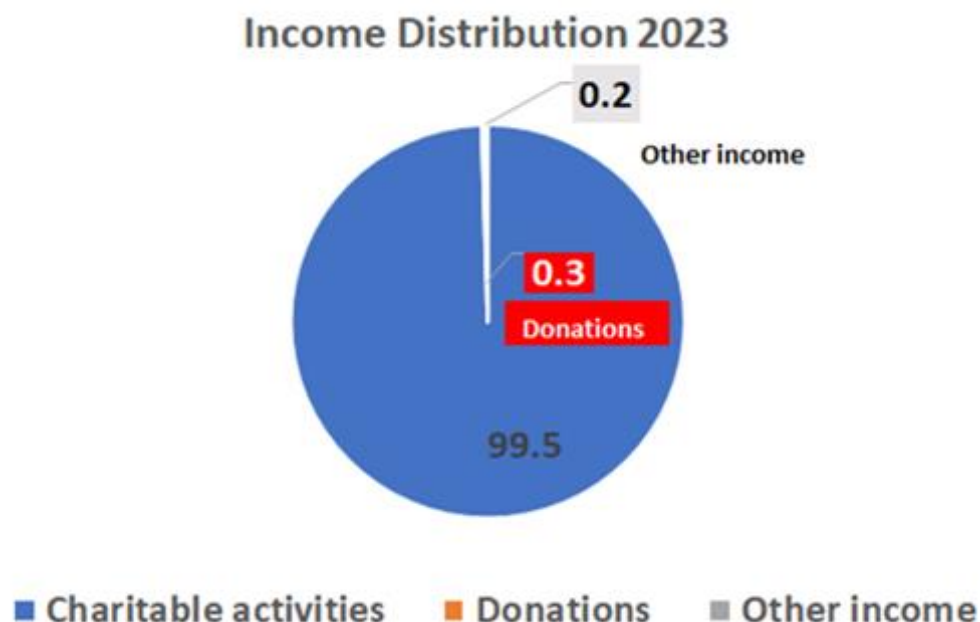
It is the policy of the charity that unrestricted funds which have not been designated for a specific use should be maintained at a level equivalent to between three and six months of net expenditure. The trustees considers that reserves are adequate at this level will ensure that the charity's current activities can continue and will build-up of its reserves including appropriate fundraising activities.

The charity continued to rely on its charitable activities as its main income stream. These constitute about 99% of its total income for the past few years. Illustrated below are the income distribution for the past two years



**THE SOUTHOVER PARTNERSHIP
TRUSTEES' REPORT (INCLUDING DIRECTOR'S REPORT) (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2023**

The trustees have assessed the major risks to which the charity is exposed, and are satisfied that systems are in place to mitigate exposure to the major risks.



The main sources of income for 2023 were generated from its teaching activities, which improved by 6.92% to reach £3.39m from £3.17m in 2022. The school continued with its agile management coupled with a structured and student-centred approach of its on-site and off-site offerings including its Outreach programmes.

Despite a growth of 14.3% in its expenditures of charitable activities to £3.34m in 2023 from £2.92m in 2022, these were more than adequately offset by the revenues these activities had generated.

The total direct staff costs in 2023 improved slightly by a 1.0% decrease or about £23,000 bringing the total direct staff costs down to £2.24m, which is 61.4% of the total income or a 9.7% improvement over the previous year. Likewise, though the total staff costs including all support staff went up 3.9% to £2.58m in 2023 from £2.49m in 2022, in percentage terms, the total staff costs to total income ratio improved by 7.3%.

The charity spent about £54,000 in 2023 for leasehold & buildings improvements, fixtures & fitting and IT to make the school safer and better equipped for its students.

**THE SOUTHOVER PARTNERSHIP
TRUSTEES' REPORT (INCLUDING DIRECTOR'S REPORT) (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2023**

The Trustees assisted by the School's Senior Leadership Team are pleased to report reasonable financial improvements over the years. They managed to achieve the following in 2023:

- Total assets less current liabilities – 12.1% growth to £0.61m
- Cash at bank and in-hand – 181.4% growth to £0.51m

Structure, governance and management

The Charity is a company limited by guarantee without share-capital.

The Trustees are the directors of The Southover Partnership. The following Trustees have served throughout the year except where indicated:

N B Taylor (date of appointment 1 April 2024)
L Yap (date of appointment 20 February 23, date of resignation 1 April 24)
K Adams (date of appointment 26 January 23)
Z Casey (date of appointment 1 August 23)
A Collymore (date of appointment 1 August 23)
N Grazin (date of appointment 10 May 23)
J Kay (date of appointment 22 May 2020, date of resignation 31 August 23)
J S Moore (date of appointment 14 May 2022, date of resignation 27 January 23)
J Owen (date of appointment 14 May 2022, date of resignation 27 January 23)
C Sungu (date of appointment 26 May 2021, date of resignation 31 August 23)
W Chai (date of appointment 14 May 2022)
E Samarasinghe (date of appointment 14 May 2022)
H Stephens (date of appointment 16 November 2021, date of resignation 17 January 2024)

For the purpose of the signing of this report, the following Trustee appointments should be noted:

N B Taylor, Chair (date of appointment 1 April 2024, registered at Companies House as a director 28 May 2024)
T H Chia (date of appointment 16 November 2021)

None of the Trustees has any beneficial interests in the company. All the Trustees are members of the company and guarantee to contribute £1 in the event of a winding up.

**THE SOUTHOVER PARTNERSHIP
TRUSTEES' REPORT (INCLUDING DIRECTOR'S REPORT) (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2023**

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

The Finance and Governance Committee assist the Board of Trustees in some of the Finance and Governance matters. Collectively, they maintain an oversight of the governance and management of the School by its Executive Headteacher and the Senior Leadership Team to ensure the smooth running of The Southover Partnership.

Auditor

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

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


Neil Taylor (May 28, 2024 14:36 GMT+1)

N B Taylor
Chair

Date: 28/05/24

THE SOUTHOVER PARTNERSHIP

STATEMENT OF TRUSTEES' RESPONSIBILITIES

FOR THE YEAR ENDED 31 AUGUST 2023

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

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

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

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

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

THE SOUTHOVER PARTNERSHIP

INDEPENDENT AUDITOR'S REPORT

TO THE TRUSTEES OF THE SOUTHOVER PARTNERSHIP

Opinion

We have audited the financial statements of The Southover Partnership (the 'charity') for the year ended 31 August 2023 which comprise the statement of financial activities, the balance sheet, the statement of cash flows and notes to the financial statements, including significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 *The Financial Reporting Standard applicable in the UK and Republic of Ireland* (United Kingdom Generally Accepted Accounting Practice).

In our opinion, the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 August 2023 and of its incoming resources and application of resources, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the *Auditor's responsibilities for the audit of the financial statements* section of our report. We are independent of the charity in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

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

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

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

Other information

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

We have nothing to report in this regard.

Matters on which we are required to report by exception

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

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

THE SOUTHOVER PARTNERSHIP

INDEPENDENT AUDITOR'S REPORT (CONTINUED)

TO THE TRUSTEES OF THE SOUTHOVER PARTNERSHIP

Responsibilities of trustees

As explained more fully in the statement of trustees' responsibilities, the trustees, who are also the directors of the charity for the purpose of company law, are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error. In preparing the financial statements, the trustees are responsible for assessing the charity's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to liquidate the charitable company or to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements

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

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

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

THE SOUTHOVER PARTNERSHIP

INDEPENDENT AUDITOR'S REPORT (CONTINUED) TO THE TRUSTEES OF THE SOUTHOVER PARTNERSHIP

Our approach to identifying and assessing the risks of material misstatement in respect of irregularities, including fraud and non-compliance with laws and regulations, was as follows:

The engagement partner ensured that the engagement team collectively had the appropriate competence, capabilities and skills to identify or recognise non-compliance with applicable laws and regulations;

We identified the laws and regulations applicable to the charity through discussions with trustees and other management, and from our knowledge and experience of the charity and education sector;

We focused on specific laws and regulations which we considered may have a direct material effect on the financial statements or the operations of the charity, the Charities Act 2011, taxation legislation, data protection, employment, environmental and health and safety legislation;

We assessed the extent of compliance with the laws and regulations identified above through making enquiries of management; and identified laws and regulations were communicated within the audit team regularly and the team remained alert to instances of non-compliance throughout the audit.

We assessed the susceptibility of the company's financial statements to material misstatement, including obtaining an understanding of how fraud might occur, by:

- making enquiries of management as to where they considered there was susceptibility to fraud, their knowledge of actual, suspected and alleged fraud;
- considering the internal controls in place to mitigate risks of fraud and non-compliance with laws and regulations; and
- testing controls with walk through procedures and substantive transaction testing;

To address the risk of fraud through management bias and override of controls, we:

- performed analytical procedures to identify any unusual or unexpected relationships; tested journal entries to identify unusual transactions;
- assessed whether judgements and assumptions made in determining any accounting estimates were indicative of potential bias;
- investigated the rationale behind significant or unusual transactions; and

In response to the risk of irregularities and non-compliance with laws and regulations, we designed procedures which included, but were not limited to:

- agreeing financial statement disclosures to underlying supporting documentation;
- reading the minutes of meetings of those charged with governance;
- enquiring of management as to actual and potential litigation and claims;
- reviewing correspondence with HMRC and relevant regulators such as the Charity Commission

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

THE SOUTHOVER PARTNERSHIP

INDEPENDENT AUDITOR'S REPORT (CONTINUED)

TO THE TRUSTEES OF THE SOUTHOVER PARTNERSHIP

Use of our report

This report is made solely to the charity's trustees, as a body, in accordance with 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 trustees as a body, for our audit work, for this report, or for the opinions we have formed.



F J Wilde (Senior Statutory Auditor)
Warner Wilde Limited

28/05/24
.....

Chartered Certified Accountants
Statutory Auditor

4 Marigold Drive
Bisley
Woking
Surrey
GU24 9SF

Warner Wilde Limited is eligible for appointment as auditor of the charity by virtue of its eligibility for appointment as auditor of a company under section 1212 of the Companies Act 2006.

THE SOUTHOVER PARTNERSHIP

STATEMENT OF FINANCIAL ACTIVITIES INCLUDING INCOME AND EXPENDITURE ACCOUNT

FOR THE YEAR ENDED 31 AUGUST 2023

	Notes	Unrestricted funds 2023 £	Unrestricted funds 2022 £
Income and endowments from:			
Donations and legacies	3	11,890	500
Charitable activities	4	3,388,113	3,168,919
Other income	5	5,919	6,328
Total income		3,405,922	3,175,747
Charitable activities	6	3,340,561	2,922,204
Net income and movement in funds		65,361	253,543
Reconciliation of funds:			
Fund balances at 1 September 2022		541,944	288,401
Fund balances at 31 August 2023		607,305	541,944

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

THE SOUTHOVER PARTNERSHIP

BALANCE SHEET

AS AT 31 AUGUST 2023

	Notes	2023 £	£	2022 £	£
Fixed assets					
Tangible assets	11		89,967		101,922
Current assets					
Debtors	12	1,007,875		1,111,480	
Cash at bank and in hand		511,889		181,906	
		<u>1,519,764</u>		<u>1,293,386</u>	
Creditors: amounts falling due within one year	13	<u>1,002,426</u>		<u>853,364</u>	
Net current assets			517,338		440,022
Total assets less current liabilities			<u>607,305</u>		<u>541,944</u>
The funds of the charity					
Unrestricted funds			607,305		541,944
			<u>607,305</u>		<u>541,944</u>

The company is entitled to the exemption from the audit requirement contained in section 477 of the Companies Act 2006, for the year ended 31 August 2023, although an audit has been carried out under section 144 of the Charities Act 2011.

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

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

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

The financial statements were approved by the trustees on 28/05/24


.....

T H Chia
Trustee

Company registration number 10539109 (England and Wales)

THE SOUTHOVER PARTNERSHIP

STATEMENT OF CASH FLOWS

FOR THE YEAR ENDED 31 AUGUST 2023

	Notes	2023 £	£	2022 £	£
Cash flows from operating activities					
Cash generated from/(absorbed by) operations	19		341,487		(51,962)
Investing activities					
Purchase of tangible fixed assets		(11,504)		(9,311)	
Net cash used in investing activities			(11,504)		(9,311)
Net cash used in financing activities			-		-
Net increase/(decrease) in cash and cash equivalents			329,983		(61,273)
Cash and cash equivalents at beginning of year			181,906		243,179
Cash and cash equivalents at end of year			511,889		181,906

THE SOUTHOVER PARTNERSHIP

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 AUGUST 2023

1 Accounting policies

Charity information

The Southover Partnership is a private company limited by guarantee incorporated in England and Wales. The registered office is Kingsbury Manor, 288 Kingsbury Road, Roe Green Park, London, NW9 9HA.

1.1 Accounting convention

The financial statements have been prepared in accordance with the charity's governing document, the Companies Act 2006, FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland" ("FRS 102") and the Charities SORP "Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)" (effective 1 January 2019). The charity is a Public Benefit Entity as defined by FRS 102.

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

The financial statements have been prepared under the historical cost convention. The principal accounting policies adopted are set out below.

1.2 Going concern

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

1.3 Charitable funds

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

Restricted funds are subject to specific conditions by donors or grantors as to how they may be used. The purposes and uses of the restricted funds are set out in the notes to the financial statements.

Endowment funds are subject to specific conditions by donors that the capital must be maintained by the charity.

1.4 Income

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

Cash donations are recognised on receipt. Other donations are recognised once the charity has been notified of the donation, unless performance conditions require deferral of the amount. Income tax recoverable in relation to donations received under Gift Aid or deeds of covenant is recognised at the time of the donation.

Legacies are recognised on receipt or otherwise if the charity has been notified of an impending distribution, the amount is known, and receipt is expected. If the amount is not known, the legacy is treated as a contingent asset.

1.5 Expenditure

Liabilities are recognised when either a legal or constructive obligation is identified.

Expenses include VAT where applicable as the company cannot reclaim it.

THE SOUTHOVER PARTNERSHIP

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2023

1 Accounting policies

(Continued)

1.6 Tangible fixed assets

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

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

Leasehold land and buildings	Over the life of the lease
Fixtures and fittings	10% straight line
Computers	3 years straight line
Motor vehicles	3years straight line

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

1.7 Impairment of fixed assets

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

1.8 Cash and cash equivalents

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

1.9 Financial instruments

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

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

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

Basic financial assets

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

THE SOUTHOVER PARTNERSHIP

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2023

1 Accounting policies

(Continued)

Basic financial liabilities

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

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

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

Derecognition of financial liabilities

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

1.10 Employee benefits

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

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

1.11 Retirement benefits

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

2 Critical accounting estimates and judgements

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

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

3 Income from donations and legacies

	Unrestricted funds 2023 £	Unrestricted funds 2022 £
Donations and gifts	3,922	500
Grants	7,968	-
	<u>11,890</u>	<u>500</u>

THE SOUTHOVER PARTNERSHIP

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2023

4 Income from charitable activities

	Unrestricted funds 2023 £	Unrestricted funds 2022 £
Charitable activities		
Fees generated from education services	3,388,113	3,168,919

5 Other income

	Unrestricted funds 2023 £	Unrestricted funds 2022 £
Other income	5,919	6,328

6 Expenditure on charitable activities

	Charitable activities 2023 £	Charitable activities 2022 £
Direct costs		
Staff costs	2,185,492	2,187,625
Depreciation and impairment	23,459	26,305
Staff costs and DBS	51,845	72,642
Student educational materials, therapy and other costs	144,603	121,018
Premises costs	331,956	205,176
Software, licences and website costs	65,971	41,488
Exam costs	3,568	4,410
Legal fees	8,909	10,584
Insurances	35,568	28,065
Bad debt provision	142,385	-
	2,993,756	2,697,313
Share of support and governance costs (see note 7)		
Support	310,743	213,619
Governance	36,062	11,272
	3,340,561	2,922,204
Analysis by fund		
Unrestricted funds	3,340,561	2,922,204

THE SOUTHOVER PARTNERSHIP

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2023

7 Support costs allocated to activities

	2023 £	2022 £
Staff costs	269,363	166,860
Office and administrative costs	41,380	31,736
Finance Management costs	-	15,023
Governance costs	36,062	11,272
	<u>346,805</u>	<u>224,891</u>
Analysed between:		
Charitable activities	<u>346,805</u>	<u>224,891</u>

8 Trustees

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

9 Employees

The average monthly number of employees during the year was:

	2023 Number	2022 Number
Administration and support	6	8
Teaching	91	95
Leadership	8	4
	<u>105</u>	<u>107</u>

Employment costs

	2023 £	2022 £
Wages and salaries	2,238,606	2,148,907
Social security costs	169,824	162,437
Other pension costs	46,425	43,141
	<u>2,454,855</u>	<u>2,354,485</u>

Key Management Personnel comprises the Senior Leadership Team. The total cost of Key Management Personnel for the year ended 31 August 2023 was £388,766 (2022: £288,150) including employer's national insurance and pension contributions.

THE SOUTHOVER PARTNERSHIP

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2023

9 Employees

(Continued)

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

	2023 Number	2022 Number
80,001 - 90,000	1	1

Contributions totalling £6,661 (2022: £6,598) were made to defined contribution pension schemes on behalf of employees whose emoluments exceed £60,000.

10 Taxation

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

11 Tangible fixed assets

	Leasehold land and buildings £	Fixtures and fittings £	Computers £	Motor vehicles £	Total £
Cost					
At 1 September 2022	205,202	69,535	72,331	29,054	376,122
Additions	10,745	-	759	-	11,504
At 31 August 2023	215,947	69,535	73,090	29,054	387,626
Depreciation and impairment					
At 1 September 2022	125,415	53,261	66,470	29,054	274,200
Depreciation charged in the year	13,549	3,796	6,114	-	23,459
At 31 August 2023	138,964	57,057	72,584	29,054	297,659
Carrying amount					
At 31 August 2023	76,983	12,478	506	-	89,967
At 31 August 2022	79,787	16,274	5,861	-	101,922

12 Debtors

	2023 £	2022 £
Amounts falling due within one year:		
Trade debtors	943,872	1,038,660
Prepayments and accrued income	64,003	72,820
	1,007,875	1,111,480

THE SOUTHOVER PARTNERSHIP

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2023

13 Creditors: amounts falling due within one year

	Notes	2023 £	2022 £
Other taxation and social security		30,068	22,888
Deferred income	14	889,247	690,506
Trade creditors		60,880	118,846
Other creditors		1,141	13,194
Accruals and deferred income		21,090	7,930
		<u>1,002,426</u>	<u>853,364</u>

14 Deferred income

	2023 £	2022 £
Other deferred income	<u>889,247</u>	<u>690,506</u>

Deferred income is included in the financial statements as follows:

	2023 £	2022 £
Deferred income is included within:		
Current liabilities	<u>889,247</u>	<u>690,506</u>
Movements in the year:		
Deferred income at 1 September 2022	690,506	731,063
Released from previous periods	(690,506)	(731,063)
Resources deferred in the year	<u>889,247</u>	<u>690,506</u>
Deferred income at 31 August 2023	<u>889,247</u>	<u>690,506</u>

15 Retirement benefit schemes

Defined contribution schemes

The charity operates a defined contribution pension scheme for all qualifying employees. The assets of the scheme are held separately from those of the charity in an independently administered fund.

The charge to profit or loss in respect of defined contribution schemes was £46,425 (2022 - £43,141).

THE SOUTHOVER PARTNERSHIP

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2023

16 Unrestricted funds

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

	At 1 September 2022 £	Incoming resources £	Resources expended £	At 31 August 2023 £
General funds	541,944	3,405,922	(3,340,561)	607,305
Previous year:	At 1 September 2021 £	Incoming resources £	Resources expended £	At 31 August 2022 £
General funds	288,401	3,175,747	(2,922,204)	541,944

17 Operating lease commitments

Lessee

The property lease is negotiated over a term of 15 years from April 2018 with a break clause at 5 and 10 years. The lease includes a provision for five-yearly upward rent review according to prevailing market conditions. Minibus leases are negotiated over a term of 5 years.

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

	2023 £	2022 £
Within one year	44,784	44,784
Between two and five years	164,784	169,567
In over five years	186,667	225,000
	<u>396,235</u>	<u>439,351</u>

18 Related party transactions

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

THE SOUTHOVER PARTNERSHIP

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2023

19	Cash generated from operations	2023 £	2022 £
	Surplus for the year	65,361	253,543
	Adjustments for:		
	Depreciation and impairment of tangible fixed assets	23,459	26,305
	Movements in working capital:		
	Decrease/(increase) in debtors	103,605	(349,330)
	(Decrease)/increase in creditors	(49,679)	58,077
	Increase/(decrease) in deferred income	198,741	(40,557)
	Cash generated from/(absorbed by) operations	341,487	(51,962)

20 Analysis of changes in net funds

The charity had no material debt during the year.

2023 SOU001 combined for approval 2805

Final Audit Report

2024-05-30

Created:	2024-05-28
By:	Frances Wilde (frances@warnerwilde.co.uk)
Status:	Signed
Transaction ID:	CBJCHBCAABAA7pvcjYH4MiPhwr1u166lmLP500Ok1MJu

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-  Document created by Frances Wilde (frances@warnerwilde.co.uk)
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-  Document emailed to Neil Taylor (neil.taylor@southoverpartnership.com) for signature
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Signature Date: 2024-05-30 - 10:53:06 AM GMT - Time Source: server
-  Agreement completed.
2024-05-30 - 10:53:06 AM GMT

Accounts

Charity registration number 1175243

Company registration number 10539109 (England and Wales)

THE SOUTHOVER PARTNERSHIP
ANNUAL REPORT AND FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2022

THE SOUTHOVER PARTNERSHIP

LEGAL AND ADMINISTRATIVE INFORMATION

Trustees	J Kay	
	C Sungu	
	E Samarasinghe	(Appointed 16 November 2021)
	H Stephens	(Appointed 16 November 2021)
	T H Chia	(Appointed 16 November 2021)
	L Y Yap	(Appointed 20 February 2023)
	K Adams	(Appointed 26 January 2023)

Charity number 1175243

Company number 10539109

Registered office Kingsbury Manor
288 Kingsbury Road
Roe Green Park
London
NW9 9HA

Website www.southoverpartnership.com

PROFESSIONAL ADVISERS

Auditor Warner Wilde Limited
4 Marigold Drive
Bisley
Woking
Surrey
GU24 9SF

Bankers Lloyds Bank Plc
39 Threadneedle Street
London
EC2R 8AU

Solicitors Martin Shepherd Solicitors LLP
753 High Road
North Finchley
London
N12 8LG

THE SOUTHOVER PARTNERSHIP

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**THE SOUTHOVER PARTNERSHIP
MESSAGE FROM THE CHAIR, LYNN YAP
FOR THE YEAR ENDED 31 AUGUST 2022**

Dear Friends and Supporters,

As the Chair of the Board of Trustees for The Southover Partnership, I am pleased to present our annual report for the year 2022.

Our schools offer a unique environment where children with special needs can receive the support they need to thrive academically, socially, and emotionally. Through innovative teaching methods and personalised learning plans, our students have the opportunity to reach their full potential and lead fulfilling lives. Every day, we see the transformative power of education and community support in the lives of our students and their families.

The year 2022 continued to challenge our resilience and was marked by the war in Ukraine, changes in the premiership and cabinet in the UK and the cost-of-living crisis. Similarly, we also experienced change at The Southover Partnership during this period. Jo Owens OBE, who took over the helm from Carol Frankl as Chair of Trustees, resigned in late 2022, and Merushka Hansraj left her position as Executive Head Teacher in March 2023. The departures were due to personal and family reasons. I was appointed as Chair in February 2022. Kief Ho, who is Head Teacher at Kingsbury Manor, is currently the acting Executive Headteacher until a formal appointment is made for the role.

Despite the political and economic challenges externally and changes within the organisation, The Southover Partnership has stayed resilient and adaptable. The team and staff have worked tirelessly to create a safe and nurturing environment for our students at schools and in their homes through our Outreach Services to flourish. I am proud of their following achievements, thanks to their dedication and determination.

- We grew our income through charitable activities by almost 15% while maintaining the level of our expenses. This was thanks to the Senior Leadership Team and Trustees working together to stay financially disciplined during the cost-of-living crisis.
- Our students fully returned to face-to-face learning in school, and our staff continued to innovate to provide them with the best learning support to achieve the students' highest potential.
- Our Outreach Services continue to expand to provide the critical work needed to support children and young people who are unable to attend school or require additional assistance. We work closely with local authorities to provide the service needed to ensure that all students, despite the complexity of their needs, have the opportunity towards education and a brighter future.

None of this would be possible without the support of our incredible community. From our dedicated staff to our supportive stakeholders, including local authorities, partners and parents, every individual plays a critical role in helping us achieve our mission.

By working together, we can ensure that all children have the opportunity to reach their full potential, regardless of their learning abilities. We are committed to creating a world where all children are valued and respected and where everyone has the chance to succeed.

Thank you for your support.

With gratitude and inspiration,

Lynn Yap
Chair of the Board of Trustees
15 May 2023

THE SOUTHOVER PARTNERSHIP TRUSTEES' REPORT (INCLUDING DIRECTOR'S REPORT) (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2022

The trustees present their annual report and financial statements for the year ended 31 August 2022.

The financial statements have been prepared in accordance with the accounting policies set out in note 1 to the financial statements and comply with the charity's governing document, the Companies Act 2006 and "Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) " (effective 1 January 2019).

Objectives and activities

The charity's objects are primarily the advancement of education in the United Kingdom for the public benefit for relevant students:

- by providing educational services of all types both within schools and at home
- by training teachers and educationalists in the range of skills and techniques

Our Vision

The Southover Partnership offers a safe, highly personalised and nurturing learning environment where students are able to develop socially, academically and emotionally, in order to engage and achieve to be happy, independent, well educated, socially confident and successfully productive members of our society.

Our Mission

The Southover Partnership's mission is to be one of the best and most respected providers of special educational needs advice and support, with every one of our services underpinned by the highest expectations, giving our students a sense of security and belonging in a warm and nurturing environment enabling them to achieve and flourish.

It has been providing its students with special education needs between the ages of 8 and 19. To further this, the charity aims to carry out the following:

- to ensure that its students have the opportunity to reach their full potential regardless of their learning abilities
- to sustain outstanding learning and assessment within a culture of professional practice which seeks continuous improvements as part of a reflective culture
- to promote positive relationships and behaviour so that students are able to develop self-esteem and a positive sense of self thus enabling positive mental health
- to sustain leadership and governance to further enhance the school's systems for self-improvement and increase the capacity of all staff to take a role in leadership and management

THE SOUTHOVER PARTNERSHIP TRUSTEES' REPORT (INCLUDING DIRECTOR'S REPORT) (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2022

This will be carried out within a values-framework of:

R esilience
E mpathy
S ocial confidence
P erseverance
E quity
C ommunication
T eamwork

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

Report of the Executive Headteacher, Kief Ho

I joined The Southover Partnership Team as the Head of School in April 2022, and became the interim Executive Headteacher in April 2023. I inherited an organisation that was full of care, love, skills, experience and knowledge. There have been some changes in the Senior Leadership Team (SLT) within the last 12 months, as we have recruited a new Head of Outreach, a Head of School for the Southgate Site, a School Business Manager and a SENCO who is due to start in September 2023. In addition, we also have a secure Middle Leadership Team, supported by the SLT, which consists of a Head of Maths, English, Science, PSHE, P.E., Arts and Careers advisor. With a clear school structure, we aim to continue to develop staff's skills and provide a bespoke learning experience for our learners.

We are committed to the staff's well-being as we believe they are fundamental assets and that they must feel valued and looked-after. A new staff well-being team led by the school counsellor and a Head of School was formed in April 2023, with 8 staff volunteers from all three sites. The team meet half-termly to discuss initiatives to not only motivate staff, but to inspire them. We have currently launched 'The Well-being Day' policy, which enables staff to take one day off a year for their well-being in addition to their contractual holidays.

Currently, the Southover Partnership has 37 students on roll in school, supported by 54 staff members. 28 students are accessing Home Tuition and 3 students receive in-school support via The Southover Partnership Outreach Service. To conclude, we have a fantastic, dedicated team who work effectively with students within the organisation to ensure that the well-being of the students is optimised.

Student Results Outcomes August 2022

1. External Examinations: Attainment (79 entries in total)

GCSE Results

20 GCSEs were taken, 100% passed at grades 9-1, 65% of grades passed at grades 9-4 and 45% at grades 9-5. One student achieved a grade 9 in Photography. Apart from English Language and Mathematics, subjects taken included Physics, Chemistry, Art and Design – Photography, History and Geography.

**THE SOUTHOVER PARTNERSHIP
TRUSTEES' REPORT (INCLUDING DIRECTOR'S REPORT) (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2022**

Other Results

Accreditations were also gained - BTEC Levels 1 and 2, Functional Skills Level 1 and 2, AQA Unit Award Scheme, NCFE qualifications, Arts Council Award Functional Skills Entry Level and Entry Level qualifications.

2. External Examinations: Progress

Note: Reporting by groups (Ethnicity, EAL, etc., is not appropriate due to the small number of students for most exams (very often 1 or 2). We are also only able to publish this level of analysis for each subject if the number of students entered is more than 10.

Summary -all subjects:

Exam Entries <i>*(not number of students)</i>	Attaining below indicative progression grade/level	Attaining at indicative progression grade/level	Attaining beyond indicative progression grade/level:	Attaining at indicative progression grade/level or above
79	8	38	33	71
	10%	48%	42%	90%

Summary –GCSEs (20 Entries):

Attaining below indicative progression grade/level	Attaining at indicative progression grade/level	Attaining beyond indicative progression grade/level:	Attaining at indicative progression grade/level or above
5	6	9	15
25%	30%	45%	75%

Progress GCSE

Level	Exam Board	Subject	below	at	above	at + above
GCSE	Edexcel	Maths	3	3	2	5
GCSE	AQA	English Language	2	1	2	3
GCSE	Edexcel	Art & Design - Photography	0	0	1	1
GCSE	AQA	Geography	0	0	1	1
GCSE	OCR	History	0	0	1	1
GCSE	AQA	Chemistry	0	1	1	2
GCSE	AQA	Physics	0	1	1	2
		Totals	5	6	9	15
		%				
		% at indicative progression grade/level or above	25%	30%	45%	75%

**THE SOUTHOVER PARTNERSHIP
TRUSTEES' REPORT (INCLUDING DIRECTOR'S REPORT) (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2022**

3. Progress non-GCSE

Attaining below indicative progression grade/level	Attaining at indicative progression grade/level	Attaining beyond indicative progression grade/level:	Attaining at indicative progression grade/level or above
3	32	24	56
5%	54%	41%	95%

4. Destinations

	Destinations			Total
	HE / FE or training	Employment	NEET/not confirmed	
Normal Leaving age/ end of Key stage	4	0	0	4

All of our leavers from the last academic year continued to further themselves in Education, and the credit is due to their own hard work, our organisation's relentless care and support from families. We are all proud to have been a part of our leavers' educational journey and wish them all the best in the future.

A selection of what others who know us well say about us Southover

1. Students

I enjoy coming to school because I like my lessons and talking to other people (Student from Kingsbury Manor Site)

I learn about Science, English and Maths in school. My favourite subject is ICT. (Student from Kingsbury Manor Site)

The staff at Southover are kind and very nice. They allow me to work at my own pace knowing what is best for me and how much they can push me. I do not dislike anything about my school. (Student from Southgate Progressive Synagogue Site)

The staff have been very nice and helpful throughout my time at this school. They support me when I am upset and allow me to walk with them around the garden to calm me down. They have helped me to become a little more independent. I used to take two hours to cook one meal and now I can cook two meals in an hour and a half. (Student from Southgate Progressive Synagogue Site).

THE SOUTHOVER PARTNERSHIP TRUSTEES' REPORT (INCLUDING DIRECTOR'S REPORT) (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2022

2. Southover Parents

These are the points we are pleased with, regarding Southover:

- *Engaging my child back into education*
- *Consistent support and understanding from staff in difficult circumstances*
- *Parent / head teacher communication, using a flexible approach to discuss next steps and resolve challenges by finding best ways forward together*
- *Safeguarding of pupils with complex needs*
- *The focused teaching and 1-1 support*
- *The positive impact the Maths teacher has had on my child in Maths*
- *Supporting my child to come to terms with and to manage some of his challenges.*
- *Many staff able to gain my child's trust and make him feel safe and comfortable at school*
- *Resilient and fair staff in the face of challenging situations with students*

(Parent from Kingsbury Manor)

I will continue with what I was saying. After being out of education for a long time, my child has now found his niche. Mainly due to the commitment and dedication of the Headteacher and his team at Finchley. My child is now engaging more with others, learning and making so much progress. At times he may regress but I know they are there for him, ready to meet his needs and treat him with the care and respect he never received in secondary mainstream education. A massive thank you to all.

(Parent from Hutton Grove)

3. Southover Staff

'I am proud to work with some of the best colleagues and I believe our students have developed well since attending Southover.'

'I'm happy to be part of a team that looks to improve the lives of our students and provide them with the best opportunities for the future.'

'I am able to be myself and have been given a chance to grow as a teacher as well as things I feel passionate about. It also is a flexible job which gives me enough time outside of school to be able to live a well-balanced life.'

'We are patient and kind and do our very best for our students always.'

The school has a great record of personalising their education to best suit the needs of the individual.'

'I am able to talk to the leadership team if I am unclear about something.'

'I feel supported by my colleagues and managers if I had issues at work.'

THE SOUTHOVER PARTNERSHIP TRUSTEES' REPORT (INCLUDING DIRECTOR'S REPORT) (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2022

'The team are friendly and professional, and they make coming to work enjoyable.'

'We go above and beyond to make sure that each students needs are met, by using our own time and resources if necessary.'

'I am proud to be working within such a unique place working and with really special kids. I feel aligned with the ethos of the school and that makes me proud to be here.'

'I work with the children on the edge of education who would not access education otherwise and I work with some of the most inspiring and focused and devoted individuals I have ever met.'

'Good sense of teamwork and I would like to think that I am making a positive impact on students' lives.'

'I feel that I'm part of a really great team.'

'The school feels established and I can see the change in the students.'

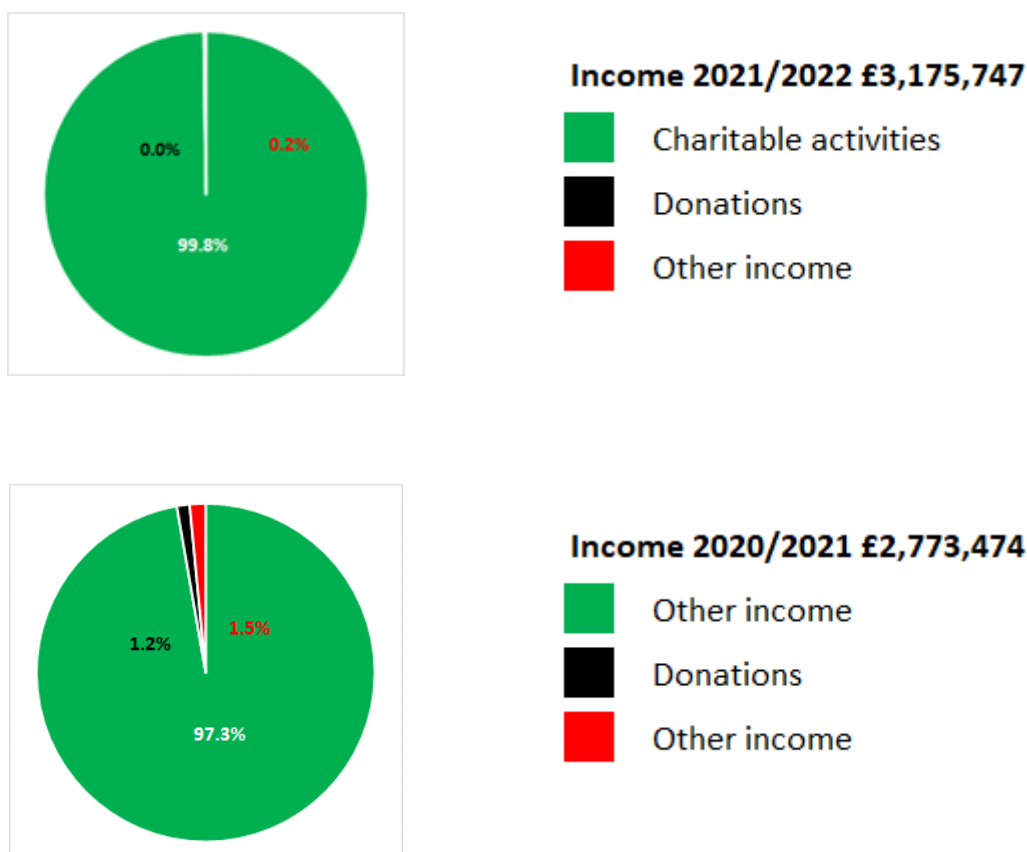
Financial review

It is the policy of the charity that unrestricted funds which have not been designated for a specific use should be maintained at a level equivalent to between three to six months' expenditure. The trustees consider that reserves at this level will ensure that, in the event of a significant drop in funding, they will be able to continue the charity's current activities while consideration is given to ways in which additional funds may be raised. This level of reserves has been maintained throughout the year.

The year 2021/22 continued to be challenging in the midst of a difficult economic environment. Despite a drop in the donations received and other income, the Southover Partnership (TSP) managed to record a 14.5% increase in its income from £2.73m to £3.18m in school year 2020/21 and 2021/22 respectively. Due to the diligence and active management from the Executive Headteacher (EHT) and the Senior Leadership Team (SLT), the expenditure related to the charitable activities rose marginally by 0.3% from £2.91m to £2.92m over the same period. This enabled TSP to rebuild its funds balance from £0.29m to £0.54m over the year.

THE SOUTHOVER PARTNERSHIP TRUSTEES' REPORT (INCLUDING DIRECTOR'S REPORT) (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2022

The distribution of income for the years 2021/2022 and 2020/2021 are as shown below:



Reserves and financial health

TSP has managed to generate a surplus of £0.25m in 2021/2022 compared with a deficit of £0.14m in 2020/2021. The EHT and the SLT work within an approved budget with their Finance Team and trustees having an oversight on the financial position of the School. In addition to these, there are regular Finance & Governance and Board meetings with reports and updates from the EHT.

The trustees remain satisfied that the existing cash flow are sufficient to fund TSP as an on-going concern.

The Pension liability has been reported in the accounts in accordance with the accounting standards FRS 17. All staff are auto-enrolled into a scheme operated by NEST.

The trustees have assessed the major risks to which the charity is exposed, and are satisfied that systems are in place to mitigate exposure to the major risks.

**THE SOUTHOVER PARTNERSHIP
TRUSTEES' REPORT (INCLUDING DIRECTOR'S REPORT) (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2022**

Structure, governance and management

The charity is a company limited by guarantee without share-capital.

The trustees are the directors of The Southover Partnership. The following trustees have served throughout the year except where changes are post-31 August 2022 as indicated:

L Y Yap, Chair	Appointed 20 February 2023
K Adams	Appointed 26 January 2023
T H Chia	
J Kay	
E Samarasinghe	
H Stephens	
C Sungu	
J Owen (Former Chair)	Resigned 27 January 2023

The charity is currently operating three schools under The Southover Partnership namely Kingsbury Manor (Main), Finchley and Southgate which are managed by their respective Head of School and reporting to the Executive Headteacher.

The changes to the Chair and Executive Headteacher are explained in the afore-mentioned Chair's message.

None of the trustees has any beneficial interest in the company. All trustees are members of the company and guarantee to contribute £1 each in the event of a winding-up.

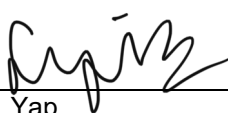
Each of the trustees has confirmed that there is no information of which they are aware which is relevant to the audit that the auditor is unaware of. They have further confirmed that they have taken appropriate steps to identify such relevant information and establish that the auditor is aware of such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

The Finance and Governance Committee assist the Board of Trustees in some of the Finance and Governance matters. Collectively, they maintain an oversight of the governance and management of the School by its Executive Headteacher and the Senior Leadership Team to ensure the smooth running of the Southover Partnership.

Auditor

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

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



L Yap
Chair, Board of Trustees
Date: 26 MAY 2023

THE SOUTHOVER PARTNERSHIP

STATEMENT OF TRUSTEES' RESPONSIBILITIES

FOR THE YEAR ENDED 31 AUGUST 2022

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

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

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

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

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

THE SOUTHOVER PARTNERSHIP

INDEPENDENT AUDITOR'S REPORT

TO THE TRUSTEES OF THE SOUTHOVER PARTNERSHIP

Opinion

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

In our opinion, the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 August 2022 and of its incoming resources and application of resources, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the *Auditor's responsibilities for the audit of the financial statements* section of our report. We are independent of the charity in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and the provisions available for small entities, in the circumstances set out in note 19 to the financial statements, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

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

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

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

Other information

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

We have nothing to report in this regard.

THE SOUTHOVER PARTNERSHIP

INDEPENDENT AUDITOR'S REPORT (CONTINUED)

TO THE TRUSTEES OF THE SOUTHOVER PARTNERSHIP

Matters on which we are required to report by exception

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

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

Responsibilities of trustees

As explained more fully in the statement of trustees' responsibilities, the trustees, who are also the directors of the charity for the purpose of company law, are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error. In preparing the financial statements, the trustees are responsible for assessing the charity's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to liquidate the charitable company or to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements

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

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

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

THE SOUTHOVER PARTNERSHIP

INDEPENDENT AUDITOR'S REPORT (CONTINUED)

TO THE TRUSTEES OF THE SOUTHOVER PARTNERSHIP

Our approach to identifying and assessing the risks of material misstatement in respect of irregularities, including fraud and non-compliance with laws and regulations, was as follows:

The engagement partner ensured that the engagement team collectively had the appropriate competence, capabilities and skills to identify or recognise non-compliance with applicable laws and regulations;

We identified the laws and regulations applicable to the charity through discussions with trustees and other management, and from our knowledge and experience of the charity and faith sector;

We focused on specific laws and regulations which we considered may have a direct material effect on the financial statements or the operations of the charity, the Charities Act 2011, taxation legislation, data protection, employment, environmental and health and safety legislation;

We assessed the extent of compliance with the laws and regulations identified above through making enquiries of management; and identified laws and regulations were communicated within the audit team regularly and the team remained alert to instances of non-compliance throughout the audit.

We assessed the susceptibility of the company's financial statements to material misstatement, including obtaining an understanding of how fraud might occur, by:

- making enquiries of management as to where they considered there was susceptibility to fraud, their knowledge of actual, suspected and alleged fraud;
- considering the internal controls in place to mitigate risks of fraud and non-compliance with laws and regulations; and
- testing controls with walk through procedures and substantive transaction testing;

To address the risk of fraud through management bias and override of controls, we:

- performed analytical procedures to identify any unusual or unexpected relationships; tested journal entries to identify unusual transactions;
- assessed whether judgements and assumptions made in determining any accounting estimates were indicative of potential bias;
- investigated the rationale behind significant or unusual transactions; and

In response to the risk of irregularities and non-compliance with laws and regulations, we designed procedures which included, but were not limited to:

- agreeing financial statement disclosures to underlying supporting documentation;
- reading the minutes of meetings of those charged with governance;
- enquiring of management as to actual and potential litigation and claims;
- reviewing correspondence with HMRC and relevant regulators such as the Charity Commisison

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

THE SOUTHOVER PARTNERSHIP

INDEPENDENT AUDITOR'S REPORT (CONTINUED)

TO THE TRUSTEES OF THE SOUTHOVER PARTNERSHIP

Use of our report

This report is made solely to the charity's trustees, as a body, in accordance with 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 trustees as a body, for our audit work, for this report, or for the opinions we have formed.



FJ Wilde (Senior Statutory Auditor)
for and on behalf of Warner Wilde Limited

26 May 2023
.....

Chartered Certified Accountants
Statutory Auditor

4 Marigold Drive
Bisley
Woking
Surrey
GU24 9SF

Warner Wilde Limited is eligible for appointment as auditor of the charity by virtue of its eligibility for appointment as auditor of a company under section 1212 of the Companies Act 2006.

THE SOUTHOVER PARTNERSHIP

STATEMENT OF FINANCIAL ACTIVITIES INCLUDING INCOME AND EXPENDITURE ACCOUNT FOR THE YEAR ENDED 31 AUGUST 2022

	Notes	Unrestricted funds 2022 £	Unrestricted funds 2021 £
<u>Income and endowments from:</u>			
Donations and legacies	3	500	33,791
Charitable activities	4	3,168,919	2,697,352
Other income	5	6,328	42,331
Total income		<u>3,175,747</u>	<u>2,773,474</u>
<u>Expenditure on:</u>			
Charitable activities	6	<u>2,922,204</u>	<u>2,914,585</u>
Net income/(expenditure) for the year/ Net movement in funds		253,543	(141,111)
Fund balances at 1 September 2021		<u>288,401</u>	<u>429,512</u>
Fund balances at 31 August 2022		<u><u>541,944</u></u>	<u><u>288,401</u></u>

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

All income and expenditure derive from continuing activities.

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

THE SOUTHOVER PARTNERSHIP

BALANCE SHEET

AS AT 31 AUGUST 2022

	Notes	2022 £	£	2021 £	£
Fixed assets					
Tangible assets	10		101,922		118,917
Current assets					
Debtors	11	1,111,480		762,149	
Cash at bank and in hand		181,906		243,179	
		<u>1,293,386</u>		<u>1,005,328</u>	
Creditors: amounts falling due within one year	12	<u>(853,364)</u>		<u>(835,844)</u>	
Net current assets			440,022		169,484
Total assets less current liabilities			<u>541,944</u>		<u>288,401</u>
Income funds					
Unrestricted funds			541,944		288,401
			<u>541,944</u>		<u>288,401</u>

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

The director acknowledges her responsibilities for complying with the requirements of the Companies Act 2006 with respect to accounting records and the preparation of financial statements.

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

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

25 May 2023

The financial statements were approved by the Trustees on



T H Chia
Trustee

Company registration number 10539109

THE SOUTHOVER PARTNERSHIP

STATEMENT OF CASH FLOWS

FOR THE YEAR ENDED 31 AUGUST 2022

	Notes	2022 £	£	2021 £	£
Cash flows from operating activities					
Cash absorbed by operations	17		(51,962)		(4,895)
Investing activities					
Purchase of tangible fixed assets		(9,311)		(33,004)	
Proceeds on disposal of tangible fixed assets		-		23,800	
Net cash used in investing activities			(9,311)		(9,204)
Net cash used in financing activities			-		-
Net decrease in cash and cash equivalents			(61,273)		(14,099)
Cash and cash equivalents at beginning of year			243,179		257,278
Cash and cash equivalents at end of year			181,906		243,179

THE SOUTHOVER PARTNERSHIP

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 AUGUST 2022

1 Accounting policies

Charity information

The Southover Partnership is a private company limited by guarantee incorporated in England and Wales. The registered office is Kingsbury Manor, 288 Kingsbury Road, Roe Green Park, London, NW9 9HA.

1.1 Accounting convention

The financial statements have been prepared in accordance with the charity's governing document, the Companies Act 2006, FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland" ("FRS 102") and the Charities SORP "Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)" (effective 1 January 2019). The charity is a Public Benefit Entity as defined by FRS 102.

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

The financial statements have been prepared under the historical cost convention. The principal accounting policies adopted are set out below.

1.2 Going concern

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

1.3 Charitable funds

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

Restricted funds are subject to specific conditions by donors as to how they may be used. The purposes and uses of the restricted funds are set out in the notes to the financial statements.

Endowment funds are subject to specific conditions by donors that the capital must be maintained by the charity.

1.4 Income

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

Cash donations are recognised on receipt. Other donations are recognised once the charity has been notified of the donation, unless performance conditions require deferral of the amount. Income tax recoverable in relation to donations received under Gift Aid or deeds of covenant is recognised at the time of the donation.

Legacies are recognised on receipt or otherwise if the charity has been notified of an impending distribution, the amount is known, and receipt is expected. If the amount is not known, the legacy is treated as a contingent asset.

1.5 Expenditure

Liabilities are recognised when either a legal or constructive obligation is identified.

Expenses include VAT where applicable as the company cannot reclaim it.

THE SOUTHOVER PARTNERSHIP

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2022

1 Accounting policies

(Continued)

1.6 Tangible fixed assets

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

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

Leasehold land and buildings	Over the life of the lease
Fixtures and fittings	10% straight line
Computers	3 years straight line
Motor vehicles	3years straight line

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

1.7 Impairment of fixed assets

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

1.8 Cash and cash equivalents

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

1.9 Financial instruments

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

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

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

Basic financial assets

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

THE SOUTHOVER PARTNERSHIP

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2022

1 Accounting policies

(Continued)

Basic financial liabilities

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

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

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

Derecognition of financial liabilities

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

1.10 Employee benefits

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

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

1.11 Retirement benefits

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

2 Critical accounting estimates and judgements

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

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

3 Donations and legacies

	Unrestricted funds	Unrestricted funds
	2022	2021
	£	£
Donations and gifts	500	31,994
Donated goods and services	-	1,797
	=====	=====

THE SOUTHOVER PARTNERSHIP

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

4 Charitable activities

	2022 £	2021 £
Fees generated from education services	3,168,919	2,697,352

5 Other income

	Unrestricted funds 2022 £	Unrestricted funds 2021 £
Net gain on disposal of tangible fixed assets	-	9,467
Other income	6,328	32,864
	<u>6,328</u>	<u>42,331</u>

6 Charitable activities

	Charitable Expenditure 2022 £	Charitable Expenditure 2021 £
Staff costs	2,187,625	2,130,987
Depreciation and impairment	26,305	38,011
Staff costs and DBS	72,642	51,629
Student educational materials, therapy and other costs	121,018	113,864
Premises costs	205,176	205,232
Software, licences and website costs	41,488	47,899
Exam costs	4,410	5,929
Legal fees	10,584	900
Insurances	28,065	33,965
	<u>2,697,313</u>	<u>2,628,416</u>
Share of support costs (see note 7)	213,619	272,968
Share of governance costs (see note 7)	11,272	13,201
	<u>2,922,204</u>	<u>2,914,585</u>

THE SOUTHOVER PARTNERSHIP

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

7 Support costs

	Support costs £	Governance costs £	2022 £	Support costs £	Governance costs £	2021 £
Staff costs	166,860	-	166,860	248,189	-	248,189
Office and administrative costs	31,736	-	31,736	24,779	-	24,779
Finance Management costs	15,023	-	15,023	-	-	-
Trustee meeting costs	-	3,272	3,272	-	3,303	3,303
Audit and accounts preparation costs	-	8,000	8,000	-	6,768	6,768
Charity set up costs	-	-	-	-	3,130	3,130
	<u>213,619</u>	<u>11,272</u>	<u>224,891</u>	<u>272,968</u>	<u>13,201</u>	<u>286,169</u>
Analysed between Charitable activities	<u>213,619</u>	<u>11,272</u>	<u>224,891</u>	<u>272,968</u>	<u>13,201</u>	<u>286,169</u>

Governance costs includes payments to the auditors of £7,068 (2020: £7,470) accrued for audit and accounts preparation fees including irrecoverable VAT.

8 Trustees

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

9 Employees

The average monthly number of employees during the year was:

	2022 Number	2021 Number
Administration and support	8	8
Teaching	95	104
Leadership	4	7
Total	<u>107</u>	<u>119</u>

THE SOUTHOVER PARTNERSHIP

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

9 Employees (Continued)

Employment costs	2022 £	2021 £
Wages and salaries	2,148,907	2,168,488
Social security costs	162,437	162,317
Other pension costs	43,141	48,371
	<u>2,354,485</u>	<u>2,379,176</u>

Key Management Personnel comprises the Senior Leadership Team. The total cost of Key Management Personnel for the year ended 31 August 2022 was £288,150 (2021: £337,714) including employer's national insurance and pension contributions.

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

	2022 Number	2021 Number
80,001 - 90,000	<u>1</u>	<u>1</u>

Contributions totalling £6,598 (2021: £1,018) were made to defined contribution pension schemes on behalf of employees whose emoluments exceed £60,000.

10 Tangible fixed assets

	Leasehold land and buildings £	Fixtures and fittings £	Computers £	Motor vehicles £	Total £
Cost					
At 1 September 2021	198,412	67,014	72,331	29,054	366,811
Additions	6,790	2,521	-	-	9,311
At 31 August 2022	<u>205,202</u>	<u>69,535</u>	<u>72,331</u>	<u>29,054</u>	<u>376,122</u>
Depreciation and impairment					
At 1 September 2021	89,438	45,282	46,721	29,054	210,495
Depreciation charged in the year	35,977	7,979	19,749	-	63,705
At 31 August 2022	<u>125,415</u>	<u>53,261</u>	<u>66,470</u>	<u>29,054</u>	<u>274,200</u>
Carrying amount					
At 31 August 2022	<u>79,787</u>	<u>16,274</u>	<u>5,861</u>	<u>-</u>	<u>101,922</u>
At 31 August 2021	<u>87,384</u>	<u>17,678</u>	<u>13,855</u>	<u>-</u>	<u>118,917</u>

THE SOUTHOVER PARTNERSHIP

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

10 Tangible fixed assets (Continued)

11 Debtors

	2022 £	2021 £
Amounts falling due within one year:		
Trade debtors	1,038,660	695,648
Other debtors	-	1,373
Prepayments and accrued income	72,820	65,128
	<u>1,111,480</u>	<u>762,149</u>

12 Creditors: amounts falling due within one year

	Notes	2022 £	2021 £
Other taxation and social security		22,888	33,255
Deferred income	13	690,506	731,063
Trade creditors		118,846	38,654
Other creditors		13,194	7,048
Accruals and deferred income		7,930	25,824
		<u>853,364</u>	<u>835,844</u>

13 Deferred income

	2022 £	2021 £
Other deferred income	<u>690,506</u>	<u>731,063</u>

Deferred income is included in the financial statements as follows:

	2022 £	2021 £
Deferred income is included within:		
Current liabilities	<u>690,506</u>	<u>731,063</u>

Movements in the year:

THE SOUTHOVER PARTNERSHIP

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

13 Deferred income

(Continued)

Deferred income at 1 September 2021	731,063	611,003
Released from previous periods	(731,063)	(611,003)
Resources deferred in the year	690,506	731,063
	<u>690,506</u>	<u>731,063</u>
Deferred income at 31 August 2022	<u>690,506</u>	<u>731,063</u>

14 Retirement benefit schemes

Defined contribution schemes

The charity operates a defined contribution pension scheme for all qualifying employees. The assets of the scheme are held separately from those of the charity in an independently administered fund.

The charge to profit or loss in respect of defined contribution schemes was £43,141 (2021 - £48,371).

15 Operating lease commitments

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

	2022 £	2021 £
Within one year	44,784	47,789
Between two and five years	169,567	134,351
In over five years	225,000	306,667
	<u>439,351</u>	<u>488,807</u>

16 Related party transactions

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

THE SOUTHOVER PARTNERSHIP

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

17	Cash generated from operations	2022 £	2021 £
	Surplus/(deficit) for the year	253,543	(141,111)
	Adjustments for:		
	Gain on disposal of tangible fixed assets	-	(9,467)
	Depreciation and impairment of tangible fixed assets	26,305	38,011
	Movements in working capital:		
	(Increase) in debtors	(349,330)	(38,191)
	Increase in creditors	58,077	25,803
	(Decrease)/increase in deferred income	(40,557)	120,060
	Cash absorbed by operations	<u>(51,962)</u>	<u>(4,895)</u>

18 Analysis of changes in net funds

The charity had no debt during the year.

19 Non-audit services provided by auditor

In common with many businesses of our size and nature we use our auditor to assist with the preparation of the financial statements.

Accounts

Charity registration number 1175243

Company registration number 10539109 (England and Wales)

THE SOUTHOVER PARTNERSHIP
ANNUAL REPORT AND FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2021

THE SOUTHOVER PARTNERSHIP

LEGAL AND ADMINISTRATIVE INFORMATION

Trustees	C Frankl J March J Kay J Moore C Sungu J Owen E Samarasinghe H Stephens T H Chia	(Appointed 26 May 2021) (Appointed 1 February 2022) (Appointed 16 November 2021) (Appointed 16 November 2021) (Appointed 16 November 2021)
-----------------	--	--

Charity number 1175243

Company number 10539109

Registered office
Kingsbury Manor
288 Kingsbury Road
Roe Green Park
London
NW9 9HA

Website www.southoverpartnership.com

PROFESSIONAL ADVISERS

Auditor
Warner Wilde Limited
4 Marigold Drive
Bisley
Woking
Surrey
GU24 9SF

Bankers
Lloyds Bank Plc
39 Threadneedle Street
London
EC2R 8AU

Solicitors
Martin Shepherd Solicitors LLP
753 High Road
North Finchley
London
N12 8LG

THE SOUTHOVER PARTNERSHIP

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Message from the Chair, Carol Frankl

The Southover Partnership has weathered a second challenging year and has focussed on developing our children and young people to learn and grow through lock downs and significant periods of remote teaching and learning. All our staff have again relentlessly focussed on providing consistency and support to them and their families.

Our students came back to face-to-face teaching at the beginning of the academic year. The staff and students were happy to be back on school premises, learning alongside each other once again. However, the pandemic worsened, & the school shut in December and all learning was transferred to on line learning. Once again, engagement was high using Microsoft Teams and our students' learning continued unabated. The students returned to school after the February half term and remained throughout the remainder of the academic year, despite high levels of staff and student absence.

Trustees were able to support the work of the school in many ways e.g., by raising funds to purchase laptops and internet access for our students in school (37%) who would otherwise have no access to online learning. We thank the members of IX who responded to our call for funds within 24 hours.

This has been a year of adaptation to ever changing and unpredictable circumstances in which the senior leadership team, led so ably by Dr Dayo Okunlola, worked very effectively with the trustee board to achieve yet again, outstanding outcomes for our students.

Outreach continued to face challenges as successive lockdowns completely stopped the work of tutors and support staff teaching in schools and pupils' homes. As the new academic year unfolded so opportunities to resume this vital work supporting children and young people unable to attend school, or whose complex needs required additional support in their school, opened up. Outreach continues to develop provision as educational opportunities reopen.

During this time, the trustee board has continued to grow and change. I thank them all. At the end of the academic year, Terry Nemko retired as our long-term treasurer and who had painstakingly introduced sound systems and gentle advice and was replaced by Vandita Chowdhury, another qualified accountant. We said goodbye to Richard Abrahams who sadly couldn't continue. Christiane Sunghu also joined the board, diversifying our skills base to include experience in law. These appointments lowered the age profile of the board while increasing its cultural diversity. At our annual summer strategic planning meeting, the board agreed to alter our Memorandum and Articles of Association to increase the number of trustees appointed from 7 to 12, with the objective of achieving 10 trustees in the forthcoming year. This move will enable the board to carry out our duties and statutory responsibilities more efficiently and effectively with a broader skills and experience mix. The subcommittee structure was strengthened to include a strategy group to oversee the future development of the school and the outreach service. Together, these subcommittees regularly held senior leaders to account as well as giving encouragement and support in tough times.

We learned in January of the retirement of our Executive Headteacher Dr Dayo Okunlola, as of the 31st August 2021. The trustees thank Dayo for 7 years of amazing leadership where he built and strengthened every aspect of the structure and performance of the Southover Partnership, leaving the organisation in excellent shape. The trustees were delighted to appoint Merushka Hansraj as the new Executive Headteacher in May 2021, who took up her post on September 1st after a careful handover and induction during the summer term.

I set up Southover in 1994 and it has nurtured 100s of young lives who might otherwise have faltered. It is now time for others to carry on. As we publish our report in Spring 2022, I am delighted to tell you that we have appointed a new Chair, Jo Owen OBE who will take over from myself due to my retirement on March 31st 2022. Jo's wide experience in governance and leadership as a published author and chairmanship in the voluntary sector means that I am sure the Southover Partnership will thrive during the forthcoming years. Watch this space.

Carol Frankl, Chair of Trustees, 31 March 2022

Carol Frankl

TRUSTEES' REPORT (INCLUDING DIRECTOR'S REPORT) FOR THE YEAR ENDED 31 AUGUST 2021

The trustees present their annual report and financial statements for the year ended 31 August 2021. The financial statements have been prepared in accordance with the accounting policies set out in note 1 to the financial statements and comply with the charity's governing document, the Companies Act 2006 and "Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)" (effective 1 January 2019).

Summary and purpose of charity

The Southover Partnership was initially incorporated as The Southover Foundation on 23 December 2016 and subsequently changed its name to its current form on 27 October 2017.

Objectives and activities

The Southover Partnership is a multi-faceted educational organisation whose goal is to provide relentless care and give all children a future through education.

The objects of the charity are the advancement of education in the United Kingdom for the public benefit of children and young adults with special education needs between the ages of 5 and 19:

1. by providing educational services of all types within schools of all types and at home
2. by training teachers and educationalists in a range of specialist skills and techniques and
3. in such other ways as the Trustees see fit from time to time

Our vision

To motivate and support staff, pupils and the wider community to realise their dreams, through inspirational learning and teaching, making a difference at every point of our engagements.

Our mission

The Southover Partnership's mission is to be the best and most respected provider of special educational needs (SEN) advice and support, with every one of our services underpinned by the highest expectations, giving all children a sense of security and belonging in a warm and nurturing environment, enabling them to achieve.

What we stand for

We are passionate about inspiring and empowering everyone in our community by:

- Embracing individuality
- Encouraging growth
- Striving for achievement for everyone
- Providing a physically and emotionally safe and secure environment

The trustees have paid due regard to guidance issued by the Charity Commission in deciding what activities the charity should undertake to meet our students' needs and the challenges imposed by Covid-19.

Report of the Executive Headteacher, Merushka Hansraj

I joined The Southover Partnership Team as Executive Headteacher in September 2021, following the retirement of my predecessor after 7 years of Headship, and a Head of School who had been with Southover for 17 years. I inherited a dedicated team, committed to the relentless care and support of our students, regardless of their own personal circumstances during a very challenging period in humanity's history.

We have worked collaboratively to restructure the office team for more efficient functioning by consolidating 4 part-time roles into 2 full time roles. Whilst recruitment in Education continues to be a challenge, we have secured 2 Heads of School and a Head of Outreach by screening very carefully and only appointing staff we conclude are the right people for specific roles, without compromise. Our students' needs are highly complex and it is imperative that we recruit staff who share our passionate commitment to our students' success.

The Southover Partnership has 40 students on roll in school supported by 70 staff. 27 students are accessing Home Tuition and 4 students receive in-school support via The Southover Partnership Outreach Service.

An OFSTED Inspection in December 2021 re-affirmed that both Teaching and Learning, and Personal Development is Outstanding under the new OFSTED Framework, recognising and quality assuring the significant improvements made since the last inspection.

Outcomes for the Academic Year 2020/2021 have continued on the thread of consistently Outstanding progress.

Student Results Outcomes August 2021

1. External Examinations: Attainment (91 entries in total)

AS/A2/other L3

1 Student: Achieved two A Levels at grade B and Merit in a L3 Cambridge Technical qualification.

GCSE Results

17 GCSEs were taken, 100% passed at grades 9 -1 and 76% of grades were passes at grades 9-4 and 59% at grades 9-5. Apart from English Language and Mathematics, subjects taken included Combined Science Trilogy, Art and Design, English Literature and Physics.

Other Results

Accreditations were also gained through Cambridge Technical Certificate (Level 3), BTEC Levels 1 and 2, Advanced Diplomas, Functional Skills Level 1, AQA Unit Award Scheme, NCFE qualifications, Arts Council Award and Entry Level qualifications.

2. External Examinations: Progress

Summary - all subjects:

Exam Entries <i>*(not number of students)</i>	Attaining below indicative progression grade/level	Attaining at indicative progression grade/level	Attaining beyond indicative progression grade/level:	Attaining at indicative progression grade/level or above
91	10	70	12	82
	11%	76%	13%	89%

Summary -GCSEs:

Attaining below indicative progression grade/level	Attaining at indicative progression grade/level	Attaining beyond indicative progression grade/level:	Attaining at indicative progression grade/level or above
4	6	7	13
24%	35%	41%	76%

Progress GCSE by subject

Level	Exam Board	Subject	below	at	above	at + above
GCSE	Edexcel	Maths	3	3	2	5
GCSE	AQA	English Language	0	0	2	2
GCSE	Edexcel	Art & Design	0	0	3	3
GCSE	AQA	English Literature	0	1	0	1
GCSE	AQA	Combined Science - Trilogy	0	2	0	2
GCSE	AQA	Physics	1	0	0	0
Totals			4	6	7	13
%			24%	35%	41%	
at indicative progression grade/level or above (%)						76%

3. Destinations

All 6 leavers are going on to further education.

	Destinations		NEET/not confirmed	Total
	HE or training	Employment		
Normal Leaving age/ end of Key stage	6	0	0	6

We are all exceptionally proud of the achievements of all our students, and recognise the efforts of all staff to make these successes a reality. These achievements ultimately improve the life chances of each student and sets them on a path to an even greater chance of future success.

Updated School Priorities

Typically, pupils placed with us have had significantly disrupted educational histories - our aim is to inspire and empower every young person to flourish. To achieve this,

- Our work at Southover is underpinned by the principles of attachment theory.
- Our intent is to provide a curriculum and education experience that aims to:
 - Reset for security,
 - Recover for wellbeing,
 - Rebuild for learning and
 - Relaunch for successful adulthood

Our School Development priorities are:

Quality of Education:

- Improve current curriculum offered to incorporate a flexible pupil-led and project-base pathway linked to EHCP outcomes;
- Establish systems that enable accurate **judgments** to be made about how well pupils are learning and progressing and the impact of provision.

Behaviour:

- Refine the school's therapeutic offer so that all pupils are more ready to engage in learning.
- Develop consistency in policy, procedure and practices across all three sites.

Personal Development:

- Embed work done on SEND Gatsby benchmark across curriculum to ensure all pupils have equal access careers education information and guidance (CEIAG) and that they are well prepared for transitions and life after Southover.

Leadership and Management:

- Develop a staff leadership and CPD model to ensure effective delivery of curriculum for both school and outreach services.
- Meet the challenges of recruiting qualified teachers in identified subject areas through partnership of the TES Institute Straight to Teaching Programme.
- Expand provision for securing staff wellbeing including workload management especially in light of the restructuring.
- Trustees agree priorities for and programme for further developing the governance of the organisation to an outstanding level.
- Five-year strategic plan to include future efficiencies and expansion of school and outreach.

A selection of what others who know us well say about us

Southover Students

'It's a good place here, I get a lot of help and I've made lots of friends.'

'School is fun and the teachers are really friendly.'

'I enjoy PE and woodwork best, Those lessons are especially fun.'

'I like doing lessons and my favourite lunch time club is singing and dancing.'

Southover Parents

'We as parents are so happy with the specialism and passionate determination of the staff at Southover. The staff all work collaboratively for the best outcomes for G communicating with me and my husband to support his social emotional and communication issues and helping him to build up achievements to help him progress into adulthood and success in education.'

The curriculum is built on social development and the school's experience with Autism and attachment principles have helped him settle and concentrate on learning which is fantastic.

The staff I feel are the key to G's success as they all seem to be aware of the needs of all the pupils and this must give them a feeling of being accepted and appreciated which is a great combination.

We are very happy with all aspects of this school. We are hoping for a positive transition to college with a split placement which is a unique and supportive way to continue the continuity of safety and care which is offered.

His key worker has been incredible with G and it has helped that he is young and male. He has had very personalised dedicated support which is not found in other schools which has aided his progression. Thanks to everyone for your continued support.'

I would like to begin to say how greatly appreciate the effort and support I've always received from the school over the years.

I've found C has learn to be independent and manage to open up and trust others. This could only happen due to the hard work of V and the team. The role of the school is to guide and help the kids to grow and develop in

their unique skills and I found the school has done that for C and stood by him when he did find it difficult to come in.

I'm all praise for the hard work all the team has put in. All the best.'

Southover Staff

'The Southover Partnership is a great place to work at. Since I started the role as a TA, I was well informed and I knew exactly what I had to do. Colleagues are very supportive, friendly and maintain positive attitude and strive for improvement. They are respectful, professional and are amazing team workers.'

'The most enjoyable part of the job is seeing students improving their learning skills, knowledge and thinking about their career, or university choices... Also, ensuring that students feel valued and are given praise and encouragement. Furthermore, this school has high expectations of students and develop their attitudes and self- belief through appropriate challenges; encouraging the participation of all students in the curriculum and social life of the school.'

'It is truly rewarding to see how the effort our team puts in is making a difference to our students' school experience. They are more than capable of achieving great things and we are so glad that we are able to facilitate this. Whether that be through their educational needs, being someone to confide in or have a laugh with. '

'I enjoy working for Southover and love the idea of providing the children the same type of education that young people get in mainstream schools. I love to feel that I can work in a setting where I am content and supported by my colleagues. It creates an environment where we can make a positive contribution to our students' education.'

'I am extremely proud of being a part of the Southover Partnership team. The Southover Partnership a place that truly promotes inclusion, celebrates differences and provides high quality education by removing our learnings barriers.'

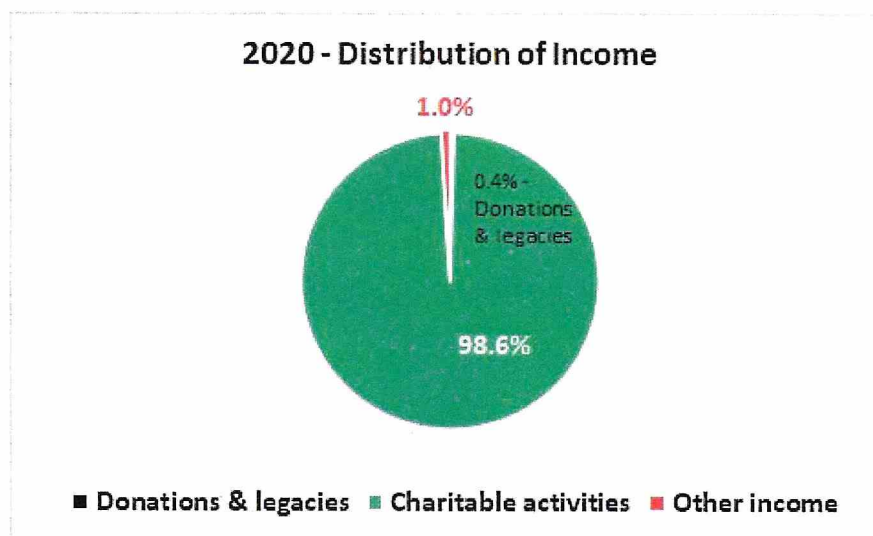
Action Required

Suggest we adopt this format as the report is somewhat like an operational review in a corporate context. If agreeable, then Merushka will have to provide the write-up for the report.

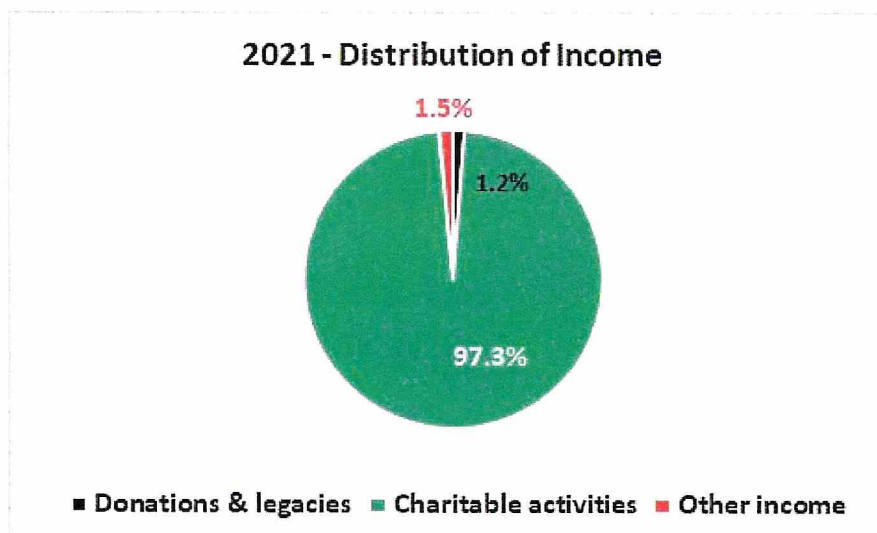
Financial review

It is the policy of the charity that unrestricted funds which have not been designated for a specific use should be maintained at a level equivalent to between three and six months of net expenditure. The trustees considers that reserves at this level will ensure that, in the event of a significant drop in funding, they will be able to continue the charity's current activities while consideration is given to ways in which additional funds may be raised. This level of reserves has been maintained throughout the year.

The year 2020/21 continued to post financial challenges to businesses due to Covid-19 with new variants.



Despite the uncertainties and challenges brought about by Covid-19, the Southover Partnership recorded about 5% drop in income from £2.87m to £2.77m in school year 2019/20 and 2020/21 respectively. For the corresponding periods, the resulting net income decreased from a profit of £13,398 to a loss of £141,111, which was covered by the reserves that Southover had prudently built up over the years.



The main sources of income are generated from its teaching activities which recorded a 3% drop from £2.83m to £2.70m in the years 2019/20 and 2020/21 respectively. The School continued with its agile management of its on-site and off-site curriculum access and in particular its Home Tuition Services.

The expenditures of charitable activities were about 90% of the total expenditures for each of the respective years. The total staff costs improved slightly by 0.5% vs the total costs from £2.43m in 2020 to £2.39m in 2021. Correspondingly, for the same period, the percentages against the total incomes improved by 3.5%. To ensure that the schools at the three sites namely Kingsbury Manor, Hutton Grove (Finchley Progressive Synagogue) and Southgate (Progressive Synagogue) are safe and reliable, Southover spent £0.21m in 2021 compared with £0.17m in the associated premises costs.

Reserves and financial health

The unrestricted funds, held as reserves decreased by 32.9% from £0.43m in 2020 to £0.29m in 2021. This was used to cover the loss incurred in 2021 as a consequence of the Covid-19 pandemic.

Over the same period, the total current assets increased by 2.5% to £1.0m from £0.98m. There is a cover of 2 of reserves in the form of unrestricted over the net income and endowment. Given the good credit-worthiness of its creditors, the diligence in invoicing and the monitoring payments, the school is able to maintain its financial health. In addition to this, Southover is also actively managing its expenditure, implementing cost-cutting measures where appropriate and building its reserves.

The Trustees assisted by the School's Senior Leadership Team monitor the reserves and the cash flows in addition to ensuring that all spendings are within the approved budget.

The Trustees have assessed the major risks to which the charity if exposed, and are satisfied that systems are in place to mitigate exposure to the major risks.

Structure, governance and management

The Charity is a company limited by guarantee without share capital.

The Trustees are the directors of The Southover Partnership. The following Trustees have served throughout the year except where indicated:

C Frankl
J March
M Nemko (date of termination 31 August 2021)
R Abrahams (date of termination 23 June 2021)
C Sungu (date of appointment 26 May 2021)
V Chowdhary (date of appointment 28 May 2021)
J Kay
J Moore

For the purpose of the signing of this report, the following Trustee appointments should be noted:

J Owen (date of appointment 1 February 2022)
T H Chia (date of appointment 16 November 2021)

None of the Trustees has any beneficial interests in the company. All the Trustees are members of the company and guarantee to contribute £1 in the event of a winding up.

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

The Finance and Governance Committee assist the Board of Trustees in some of the Finance and Governance matters. Collectively, they maintain an oversight of the governance and management of the School by its Executive Headteacher and the Senior Leadership Team to ensure the smooth running of Southover.

Auditor

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

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



J Owen
Chair, Board of Trustees

Date: 31 May 2022

THE SOUTHOVER PARTNERSHIP

STATEMENT OF TRUSTEES' RESPONSIBILITIES

FOR THE YEAR ENDED 31 AUGUST 2021

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

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

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

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

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

THE SOUTHOVER PARTNERSHIP

INDEPENDENT AUDITOR'S REPORT

TO THE TRUSTEES OF THE SOUTHOVER PARTNERSHIP

Opinion

We have audited the financial statements of The Southover Partnership (the 'charity') for the year ended 31 August 2021 which comprise the statement of financial activities, the balance sheet, the statement of cash flows and notes to the financial statements, including significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 *The Financial Reporting Standard applicable in the UK and Republic of Ireland* (United Kingdom Generally Accepted Accounting Practice).

In our opinion, the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 August 2021 and of its incoming resources and application of resources, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the *Auditor's responsibilities for the audit of the financial statements* section of our report. We are independent of the charity in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

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

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

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

Other information

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

We have nothing to report in this regard.

THE SOUTHOVER PARTNERSHIP

INDEPENDENT AUDITOR'S REPORT (CONTINUED)

TO THE TRUSTEES OF THE SOUTHOVER PARTNERSHIP

Matters on which we are required to report by exception

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

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

Responsibilities of trustees

As explained more fully in the statement of trustees' responsibilities, the trustees, who are also the directors of the charity for the purpose of company law, are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error. In preparing the financial statements, the trustees are responsible for assessing the charity's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to liquidate the charitable company or to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements

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

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

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

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

Use of our report

This report is made solely to the charity's trustees, as a body, in accordance with 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 trustees as a body, for our audit work, for this report, or for the opinions we have formed.



FJ Wilde
Senior Statutory Auditor
For and on behalf of Warner Wilde Limited

Chartered Certified Accountants
Statutory Auditor

31 May 2022
.....

4 Marigold Drive
Bisley
Surrey GU24 9SF

Warner Wilde Limited is eligible for appointment as auditor of the charity by virtue of its eligibility for appointment as auditor of a company under section 1212 of the Companies Act 2006.

THE SOUTHOVER PARTNERSHIP

STATEMENT OF FINANCIAL ACTIVITIES INCLUDING INCOME AND EXPENDITURE ACCOUNT

FOR THE YEAR ENDED 31 AUGUST 2021

	Notes	Unrestricted funds 2021 £	Total period 2020 £
<u>Income and endowments from:</u>			
Donations and legacies	3	33,791	11,625
Charitable activities	4	2,697,352	2,832,860
Other income	5	42,331	27,653
Total income		2,773,474	2,872,138
<u>Expenditure on:</u>			
Charitable activities	6	2,914,585	2,858,740
Net (expenditure)/income for the year/ Net movement in funds		(141,111)	13,398
Fund balances at 1 September 2020		429,512	416,114
Fund balances at 31 August 2021		288,401	429,512

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

All income and expenditure derive from continuing activities.

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

BALANCE SHEET

		2021	2020
	Notes	£	£
Fixed assets			
Tangible assets	10	118,917	138,256
Current assets			
Debtors	11	762,149	723,959
Cash at bank and in hand		243,179	257,278
		<u>1,005,328</u>	<u>981,237</u>
Creditors: amounts falling due within one year	12	(835,844)	(689,981)
		<u>169,484</u>	<u>291,256</u>
Total assets less current liabilities		<u>288,401</u>	<u>429,512</u>
Income funds			
Unrestricted funds		288,401	429,512
		<u>288,401</u>	<u>429,512</u>

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THE SOUTHOVER PARTNERSHIP

STATEMENT OF CASH FLOWS

FOR THE YEAR ENDED 31 AUGUST 2021

	Notes	2021 £	£	2020 £	£
Cash flows from operating activities					
Cash absorbed by operations	17		(4,894)		(24,396)
Investing activities					
Purchase of tangible fixed assets		(33,004)		(6,491)	
Proceeds on disposal of tangible fixed assets		(14,660)		-	
Net cash used in investing activities			(47,664)		(6,491)
Net cash used in financing activities			-		-
Net decrease in cash and cash equivalents			(52,558)		(30,887)
Cash and cash equivalents at beginning of year			257,278		288,164
Cash and cash equivalents at end of year			243,179		257,278

THE SOUTHOVER PARTNERSHIP

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 AUGUST 2021

1 Accounting policies

Charity information

The Southover Partnership is a private company limited by guarantee incorporated in England and Wales. The registered office is Kingsbury Manor, 288 Kingsbury Road, Roe Green Park, London, NW9 9HA.

1.1 Accounting convention

The financial statements have been prepared in accordance with the charity's governing document, the Companies Act 2006, FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland" ("FRS 102") and the Charities SORP "Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)" (effective 1 January 2019). The charity is a Public Benefit Entity as defined by FRS 102.

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

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

1.2 Going concern

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

1.3 Charitable funds

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

Restricted funds are subject to specific conditions by donors as to how they may be used. The purposes and uses of the restricted funds are set out in the notes to the financial statements.

Endowment funds are subject to specific conditions by donors that the capital must be maintained by the charity.

1.4 Income

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

Cash donations are recognised on receipt. Other donations are recognised once the charity has been notified of the donation, unless performance conditions require deferral of the amount. Income tax recoverable in relation to donations received under Gift Aid or deeds of covenant is recognised at the time of the donation.

Legacies are recognised on receipt or otherwise if the charity has been notified of an impending distribution, the amount is known, and receipt is expected. If the amount is not known, the legacy is treated as a contingent asset.

1.5 Expenditure

Liabilities are recognised when either a legal or constructive obligation is identified.

Expenses include VAT where applicable as the company cannot reclaim it.

THE SOUTHOVER PARTNERSHIP

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2021

1 Accounting policies

(Continued)

1.6 Tangible fixed assets

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

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

Leasehold land and buildings	Over the life of the lease
Fixtures and fittings	10% straight line
Computers	3 years straight line
Motor vehicles	3years straight line

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

1.7 Impairment of fixed assets

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

1.8 Cash and cash equivalents

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

1.9 Financial instruments

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

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

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

Basic financial assets

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

THE SOUTHOVER PARTNERSHIP

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2021

1 Accounting policies

(Continued)

Basic financial liabilities

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

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

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

Derecognition of financial liabilities

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

1.10 Employee benefits

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

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

1.11 Retirement benefits

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

2 Critical accounting estimates and judgements

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

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

3 Donations and legacies

	Unrestricted funds	Unrestricted funds
	2021	2020
	£	£
Donations and gifts	31,994	11,625
Donated goods and services	1,797	-
	<u> </u>	<u> </u>

THE SOUTHOVER PARTNERSHIP

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2021

4 Charitable activities

	2021 £	2020 £
Sales within charitable activities	2,697,352	2,832,860

5 Other income

	Unrestricted funds 2021 £	Unrestricted funds 2020 £
Net gain on disposal of tangible fixed assets	9,467	-
Other income	32,864	27,653
	<u>42,331</u>	<u>27,653</u>

6 Charitable activities

	Charitable Expenditure 2021 £	Charitable Expenditure 2020 £
Staff costs	2,130,987	2,111,433
Depreciation and impairment	38,011	38,653
Staff costs and DBS	51,629	37,946
Student educational materials, therapy and other costs	113,864	139,745
Premises costs	205,232	163,877
Software, licences and website costs	47,899	39,257
Exam costs	5,929	3,785
Legal fees	900	14,761
Insurances	33,965	30,101
	<u>2,628,416</u>	<u>2,579,558</u>
Share of support costs (see note 7)	272,968	267,908
Share of governance costs (see note 7)	13,201	11,274
	<u>2,914,585</u>	<u>2,858,740</u>

THE SOUTHOVER PARTNERSHIP

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2021

7 Support costs

	Support costs £	Governance costs £	2021 £	Support costs £	Governance costs £	2020 £
Staff costs	248,189	-	248,189	219,212	-	219,212
Office and administrative costs	24,779	-	24,779	48,095	-	48,095
Marketing and advertising	-	-	-	601	-	601
Trustee meeting costs	-	3,303	3,303	-	1,094	1,094
Audit and accounts preparation costs	-	6,768	6,768	-	7,470	7,470
Charity set up costs	-	3,130	3,130	-	2,710	2,710
	<u>272,968</u>	<u>13,201</u>	<u>286,169</u>	<u>267,908</u>	<u>11,274</u>	<u>279,182</u>
Analysed between Charitable activities	<u>272,968</u>	<u>13,201</u>	<u>286,169</u>	<u>267,908</u>	<u>11,274</u>	<u>279,182</u>

Governance costs includes payments to the auditors of £7,068 (2020: £7,470) accrued for audit and accounts preparation fees including irrecoverable VAT.

8 Trustees

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

9 Employees

The average monthly number of employees during the year was:

	2021 Number	2020 Number
Administration and support	8	6
Teaching	104	99
Leadership	7	7
Total	<u>119</u>	<u>112</u>

THE SOUTHOVER PARTNERSHIP

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2021

9	Employees	(Continued)	
	Employment costs	2021 £	2020 £
	Wages and salaries	2,168,488	2,125,019
	Social security costs	162,317	164,094
	Other pension costs	48,371	41,532
		<u>2,379,176</u>	<u>2,330,645</u>

Key Management Personnel comprises the Senior Leadership Team, the total cost of Key Management Personnel for the year ended 31 August 2021 was £337,714 (2020: £375,604) including employer's national insurance and pension contributions.

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

	2021 Number	2020 Number
70,001 - 80,000	-	1
80,001 - 90,000	1	-
	<u>1</u>	<u>1</u>

Contributions totalling £1,018 (2020: £nil) were made to defined contribution pension schemes on behalf of employees whose emoluments exceed £60,000.

THE SOUTHOVER PARTNERSHIP

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2021

10 Tangible fixed assets

	Leasehold land and buildings	Fixtures and fittings	Computers	Motor vehicles	Total
	£	£	£	£	£
Cost					
At 1 September 2020	182,992	67,014	54,747	29,054	333,807
Additions	15,420	-	17,584	-	33,004
At 31 August 2021	198,412	67,014	72,331	29,054	366,811
Depreciation and impairment					
At 1 September 2020	89,438	45,282	46,721	52,570	234,011
Depreciation charged in the year	21,590	4,054	11,755	611	38,010
Eliminated in respect of disposals	-	-	-	(24,127)	(24,127)
At 31 August 2021	111,028	49,336	58,476	29,054	247,894
Carrying amount					
At 31 August 2021	87,384	17,678	13,855	-	118,917
At 31 August 2020	93,554	21,731	8,027	14,944	138,256

11 Debtors

	2021	2020
	£	£
Amounts falling due within one year:		
Trade debtors	695,648	680,418
Other debtors	1,373	1,373
Prepayments and accrued income	65,128	42,168
	762,149	723,959

12 Creditors: amounts falling due within one year

	Notes	2021	2020
		£	£
Other taxation and social security		33,255	31,933
Deferred income	13	731,063	611,003
Trade creditors		38,654	19,136
Other creditors		7,048	6,137
Accruals		25,824	21,772
		835,844	689,981

THE SOUTHOVER PARTNERSHIP

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2021

13 Deferred income

	2021 £	2020 £
Other deferred income	731,063	611,003

Deferred income is included in the financial statements as follows:

	2021 £	2020 £
Deferred income is included within:		
Current liabilities	731,063	611,003
Movements in the year:		
Warning! Figures do not agree by:	120,060	130,600

14 Retirement benefit schemes

Defined contribution schemes

The charity operates a defined contribution pension scheme for all qualifying employees. The assets of the scheme are held separately from those of the charity in an independently administered fund.

The charge to profit or loss in respect of defined contribution schemes was £48,371 (2020 - £41,532).

15 Operating lease commitments

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

	2021 £	2020 £
Within one year	47,789	58,034
Between two and five years	134,351	163,005
In over five years	306,667	346,667
	488,807	567,706

16 Related party transactions

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

THE SOUTHOVER PARTNERSHIP

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2021

17 Cash generated from operations	2021 £	2020 £
(Deficit)/surplus for the year	(141,111)	13,398
Adjustments for:		
Gain on disposal of tangible fixed assets	(9,467)	-
Depreciation and impairment of tangible fixed assets	38,011	38,653
Movements in working capital:		
(Increase) in debtors	(38,190)	(195,904)
Increase/(decrease) in creditors	25,803	(11,143)
Increase in deferred income	120,060	130,600
Cash absorbed by operations	<u>(4,894)</u>	<u>(24,396)</u>
18 Analysis of changes in net funds		
The charity had no debt during the year.		

Accounts

Charity Registration No. 1175243

Company Registration No. 10539109 (England and Wales)

THE SOUTHOVER PARTNERSHIP
ANNUAL REPORT AND FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2020

THE SOUTHOVER PARTNERSHIP

LEGAL AND ADMINISTRATIVE INFORMATION

Trustees	C Frankl J March M Nemko R Abrahams J Kay J Moore	(Appointed 11 February 2020) (Appointed 22 May 2020) (Appointed 22 May 2020)
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Charity number 1175243

Company number 10539109

Registered office Kingsbury Manor
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London
NW9 9HA

Website www.southoverpartnership.com

PROFESSIONAL ADVISERS

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Bankers Lloyds Bank Plc
39 Threadneedle Street
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Solicitors Martin Shepherd Solicitors LLP
753 High Road
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THE SOUTHOVER PARTNERSHIP

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Message from the Chair, Carol Frankl

I am so proud of the way that Southover school, outreach services and the central support team have weathered the pandemic up until now. Staff have relentlessly focused on our children, young people and their families to ensure their education would be a consistent and positive experience through these devastating times.

We began the year with ambitious plans to build on the restructure of the previous year. Working with the executive headteacher, Dayo Okunlola, and his senior team, we initiated an ambitious programme of strategic development to meet the needs of more young people in London. These plans were temporarily overtaken by COVID-19 when we adapted our education provision to providing 100% of teaching and learning online for all our children and young people, all within a period of 2 weeks over the Easter holidays, 2020. We emerged into a virtual world where teachers and support staff anchored their pupils and families through regular contact and inspirational lessons using Microsoft Teams; achieving an average of 86% engagement. In June, we were able to see our students in person again. An unexpected consequence of this is our 'blended learning' offer will remain a staple of our provision into the future.

In the face of these challenges, the outcomes for our students at the end of the academic year were brilliant. The Trustees would like to congratulate the students again and thank all staff for maintaining such a high engagement in online learning to achieve such strong outcomes.

During the year, we said goodbye to two Trustees, Andrew Pereira and Anna Smakowska who contributed a great deal to our Board. They have been replaced by 3 new Trustees, Richard Abrahams, Joann Moore and Jeff Kay who have already brought a broad range of new skills, experience and expertise to strengthen our board. They bring exceptional expertise from the commercial, finance & governance and SEND sectors

The Trustee subcommittees, created last year, have played a crucial role in challenging senior leaders to improve our offer and, latterly, in their implementation of the ever-evolving government COVID guidance documents, adjusting provision to meet new requirements. The new Board is already working together as a forceful team to support all aspects of Southover's work.

We have learned so many lessons from the events of this extraordinary year: especially the importance of communication and planning at all levels and the ability to adapt at short notice. From September 2020, we picked up our work with the 5-year strategic plan and are looking forward to agreeing an implementation plan over the coming year.

Finally, and most importantly, the Trustees offer condolences to those families of staff and students who lost loved ones and we wish a speedy recovery for those who have fallen ill.



Carol Frankl, Chair of Trustees, September 2019

Summary and purpose of the charity

The Southover Partnership charity was registered on October 29th 2017 & established on January 1st 2018. The charity is also a company limited by guarantee.

Objectives and activities

The objects for which the Charity is established are the advancement of education in the United Kingdom for the public benefit of children with special educational needs between the ages of 5 and 19:

- (i) by providing educational services of all types both within schools of all types and at home;
- (ii) by training teachers and educationalists in a range of specialist skills and techniques; and
- (iii) in such other ways as the Directors see fit from time to time.

Our aims

The Southover Partnership is a charity that provides education for children and young people with special educational needs in our own school and, through our thriving Outreach Service which provides tailored one-to-one and group tuition in mainstream schools or at home commissioned by schools or local authorities. We work with children between the ages of 5-19. Our school aims to meet the needs of 11-19 year olds with autism, complex SEND and social, emotional and mental health issues. The school is based on three School Sites, Hutton Grove in N12, Southgate in N14 and Kingsbury in NW9, and the outreach services work across 12 Greater London Authorities.

Our values

The Trustees worked together to further refine the vision and values of the new charity in 2020, and agreed they will seek to ensure the Southover Partnership is committed to inclusion; and will

- Provide **relentless care**; where staff and students feel safe and secure and trust each other, in an environment of consistent support
- Provide **leadership** which understands when and how to make a change; encourages challenge and development in the organisation; and is comfortable with being able to ask questions and to challenge practice
- Make a positive **impact** on every child and young person who comes into contact with the Partnership
- Enable children and young people to achieve the best **outcomes** from their education health care plans, social and emotional development and academic studies.
- Provide an **experience** which will be transformational and inspirational and aspirational for others
- Take **pride** in its work and achievements.
- All staff to feel **proud** to work for Southover, feel valued and supported, and know staff views are listened to.
- Enable everyone associated with the organisation to make a contribution and everyone understands the **difference** s/he makes
- Work in close **partnership** with families, children and young people, schools, local agencies and the community; consulting and listening closely at all times
- Use all its **resources efficiently and effectively** and seek to increase the pool of resources

Report of the Executive Headteacher, Dayo Okunlola

I am as proud as Carol of the way that Southover school, outreach services and the central support team have weathered the COVID-19 pandemic up until now and in particular of the exceptionally high level of provision and support provided to our students and families through lockdown and beyond.

The school and outreach have been able to provide full curriculum access including therapies, as well as support for families via our virtual learning platform with an average engagement of 86%. Staff have been outstandingly cooperative, dedicated and professional throughout, while often coping with personal experiences of loss and trauma. I thank them all.

Regardless of COVID, 2019-20 has been another successful year. The school had 37 pupils aged 11 - 19 on roll supported by 60 teaching and learning staff, while the Outreach Service supported 40 pupils in Education Other Than at School as well as providing staff support in 8 mainstream schools. We were able to introduce blended, directed & appropriate remote and face to face learning across the organisation to all our pupils at speed.

Outcomes once again confirmed Ofsted's judgement that: *"Pupils' outcomes are outstanding. From typically low starting points, pupils make very strong progress over time. This is especially impressive considering the range of complex needs the majority of pupils have, and the disrupted educational histories that most have experienced"*

GCSE English and Mathematics National Comparison 2020:

	Percentage of pupils who achieved grade 9-5 (English and maths)	Percentage of pupils who achieved grade 9-4 (English and maths)	Percentage of pupils who achieved any passes at GCSE or equivalent (all subjects)
Southover Partnership School	30	46	100
All state-funded special schools	0.4	1.2	28.1
Alternative provision including academy and free school alternative provision and pupil referral units	1.6	4.5	58.1
Non-maintained special schools	2.4	5.5	38.6
All special schools	1.0	2.4	33.2

Other Results

Accreditations were also gained through Cambridge Technical Certificate (Level 3), Cambridge National Award, Btec Levels 1 and 2, Advanced Diplomas, Functional Skills Levels 1 and 2, NCFE qualifications, City & Guilds, Arts Council Award and Entry Level qualifications.

We are especially proud that, once again, all leavers from the school moved on to further education or training. 100 % of students supported by the Outreach Service on home tuition made a successful transition into mainstream schools or our school and are still on roll in these settings.

Updated priorities

Typically, pupils placed with us have had significantly disrupted educational histories - our aim is to inspire and empower every young person to flourish. To achieve this,

- Our work at Southover is underpinned by the principles of [attachment theory](#).
- Our intent is to provide a curriculum and education experience that aims to:
 - *Reset for security,*
 - *Recover for wellbeing,*
 - *Rebuild for learning and*
 - *Relaunch for successful adulthood*

In response to our experience of provision under COVID-19 circumstances, there will be many students who have required a phased re-entry and the initial focus for all students will be on

- establishing emotional confidence and resilience
- identifying gaps resulting from the lockdown and adjusting personalised curricula to bridge the gaps
- re-energising our work on the Development Plan to include positives from remote learning
- building a Strategic Plan – work will continue while taking implications of managing COVID into account
- ensuring OFSTED and Independent Schools Standards compliance and readiness does not slip.

These priorities will be approached with the wellbeing of the Senior Leadership Team and staff in mind as they remain our greatest asset.

I am confident that between us, the Trustees, staff, our external partners and the families we work with, we will achieve our aims and Southover will continue as a leader in the field of SEN and celebrated for outstanding outcomes based on our bedrock of attachment theory, relentless care and challenge. We are committed to sustaining Ofsted's assertion that "Leaders relentlessly focus on ensuring that pupils are at the centre of everything that happens at the school. As a result, they have ensured that the quality of provision is outstanding".

A selection of what others who know us well say about us

Southover Pupils

"To all my former teachers: Thank you for everything that you have done for me, I know that full well if I hadn't listened to any of you or respected you, I wouldn't be sitting in this chair at this college with an amazing course and job. Thank you all, you have changed me for the better."

"Thank you so much for everything you have done to get me here, thank you for all your help and support for me and my family."

"I don't know what I would have done without the Southover Partnership School – I would never have achieved what I have."

"They will always ask how your day is, and if you are OK, and if you are not OK then I know I can talk to them, because they understand and they don't really judge you... they are just, like, if you are doing this, then you may need help doing this, and they will help you a lot. It's made me more confident in loads of things, and it's helped me also with my grades. But also, it's helped me to become like... I talk to more people; I get involved more. Like I wasn't so confident before. I might have seemed it, but I wasn't so confident."

Southover Parents

"I don't know how you managed to organise everything so quickly to ensure the students were well supported but I don't feel you could have done anything any better than what you did. (*Student*) was happy to return in September and I don't feel his education suffered either."

"I cannot actually put in to words how much of a difference you made or how grateful I am but I thought I would try."

"I hope the Trust(ees) know how special each and every member of staff is and how much you all did in such a small amount of time."¹

" (*Member of staff*) doesn't miss a trick and always has interesting, busy and constructive days planned and her observations are keen and she, like all of the people involved in (*student's*) life at Southover, approach their work with (*student*) with openness and understanding and compassion. I cannot stress enough what a difference that makes to (*student's*) experience of school and how reassuring it is for me as her mum. Previously, (*student*) has been viewed as a problem and therefore, often left on the periphery, often ignored completely and very rarely treated with any understanding. Rather, she has been made to feel at fault and that any differences just equal insurmountable barriers to any learning and fulfilment."

¹ We do!

Already at Southover, differences are acknowledged and incorporated into the everyday alongside efforts to raise awareness in the students that there are behaviours and rules that everyone needs to try their best to achieve and respect, to help not only themselves, but also other people who they are sharing their environment with.

However, now that (*student*) is fortunate enough to be a part of Southover, I feel confident that she won't be ignored or abandoned during trickier times and I feel certain that the security and consistency that this situation will nurture within (*student*), will be key to her general development and wellbeing and chances of a more independent and manageable future."

"He has a diagnosis of ADHD ... He does have some concentration issues but that was OK in mainstream, but he developed an anxiety disorder so ...sometimes he can be very anxious about coming into school and can be very difficult The school at various points have been very good ...they will even come to the house, or meet him at a coffee shop or something, so he's got that time to lower his anxiety before he gets in, and he always wants to come to school, which I think is important."

Our Partners

"The seminar was great; attendance was in a small group which worked well as participants were able to talk about their own children in detail with Carol, who was extremely knowledgeable and very helpful with advice and information for the group."

"Huge thanks for all your fabulous work. You've made a real difference to A's learning."

SENCo

"This is the only school where this pupil has settled and has made a difference to her."

Social Worker

"I would like to take the time to tell you about the fabulous teaching assistant you provided to (*school*). The TA is brilliant at his job, very intuitive and calm. The pupil is now calmer, using more verbal language and responding positively to others. Today I observed the pupil take part in a phonics lesson for the first time, a very special moment for all the staff"

Specialist Autism Support Worker

"The staff demonstrate warm and friendly approachable interactions with the students whilst at the same time providing them with boundaries and rules.

Southover Partnership is always able accommodate our requests even when given short notice. They provide a service of a very high standard and they have always managed to meet the students' and their family's needs both emotional, academically and psychologically

I have no hesitation in providing a testimonial for them."

Specialist Speech and Language Therapist

"I keep on thinking about the great work of students, commitment of staff and also the vision to provide holistic education. The Southover Partnership is a unique project; please extend my congratulations to Carol

Frankl and to the staff.”

Councillor Barnet Council

“A fab course with lots of participating to see strategies come to life. I can really see how this would work in the classroom with a range of ages.”

Circle Time training participant

“Training on both behaviour and SEN was brilliant. Every aspect taught is useful and interesting to help me interact with pupils and teachers alike in any school.”

Teaching Assistant training participant

STRUCTURE, GOVERNANCE AND MANAGEMENT

Trustees’ report

In setting our objectives and planning our activities our Trustees have given careful consideration to the Charity Commission’s public benefit guidance.

Trustee Board

The Memorandum and Articles provide for a minimum of three and maximum of seven Trustees. All Trustees are appointed by the Chair, in full consultation with fellow Trustees. The Trustee Board has built further its mix of governance, commercial, financial, fundraising and, most importantly, educational skills and experience & all new members have fast become energetic and active participants.

Trustees give freely of their time and expertise and no other remuneration or expenses were paid in the year. No Trustee or person connected with a Trustee received any benefit from the Charity.

Organisational structure

The Trustees determine the general policy of the organisation while the day to day running of the Charity is delegated to the Executive Head, supported by senior staff. The Executive Head undertakes the key leadership role overseeing educational, pastoral and business functions in consultation with the senior staff. The day to day management of both the School and the Outreach Service is undertaken within the policies and procedures approved by the Trustees. The Board has established two sub-committees, with clear terms of reference which focus on quality of education & finance and governance. Trustees meet as a Board four times per year as a minimum. The Chair undertakes individual Trustee appraisal and seeks feedback annually.

Impact of Trustees

The Trustee Board is determined to ensure the Partnership is rated outstanding overall and understand their own performance is key to achieving this. The School’s Ofsted in January 2018 rated the school as ‘outstanding’ in all areas except for ‘good’ in governance, noting, due to having only been in post a few weeks, that:

‘The new Trustees were ready to undertake duties in supporting, advising and challenging leaders to improve the school further, but their work has yet to show a demonstrable impact’.

The Trustees have made this a key focus: asking for and receiving a timetable of reports with an emphasis on outcomes for pupils against expected progress. In addition to holding regular meetings during the year, the Board has come together for longer periods to review its work and to plan future strategy, and this will continue as we develop a 5-year plan in 2020 led by a newly created strategy group. Trustees share information gathered on site visits. Trustees belong to a variety of organisations which support charity Trustees and school governors as well as drawing on their own professional networks. Training is undertaken and advice sought depending on current priorities and keeping an eye on the horizon and national policy developments. Trustees have agreed a code of conduct to make our Board more robust and individual Trustees more accountable.

A review of policies and their implementation across all aspects of the Partnership is underway to centralise and standardise most aspects including HR, pay, job descriptions, appraisal, admissions, new data protection requirements and safeguarding. Financial reporting and practice have been overhauled with a focus on tight procedural controls, robust budgets and detailed management information alongside setting and reviewing the reserves policy.

Early identification of the urgent need to restructure the senior leadership is now long completed and the team is growing yet again in confidence and expertise.

As a result, staff responsibilities in providing for students supported and educated by the school and Southover Outreach Service are on a much sounder footing. Financial risks are better defined and planned for in a changing funding situation amongst Local Authorities, which impacts on all aspects of the Southover Partnership. This will enhance its already positive reputation and allow for consolidation. More extensive fundraising for the charity is an ongoing discussion as the school, students and their families would benefit from further practical support and access to broader educational experiences.

Pay and remuneration of senior staff

The pay and remuneration of the Executive Headteacher and Head of Finance and Business Administration is set by the Trustees. A number of criteria are used in setting pay:

- nature of the role and responsibilities
- competitor salaries in the region
- the sector average salary for comparable positions
- trends in pay
- the need to ensure the organisation is financially prudent

The principal risks facing the charity

Risk management

The Trustees now assess risk at each meeting, and in further detail at sub-committee meetings & have identified the following principal risks and challenges facing The Southover Partnership. They are satisfied that the major risks identified have been adequately mitigated where necessary.

Covid 19

At the onset of the Covid 19 pandemic, a sub group of Trustees was established to undertake weekly online monitoring calls which are ongoing but now less regular. The Executive Headteacher submitted reports on a range of issues including safeguarding, pupil engagement, staffing, financial management, preparation for return after lockdown.

Financial landscape

Local authorities use the high needs budget (HNB) to provide the most appropriate support package for an individual with special educational needs (SEND) and disability in a range of settings, taking account of parental and student choice. High needs funding is also intended to support good quality alternative provision for pupils who cannot receive their education in school.

The Government introduced a National Funding Formula for High Needs from 2018-19 which had a significant impact on local authorities' HNB. There is a significant and growing shortfall within the HNB across London. Despite the government allocating additional SEND funding, the pressure on the LA High Needs Blocks are projected to continue. This means LAs will be looking to reduce their expenditure on HNF and look for more competitive providers.

Our ability to continue is reliant on funding per pupil. The Southover Partnership needs to be able to demonstrate to local authorities, other schools and parents that the provision provides good value for money as well as outstanding pupil outcomes. The charity needs to be able to respond to the changing needs of pupils by adapting provision where necessary. This includes maintaining and developing facilities, staff training, and investing in or expanding the curriculum offer.

Financial risk

The key risks are changes to government policy on high needs funding and the increasing cost of employing staff at a time when income from funded places is forecast to be static. It is unclear how the new Government will impact on funding of services for SEND pupils. Financial planning is focused on maintaining the breadth and quality of future work in the context of diminishing budgets. Trustees have also given due consideration to the risks associated with financial mismanagement and/or compliance failures.

Failures in governance and/or management

Trustees have completed their review of the leadership structure to strengthen its effectiveness. We will continue to review and ensure that appropriate measures are in place to mitigate these risks.

Reputational risk

The continuing success of The Southover Partnership depends on maintaining the highest educational standards. Trustees are clearly focused on monitoring and reviewing the achievement and progress of children. Trustees continue to give due consideration to other aspects of the Partnership's activities where there could be a reputational risk, including behaviour management, safeguarding, health and safety etc. The Southover Partnership works with external improvement partners in order to develop the provision further and aspire to achieve 'outstanding' as outlined in the Ofsted inspection framework.

Safeguarding and child protection risks

Trustees continue to ensure that the highest standards are maintained in the selection and monitoring of staff and volunteers; the operation of child protection policies in the school, the Outreach Service & in training and support, in order to protect the vulnerable young people in its care. The Chair and others undertake regular spot checks of all aspects and every Trustee and member of staff has received training in safeguarding.

Significant changes in staff

Trustees have reviewed arrangements for recruitment and the development of existing staff to minimise the risk resulting from major changes in key staff.

Financial review

The year 2020 presented many financial challenges for all types of organisations. However, we are pleased to report that with hard work and determination our second full year of charity financial statements for the academic year to 31st August 2020 show a small surplus of £13,398. Our total income for the year was £2,872,138 (2019: £3,275,461 – a decrease of 12%) with expenditure of £2,858,740 (2019: £3,193,766 – a decrease of 10%) giving a net income after depreciation of £13,398 (2019: £81,695 – a decrease of 84%).

The main sources of income continue to be fees for the School, Home Tuition (HT) and Support in Schools (SiS), accounting for 68%, 20% and 11% (2019: 60%, 25% and 14%) of the organisation's income respectively. The income from the Outreach services (HT & SiS combined) declined as a direct result of the COVID-19 pandemic with many of the schools we work with unable to continue using our services as they were forced to close to the majority of students. We were also unable to perform many of the necessary steps in order to take on new HT students and this resulted in a slowdown in service. However, we were able to design & implement, at pace, a full remote learning package utilising Microsoft Teams and this has now become a real alternative and brings the potential to expand the service geographically.

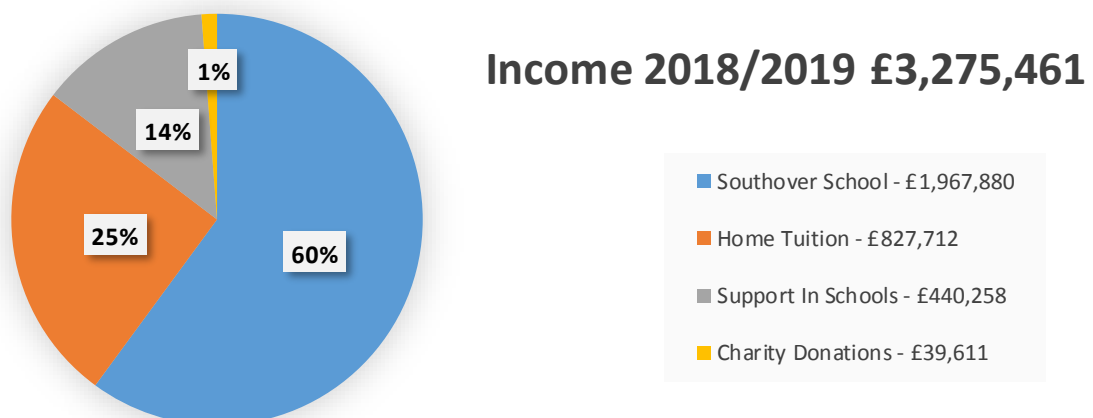
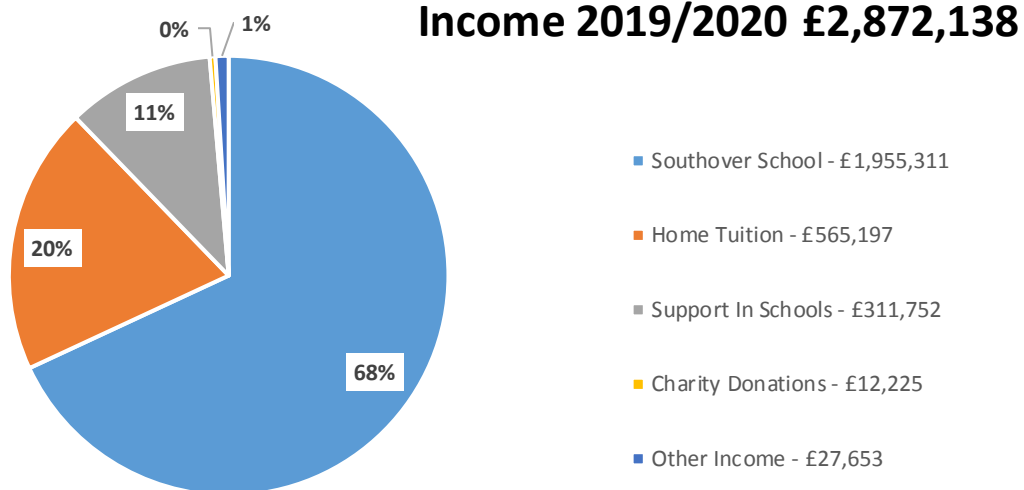
During the year, expenditure on new computer equipment totalled £5,772 and in addition we were fortunate to have three laptops allocated to us from Brent LA for students to use over lockdown, a total of £1,797, which has been shown as a gift in kind.

Once again, we are extremely grateful for all donations made to the charity this year. In such difficult times it is wonderful to feel supported and appreciated for the work that we do with our young people.

Using the funding obtained from the British Council as part of their Connecting Classrooms, Southover partnered with a school in Ghana and this trip went ahead in February 2020. Unfortunately, we were unable to reciprocate during the year but are looking forward to welcoming our partner school as soon as we can. In addition, this year we received a grant from the Art Society which was used to purchase cameras for an ongoing art project.

The School continues to occupy three main sites, Finchley Progressive Synagogue on Hutton Grove, Southgate Progressive Synagogue and Kingsbury Manor. We invested just over £8,000 in repairs to Kingsbury Manor over the year to ensure the safety and reliability of the building for the future.

During the year we were able to reduce a number of costs, including the rent at Finchley Progressive Synagogue and Southgate Progressive Synagogue. They both supported us tremendously over the lockdown period, for which an enormous thank you. We were also able, with the help of Fair Contracts Associates who negotiated on our behalf, to bring to an end a costly photocopier contract, a big thank you to Chas. There is no doubt that these reductions in overheads allowed Southover to end the year in a stable position despite the challenges faced.



Reserves and financial health

Free reserves exclude restricted funds, designated funds and any parts of the unrestricted funds not readily available such as tangible assets. The Southover Partnership holds free reserves to provide a working balance to mitigate against the risks from unexpected short term increases in expenditure or a downturn in student numbers and to plan for future developments in line with the strategic plan.

The Trustees regularly review the finances, budgets and spend against budget as part of the governance of the organisation.

The Trustees monitor the free reserves and review the risk register at least termly as part of the Finance and Governance Committee as well as the full Board of Trustees, to safeguard against any reduction in income or unexpected increase in costs. As a minimum the Trustees aim to have a balance in reserves equivalent to 3 months running costs.

The Trustees are satisfied that existing cash flows are sufficient to meet any anticipated increases in costs.

The Pension liability has been reported within the accounts in accordance with accounting standard FRS 17. All staff are auto-enrolled into a scheme which is operated by NEST.

CHARITY TRUSTEES

The Charity Trustees are the directors of The Southover Partnership. New Trustees are appointed by the existing Board of Trustees. All Trustees have served throughout the year except where indicated:

C Frankl (Chair)
J H March MBE (Vice Chair)
M T Nemko
A C A Pereira (resigned 11 February 2020)
A M Smakowska (resigned 15 July 2020)
M A Timlin (resigned 4 November 2019)
R A D Abrahams (appointed 11 February 2020)
J S Moore (appointed 22 May 2020)
J B Kay (appointed 22 May 2020)

None of the Trustees has any beneficial interest in the company. All of the Trustees are members of the company and guarantee to contribute £1 in the event of a winding up.

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

The Trustees' report was approved by the Board of Trustees on 19/02/2021

Signed on behalf of the Board:

Carol Frankl

Carol Frankl (Chair)

Date: 19/04/2021

THE SOUTHOVER PARTNERSHIP

STATEMENT OF TRUSTEES' RESPONSIBILITIES

FOR THE YEAR ENDED 31 AUGUST 2020

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

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

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

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

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

THE SOUTHOVER PARTNERSHIP

INDEPENDENT AUDITOR'S REPORT

TO THE TRUSTEES OF THE SOUTHOVER PARTNERSHIP

Opinion

We have audited the financial statements of The Southover Partnership (the 'charity') for the year ended 31 August 2020 which comprise the statement of financial activities, the balance sheet, the statement of cash flows and the notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 *The Financial Reporting Standard applicable in the UK and Republic of Ireland* (United Kingdom Generally Accepted Accounting Practice).

In our opinion, the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 August 2020 and of its incoming resources and application of resources, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the 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

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 has 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 trustees is responsible for the other information. The other information comprises the information included in the annual report, other than the financial statements and our auditor's report thereon. Our opinion on the financial statements does not cover the other information and we do not express any form of assurance conclusion thereon.

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

We have nothing to report in this regard.

THE SOUTHOVER PARTNERSHIP

INDEPENDENT AUDITOR'S REPORT (CONTINUED)

TO THE TRUSTEES OF THE SOUTHOVER PARTNERSHIP

Matters on which we are required to report by exception

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

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

Responsibilities of trustees

As explained more fully in the statement of trustees' responsibilities, the trustees, who are also the directors of the charity for the purpose of company law, is 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 is responsible for assessing the charity's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to liquidate the charitable company or to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements

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

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

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

THE SOUTHOVER PARTNERSHIP

INDEPENDENT AUDITOR'S REPORT (CONTINUED)

TO THE TRUSTEES OF THE SOUTHOVER PARTNERSHIP

Use of our report

This report is made solely to the charity's trustees, as a body, in accordance with 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 trustees as a body, for our audit work, for this report, or for the opinions we have formed.

Warner Wilde

Warner Wilde Limited

**Chartered Certified Accountants
Statutory Auditor**

24 February 2021
.....

4 Marigold Drive
Bisley
Woking
Surrey
GU24 9SF

Warner Wilde Limited is eligible for appointment as auditor of the charity by virtue of its eligibility for appointment as auditor of a company under of section 1212 of the Companies Act 2006

THE SOUTHOVER PARTNERSHIP

STATEMENT OF FINANCIAL ACTIVITIES INCLUDING INCOME AND EXPENDITURE ACCOUNT FOR THE YEAR ENDED 31 AUGUST 2020

		Unrestricted funds 2020 £	Total period 2019 £
	Notes		
<u>Income and endowments from:</u>			
Donations and legacies	3	11,625	39,611
Charitable activities	4	2,832,860	3,233,550
Other income	5	27,653	2,300
Total income		<u>2,872,138</u>	<u>3,275,461</u>
<u>Expenditure on:</u>			
Charitable activities	6	<u>2,858,740</u>	<u>3,193,766</u>
Net income for the year/ Net movement in funds		13,398	81,695
Fund balances at 1 September 2019		416,114	334,419
Fund balances at 31 August 2020		<u><u>429,512</u></u>	<u><u>416,114</u></u>

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

All income and expenditure derive from continuing activities.

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

THE SOUTHOVER PARTNERSHIP

BALANCE SHEET

AS AT 31 AUGUST 2020

	Notes	2020 £	£	2019 £	£
Fixed assets					
Tangible assets	10		138,256		170,419
Current assets					
Debtors	11	723,959		528,055	
Cash at bank and in hand		257,278		288,164	
		981,237		816,219	
Creditors: amounts falling due within one year	12	(689,981)		(570,524)	
Net current assets			291,256		245,695
Total assets less current liabilities			429,512		416,114
Income funds					
Unrestricted funds			429,512		416,114
			429,512		416,114

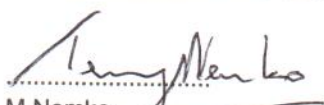
The company is entitled to the exemption from the audit requirement contained in section 477 of the Companies Act 2006, for the year ended 31 August 2020, although an audit has been carried out under section 144 of the Charities Act 2011.

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

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

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

The financial statements were approved by the Trustees on 19/02/2021


M Nemko
Trustee

Company Registration No. 10539109

THE SOUTHOVER PARTNERSHIP

STATEMENT OF CASH FLOWS

FOR THE YEAR ENDED 31 AUGUST 2020

	Notes	2020 £	£	2019 £	£
Cash flows from operating activities					
Cash (absorbed by)/generated from operations	17		(24,396)		116,201
Investing activities					
Purchase of tangible fixed assets		(6,491)		(55,955)	
Net cash used in investing activities			(6,491)		(55,955)
Net cash used in financing activities			-		-
Net (decrease)/increase in cash and cash equivalents			(30,887)		60,246
Cash and cash equivalents at beginning of year			288,164		227,917
Cash and cash equivalents at end of year			257,278		288,164

THE SOUTHOVER PARTNERSHIP

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 AUGUST 2020

1 Accounting policies

Charity information

The Southover Partnership is a private company limited by guarantee incorporated in England and Wales. The registered office is Kingsbury Manor, 288 Kingsbury Road, Roe Green Park, London, NW9 9HA.

1.1 Accounting convention

The financial statements have been prepared in accordance with the charity's [governing document], the Companies Act 2006 and "Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019)". The charity is a Public Benefit Entity as defined by FRS 102.

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

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

1.2 Going concern

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

1.3 Charitable funds

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

Restricted funds are subject to specific conditions by donors as to how they may be used. The purposes and uses of the restricted funds are set out in the notes to the financial statements.

Endowment funds are subject to specific conditions by donors that the capital must be maintained by the charity.

1.4 Income

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

Cash donations are recognised on receipt. Other donations are recognised once the charity has been notified of the donation, unless performance conditions require deferral of the amount. Income tax recoverable in relation to donations received under Gift Aid or deeds of covenant is recognised at the time of the donation.

Legacies are recognised on receipt or otherwise if the charity has been notified of an impending distribution, the amount is known, and receipt is expected. If the amount is not known, the legacy is treated as a contingent asset.

1.5 Expenditure

Liabilities are recognised when either a legal or constructive obligation is identified.

Expenses include VAT where applicable as the company cannot reclaim it.

THE SOUTHOVER PARTNERSHIP

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2020

1 Accounting policies

(Continued)

1.6 Tangible fixed assets

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

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

Leasehold land and buildings	Over the life of the lease
Fixtures and fittings	10% straight line
Computers	3 years straight line
Motor vehicles	3years straight line

The gain or loss arising on the disposal of an asset is determined as the difference between the sale proceeds and the carrying value of the asset, and is recognised in net income/(expenditure) for the year.

1.7 Impairment of fixed assets

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

1.8 Cash and cash equivalents

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

1.9 Financial instruments

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

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

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

Basic financial assets

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

THE SOUTHOVER PARTNERSHIP

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2020

1 Accounting policies

(Continued)

Basic financial liabilities

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

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

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

Derecognition of financial liabilities

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

1.10 Employee benefits

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

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

1.11 Retirement benefits

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

2 Critical accounting estimates and judgements

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

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

3 Donations and legacies

	Unrestricted funds	Unrestricted funds
	2020	2019
	£	£
Donations and gifts	11,625	39,611

THE SOUTHOVER PARTNERSHIP

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2020

4 Charitable activities

	2020 £	2019 £
Sales within charitable activities	2,832,860	3,233,550

5 Other income

	Unrestricted funds 2020 £	Unrestricted funds 2019 £
Other income	27,653	2,300

6 Charitable activities

	Charitable Expenditure 2020 £	Charitable Expenditure 2019 £
Staff costs	2,111,433	2,278,026
Depreciation and impairment	38,653	31,153
Staff costs and DBS	37,946	86,754
Student educational materials, therapy and other costs	139,745	121,048
Premises costs	163,877	184,597
Software, licences and website costs	39,257	43,778
Exam costs	3,785	5,838
Legal fees	14,761	5,574
Insurances	30,101	28,498
Consultants, agency team members etc.	-	68,589
Bad debts	-	17,943
	2,579,558	2,871,798
Share of support costs (see note 7)	267,908	309,301
Share of governance costs (see note 7)	11,274	12,667
	2,858,740	3,193,766

THE SOUTHOVER PARTNERSHIP

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2020

7 Support costs

	Support costs £	Governance costs £	2020 £	Support costs £	Governance costs £	2019 £
Staff costs	219,212	-	219,212	228,233	-	228,233
Office and administrative costs	48,095	-	48,095	72,449	-	72,449
Marketing and advertising	601	-	601	8,619	-	8,619
Trustee meeting costs	-	1,094	1,094	-	269	269
Audit and accounts preparation costs	-	7,470	7,470	-	4,400	4,400
Charity set up costs	-	2,710	2,710	-	7,998	7,998
	<u>267,908</u>	<u>11,274</u>	<u>279,182</u>	<u>309,301</u>	<u>12,667</u>	<u>321,968</u>
Analysed between Charitable activities	<u>267,908</u>	<u>11,274</u>	<u>279,182</u>	<u>309,301</u>	<u>12,667</u>	<u>321,968</u>

Governance costs includes payments to the auditors of £7,470 accrued for audit and accounts preparation fees including irrecoverable VAT.

8 Trustees

None (2019: One) of the trustees (or any persons connected with them) received remuneration of nil (2019: £6,667) during the year, there were no other benefits from the charity during the year.

THE SOUTHOVER PARTNERSHIP

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2020

9 Employees

Number of employees

The average monthly number of employees during the year was:

	2020 Number	2019 Number
Administration and support	6	6
Teaching	99	126
Leadership	7	10
	<u>112</u>	<u>142</u>

Employment costs

	2020 £	2019 £
Wages and salaries	2,125,019	2,304,166
Social security costs	164,094	169,430
Other pension costs	41,532	32,663
	<u>2,330,645</u>	<u>2,506,259</u>

Key Management Personnel comprises the Senior Management Team, the total cost of Key Management Personnel for the year ended 31 August 2020 was £375,604 (2019: £371,372) including employer's national insurance and pension contributions.

Redundancy payments totalling nil (2019: £41,351) were made during the year.

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

	2020 Number	2019 Number
70,001 - 80,000	<u>1</u>	<u>1</u>

Contributions totalling £1,018 (2019: £nil) were made to defined contribution pension schemes on behalf of employees whose emoluments exceed £60,000.

THE SOUTHOVER PARTNERSHIP

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2020

10 Tangible fixed assets

	Leasehold land and buildings	Fixtures and fittings	Computers	Motor vehicles	Total
	£	£	£	£	£
Cost					
At 1 September 2019	182,992	66,295	62,985	67,514	379,786
Additions	-	719	5,772	-	6,491
Disposals	-	-	(14,010)	-	(14,010)
At 31 August 2020	182,992	67,014	54,747	67,514	372,267
Depreciation and impairment					
At 1 September 2019	69,775	40,899	53,956	44,737	209,367
Depreciation charged in the year	19,663	4,384	6,774	7,833	38,654
Eliminated in respect of disposals	-	-	(14,010)	-	(14,010)
At 31 August 2020	89,438	45,283	46,720	52,570	234,011
Carrying amount					
At 31 August 2020	93,554	21,731	8,027	14,944	138,256
At 31 August 2019	113,217	25,396	9,029	22,777	170,419

11 Debtors

	2020	2019
	£	£
Amounts falling due within one year:		
Trade debtors	680,418	466,043
Other debtors	1,373	3,955
Prepayments and accrued income	42,168	58,057
	723,959	528,055

THE SOUTHOVER PARTNERSHIP

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2020

12 Creditors: amounts falling due within one year

	Notes	2020 £	2019 £
Other taxation and social security		31,933	31,203
Deferred income	13	611,003	480,403
Trade creditors		19,136	12,263
Other creditors		6,137	17,959
Accruals		21,772	28,696
		<u>689,981</u>	<u>570,524</u>

13 Deferred income

	2020 £	2019 £
Other deferred income	<u>611,003</u>	<u>480,403</u>

14 Retirement benefit schemes

Defined contribution schemes

The charity operates a defined contribution pension scheme for all qualifying employees. The assets of the scheme are held separately from those of the charity in an independently administered fund.

The charge to profit or loss in respect of defined contribution schemes was £41,532 (2019 - £32,663).

15 Operating lease commitments

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

	2020 £	2019 £
Within one year	58,034	94,645
Between two and five years	163,005	361,351
In over five years	346,667	386,667
	<u>567,706</u>	<u>842,663</u>

16 Related party transactions

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

THE SOUTHOVER PARTNERSHIP

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2020

17	Cash generated from operations	2020 £	2019 £
	Surplus for the year	13,398	81,695
	Adjustments for:		
	Depreciation and impairment of tangible fixed assets	38,653	31,153
	Movements in working capital:		
	(Increase)/decrease in debtors	(195,904)	244,278
	(Decrease) in creditors	(11,143)	(50,449)
	Increase/(decrease) in deferred income	130,600	(190,476)
	Cash (absorbed by)/generated from operations	<u>(24,396)</u>	<u>116,201</u>
18	Analysis of changes in net funds		
	The charity had no debt during the year.		