

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

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Website www.southoverpartnership.com

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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 They have been replaced by 3 new Trustees, Richard Abrahams, Joann Moore and Jeff Kay who have already brought a broad range of new skills, experience and expertise to strengthen our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.

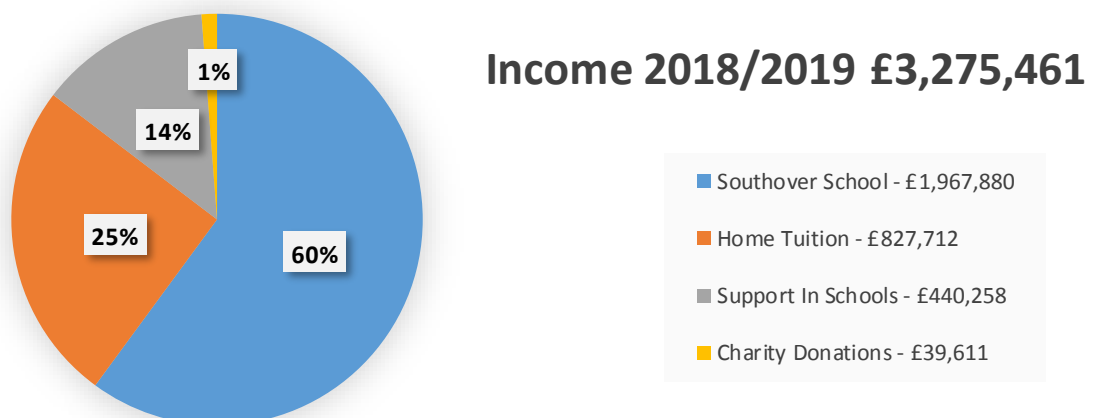
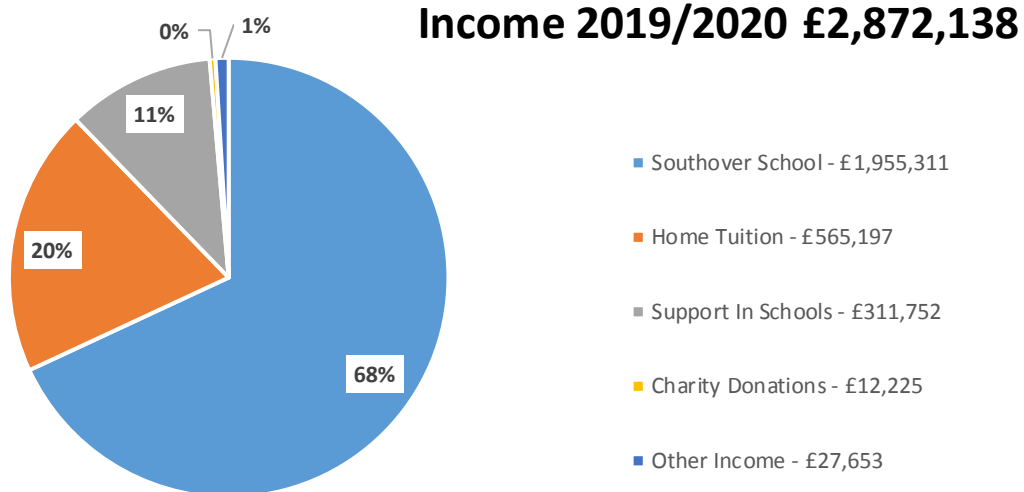
During the year, expenditure on new computer equipment totalled £5,772 and in addition we were fortunate to have three laptops allocated to us from Brent LA for students to use over lockdown, a total of £1,797, which has been shown as a gift in kind.

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

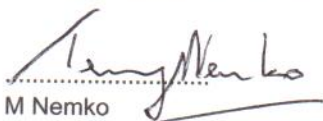
The company is entitled to the exemption from the audit requirement contained in section 477 of the Companies Act 2006, for the year ended 31 August 2020, although an audit has been carried out under section 144 of the Charities Act 2011.

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.		